



The Journal for

WOMEN

AND POLICING

ISSUE NO. 30 AUTUMN 2012

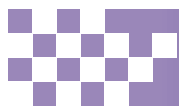


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Level 2, 673 Bourke Street, Melbourne
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Ph: (03) 9937 0200

Fax: (03) 9937 0201

Email: admin@cwaustral.com.au

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PRESIDENT'S *report*

Carlene York APM President

It's been said many times before – police are the community and the community are the police. How we police is both a reflection of the community and an influencer for that community. However, the nature and level of influence is very much linked to the level of community engagement that exists and further, the level of engagement that is recognised to exist.

We now appreciate that the community cannot turn to police in isolation to remedy or respond to social problems; that we must engage and connect the community to identify the most effective response. This response will normally involve partnerships.

Changes to policing, including community expectation of policing, has been influenced by media and television shows such as CSI. Similarly, social networking and computer based offending has developed so quickly that policing and the community has sometimes struggled to keep up.

Our focus on community policing and community engagement influenced the Australasian Council of Women and Policing to choose the theme for our last conference; Police and Community - Making it Happen!

We wanted to explore the relationship between women in policing and the community they police including how we connect; both in terms of partner agencies through to the delivery of frontline policing. We were asking the question about whether it is enough to have women in policing or whether it is about having the **right** women in policing. This leads to questions about community expectation around women in policing and the importance of leadership; both community leadership and police leadership.

Is it right for women to adapt their style; to comply with men's rules within policing or to conform to existing male standards of policing? Would this and can this really make a difference to the communities they serve? Does this assist or recognise the ever changing face of policing and community expectation?

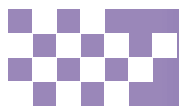
The Spring 2011 edition of our Journal included the key note addresses from last year's conference by Professors Dorothy Schulz and Margaret Beare. The dilemma of distinction between women POLICE in contrast to POLICE women resonates. These lectures highlighted similar issues impacting on women in policing and leadership in overseas countries including the UK, Canada and the US. There is much we can learn through sharing our experience and community outcomes.



*“We were asking the question about whether it is enough to have women in policing or whether it is about having the **right** women in policing.”*

The Autumn 2012 Journal introduces our two ranking women police in Australia - Deputy Commissioners Catherine Burn (NSW) and Lucinda Nolan (Victoria). We also take great pleasure in introducing some of our more junior members including those who have just graduated and remain in their training phase.

Our continued discussion on community engagement and being able to connect the community will be almost certainly influenced by further changes to policing. Our current leaders and our future leaders have the opportunity to shape our future direction and we look forward to this discussion and to making a difference, to making it happen – in the community!



NOTE FROM THE

editor

Philip Green Editor

Since its formation in 1997, the Australasian Council of Women and Policing (ACWAP) has been active in establishing women and policing networks within Australia and New Zealand and expanding its network internationally. This Journal remains an effective way of sharing our activities and illustrating the results being achieved.

As reported in the Spring 2011 edition, last year's Women and Policing conference was a great success and generated several activities that link to both national and international networks and discussions.

The feature article in this edition is by Helen McDermott who presented to the Second Islamic Women Police Conference held in Pakistan in November 2011. The conference organisers were interested in hearing about how ACWAP established and maintains its network.

This edition also includes an article on a leadership program run by the Australian Institute of Police Management (AIPM). In March 2012, the AIPM hosted 23 police women from 11 Pacific Island nations and delivered a specially designed leadership development program that included police practitioners from both the Institute and from around Australia. The program received positive feedback and will hopefully continue with future courses.

The events in Pakistan and Manly both started during discussions and networking at the 2011 Biennial Conference of Women and Policing. In addition, program presenters were sought for comment and media interviews from Australia, the Pacific and from other overseas countries including the USA. Presentations and topics have been sought by partner agencies and show the importance and relevance of ACWAP activities.

Reader feedback and contribution is assisting common police services and community partners to share information and news on what's happening around Australia and internationally. The calendar of events in this edition provides a useful snapshot around some of the discussions that are occurring in Australia and around the globe. The value and impact of networking witnessed through the 2011 Second Islamic Women Police



“The conference organisers were interested in hearing about how ACWAP established and maintains its network.”

Conference and AIPM Pacific Leadership Program forecast continued and improved networks that seek to assist improvements in policing by and for women.

The 12th Excellence in Policing awards will be hosted in Canberra, ACT, on 26 October 2012. A development forum will be held at the same time. Your Journal and your local ACWAP Committee representative remain available to assist in providing feedback and comment on current and emerging issues. We look forward to reporting on the 2012 Awards in the future. Details on how to nominate are included in this edition.

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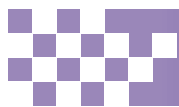
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**CARLENE YORK APM
NEW SOUTH WALES**

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.

Northern Region Office
Level 3, Intersection of Church and Watt St, Newcastle NSW 2300
Phone: 02 4929 0600
Fax: 02 4929 0732
Email: york1car@police.nsw.gov.au

**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.

Inspector Lyn Kaesler
New South Wales Police Force
North West Metropolitan Region Office
Level 10, 130 George Street, Parramatta NSW 2150
Email: kaes1lyn@police.nsw.gov.au
Ph: 02-9689 7453 E/Net 79453
Fax: 02-9689 7003
Mobile: 0412 468 825

**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.

Work: 03 9247 3200
Mobile: 0418 586 808
Email: jenny.pavlou@police.vic.gov.au

**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.

Work: 03 9247 5455
Mobile: 0439 225 127
Email: philip.green@police.vic.gov.au

**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.

Ph: 0417 231 838
helenmcd@ozemail.com.au
PO Box 3994 Manuka, ACT 2603

**LEANNE LOMAS
AUSTRALIAN
CAPITAL TERRITORY**

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).

Tel +61 2 6133 3193
Mob +61 438 404 060
email: Leanne.Lomas@afp.gov.au

**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.

Work: 02 9265 4908
Email: eard1den@police.nsw.gov.au

**INGRID KUSTER
VICTORIA**

Ingrid Kuster is the current ACWAP Treasurer and has been a Committee member since 2007. Ingrid is a Superintendent with the Australian Federal Police. She has worked in ACT Policing in general duties and criminal investigations before transferring across to the National side of the AFP in 2000. Ingrid has also undertaken a 6 month posting with the United Nations to Cyprus as the Police Liaison Officer. She is now the Coordinator of Uniform Operations at Melbourne Airport.

Phone: 03 83463419
Email: ingrid.kuster@afp.gov.au



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 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.

Phone: 08 9301 9725
Email: simone.vandersluys@police.wa.gov.au



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.

Ph: 03 6230 2956

Email: michelle.plumpton@police.tas.gov.au

Mail: Business Improvement Unit
Department of Police &
Emergency Management
GPO Box 308, Hobart, TAS, 7001



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.

Email: susan.harwood@iinet.net.au

Phone: 0419 906 625

<http://susanharwood.com.au/>



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.

Phone: 03 9247 6666

Email: lisa.mcmeeken@police.vic.gov.au



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.

Contact phone: 08 8404 6707
Email: coadybowes@gmail.com



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.

Phone: (07) 3364 3097

Email: Rowsell.LynnE@police.qld.gov.au



GRAHAM KENT **VICTORIA**

Graham has over 36 years in policing and has 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.

Email: gkent@aipm.gov.au



CAROL TRAIN **NEW ZEALAND**

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.

Email: carol.train@police.govt.nz
Direct dial: 04 470 7116
Cell phone: 0276 887 309
Police National Headquarters
PO Box 3017
180 Molesworth Street
Wellington 6140, New Zealand

**DOROTHY McPHAIL
NEW ZEALAND**

Dorothy McPhail is a Detective Sergeant based in Christchurch. She is currently working within 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.

Email: dorothea.mcphail@police.govt.nz
Work +62 3 3637720

**DEBBIE PLATZ APM
QUEENSLAND**

Superintendent Debbie Platz APM has enjoyed a 25 year career with the 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.

Phone: 07 3364 4435
Email: Platz.DeborahJ@police.qld.gov.au

**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.

Phone: 08 89858308
Email: Sandi-Lee.Bradley@nt.gov.au

**KIM EATON
QUEENSLAND**

Kim has been involved with national and international law enforcement agencies including the Queensland Police Service and Australian Customs and Border Protection since 2000. She has extensive experience in gender and family violence including AusAID and UN programs in Papua New Guinea. Kim has been a committee member of ACWAP since 2003.

Email: kimeaton19@yahoo.com.au
Mobile: +61427135291

**KATARINA CARROLL
APM
QUEENSLAND**

ACWAP Vice-President. Assistant Commissioner Carroll joined QPS in 1983 and since November 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.

Level 1, 17-19 Sheridan Street
Cairns QLD 4870
Phone: 07 4040 4910

**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.

Email: Betty.Green@sswahs.nsw.gov.au

**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.

Email: julclark@optusnet.com.au
or j.clark@griffith.edu.au

**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.

Email: joanne.howard@police.sa.gov.au
Phone: 08 7322 4040
100 Angas Street
Adelaide SA 5000



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EMERGENCY SERVICE WOMEN

in Profile

This edition profiles Sergeant Jodie Pearson – a Bomb Technician from Western Australia Police and the current recipient of ACWAP's most prestigious award – the Bev Lawson Memorial. Jodie was in Hobart to receive her award from our President, Carlene York. The 2011 award was sponsored by the Cairns Convention Centre, Queensland.



Jodie has been a member of the WA Police Service since 1988 when she joined as a cadet. Prior to moving to the Bomb Response Group, Jodie worked in different areas including general duties policing at Central, Subiaco and Armadale police stations. She is qualified as a Criminal Intelligence Analyst and in 1999, she received the John Ellis Memorial Award for her work at WAPOL's Tactical Response Group.

Jodie is highly regarded across the nation and is recognised as being one of the most senior and proficient Bomb Technicians in Australia. Her standing and expertise has seen her support policing operations around the nation including the Sydney 2000 Olympic Games. She has also assisted in training and professional development for police bomb response capacity.

In 2004 Jodie completed the National Chemical, Biological and Radiological Managers Course conducted by Emergency Management Australia and in 2006, she was selected as an umpire in the national multi-jurisdictional exercise, "Southern Explorer" conducted in Hobart Tasmania. She has received numerous commendations over the years and is a well deserving recipient of the Bev Lawson Memorial Award.

As a woman police specialist in The Tactical Response Group, Bomb Response Unit, what has been your greatest challenge?

I think the greatest challenge is keeping on top of all the changes in technology, equipment and methodologies of 'Bombers'. I became a Bomb Technician prior to September 11 2001 when the world was a different place. The devices and methods being used in the theatre of war are migratory so what's being seen in Afghanistan or South West Asia, is now being seen close to Australia.

All the equipment we use has radically changed. The robots we use now are controlled by 'play station' type controllers. The young guys are brilliant at using this equipment - it comes as second nature. I take a little longer to get my head around the new technology.

Changing technology and equipment is definitely a challenge though we are really fortunate that we have access to Commonwealth training as well as our own state training.

What is different for young women beginning a career in policing in 2012 compared to when you began your own career?

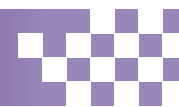
I think the biggest difference today is the opportunities out there for women. There

are really no jobs, sections, or specialist units that are not represented by women. I remember when I first started in WAPOL, there were definitely roles considered as 'boys only'. That doesn't happen these days. It's pretty exciting for young women today to have the knowledge and confidence that they can do anything!

Is it important for women police specialist's leaders to have a mentor? If so, what does a good mentoring model look like?

I think it's absolutely necessary for all police women to have a mentor. When I think about mentors I have had in the past, they have all had the qualities such as

- **A genuine desire to help**
Being interested in and willing to help others.
- **Have had positive experiences**
If you have had a positive experience with a mentor, you will probably be a good mentor yourself.
- **Good reputation for developing others**
Experienced people who have a good reputation for helping others
- **Time and energy**
You need to have the time and mental energy to devote to the relationship. And, pick someone who can invest the time in you!



- **Contemporary knowledge**

You need to maintain current, up-to-date technological knowledge and/or skills.

- **LEARNING ATTITUDE**

You need to remain both willing and able to learn and to see the potential benefits of a mentoring relationship.

Who do you regard as the most influential person (police professional or not) regarding your police career and your achievements in a specialist policing area?

I have been pretty lucky to have great role models growing up, and my parents always instilled in us (6) kids, that we could do anything we wanted - there are

no limits to your potential. My mum and dad were both in the Navy. Mum had to eventually leave when she married and fell pregnant with my older sister. She loved her time in the Navy, and was sad to leave as there were limited or no options in the 60's for part-time or working mums. She always encouraged me to set goals and work really hard to achieve them.

My dad was great too. He was an Electronics Technician in the Navy. When I told him I was interested in becoming a Bomb Technician, his immediate reaction was 'we have this one in the bag. I can teach you all about electronics!'

Throughout my career I have had both male and female mentors. However, it's the

achievements of my colleagues around me that have been my greatest inspiration.

We had a squad in WAPOL called Division 79. This was back when I was a junior Constable. It was formed in 1979, and it was a first response unit to major crime. They were a well respected hard working unit. But, they had never had a female work there. That is, until Commander Michelle Fyfe transferred there. (I think back then she was a Senior Constable). I remember it well, (and I always thought to myself, good on her). It wasn't until years later that I saw Commander Fyfe present at a forum where she described going there. She spoke like it was no big deal. She transferred in and got on with the job.



“Just because there has never been a woman there, doesn’t mean a woman can’t do the job. That’s the philosophy I applied to my application. And it worked!!”

- Have a clear and direct communication style
- Sharpen your negotiation skills, you’ll need them
- Know when to say, “I don’t know”, “I’ll find out”, and know how to say “sorry!”
- Have great role models/mentors
- Be able to change leadership styles if the one you are using is not working!

What do you do for fun or to relax?

I love to spend time with my friends. Having ‘down time’ is really important. I am a really keen traveller. I can’t remember a time that I was not researching the ‘next adventure’.

I enjoy keeping fit. I fancy myself as a bit of an athlete; however, I have been known to over-indulge in wine and chocolate. I love animals, so spending time with my pets is really important to me. I am a member of the WACA and the Western Force. They are both great ways of spending time with friends and to get my sporting fix.

We have to ask – what is your scariest moment?

I think the evening that Retired Police Commander Donald Hancock and his friend Lawrence Lewis were killed by a car bomb in the driveway of the Hancock family home on 1 September 2001.

Initially we were called to attend the scene of the bombing. There were various tasks to conduct there. We restricted access to the blast area until it could be checked for further devices. The outer cordon and inner perimeter were adjusted to ensure the preservation and capture of evidence and to prevent injury or death if there was to be a secondary device. We conducted high risk vehicle searches of other possible targets. We inspected other items which were thought to be possible devices.

That same night we received notification of another ‘high risk’ incident,

where a suspicious item was located at the Burswood Casino.

Having come from a bombing scene with two people deceased, the adrenaline levels were escalated. Utilising the technical equipment available to us, including robots and X-Ray systems, we were quickly able to determine the item to be safe.

It’s times like this that you have to have faith in your knowledge and training and the people around you. The WAPOL TRG BRU is a very professional group of people. We are trained to a high level and we have specialist equipment and both a respect for our colleagues, and a strong sense of team work. We approach situations logically, consider all factors and select the best approach for dealing with the item.

If you were stranded on a desert island, what is the one thing you could not do without?

I think it would have to be my walkman. I could not survive without music!

Finally, what does it mean to have won the Bev Lawson Memorial Award?

Being the recipient of the Bev Lawson Memorial Award is really humbling to me. To have received this award surrounded by so many deserving women is one of my proudest achievements. It ranks up there with graduating from the Police Academy, and being selected to work at the Tactical Response Group.

I am not sure why, but I get really emotional when I am asked to speak about winning the award. It means so much to me! I don’t simply see it as me winning the award rather than think it as an award for all those amazing women out there that are doing fantastic work and who have inspired me. The award is in recognition of these people.

Photo is courtesy of the West Australian news.

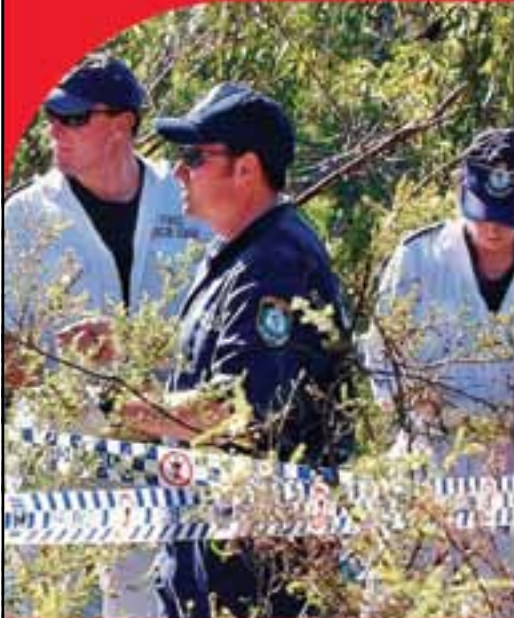
I took so much away from that thinking – I can be a Bomb Technician. It’s no big deal. Just because there has never been a woman there, doesn’t mean a woman can’t do the job. That’s the philosophy I applied to my application. And it worked!!

What is your one ‘pearl’ of wisdom for women leaders in their field?

I think the main thing is to be willing and more importantly, able to do the tasks you are setting for your people. Try and see things from their perspective, as well as from your own.

- Know yourself and your staff well
- Try and highlight your staff achievements as their own, don’t take the credit!

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Bookends in policing careers

This edition offers comment from Australia's two ranking women police - Deputy Commissioners Catherine Burn and Lucinda Nolan - and follows with profiles on some of our more junior colleagues from around Australia and the Pacific. Our recruits of today are our leaders of tomorrow.

DEPUTY COMMISSIONER LUCINDA NOLAN

Lucinda Nolan is the Deputy Commissioner, Strategy and Organisational Development. She has been a Victoria Police member since 1983 and has a broad and diverse background, encompassing frontline policing, criminal investigations and taskforce work, internal investigations, strategy and planning, education, intelligence management, and media and corporate communications. She holds a Bachelor of Arts (Honours) and a Master of Arts from University of Melbourne as well as a Graduate Certificate in Public Sector Management.



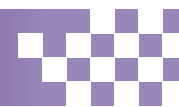
Lucinda Nolan is the Deputy Commissioner, Strategy and Organisational Development. She has been a Victoria Police member since 1983 and has a broad and diverse background, encompassing frontline policing, criminal investigations and taskforce work, internal investigations, strategy and planning, education, intelligence management, and media and corporate communications. She holds a Bachelor of Arts (Honours) and a Master of Arts from University of Melbourne as well as a Graduate Certificate in Public Sector Management.

Lucinda is responsible for the successful delivery of key Victoria Police projects including:

- successfully delivering and deploying the new 1700 police and 940 protective services officers into the organisation and implementing the associated infrastructure for them;
- defining and embedding Victoria Police's culture in a rapidly growing organisation;
- enhancing the key strategic, planning and risk management processes; and
- improving Victoria Police's service delivery to the community.

Before her appointment as Deputy Commissioner, Lucinda was the Assistant Commissioner of Western Region. The region comprises 52 per cent of Victoria's geographical mass and consists of six divisions and 14 Police Service Areas, aligned to 30 Local Government Areas. The Western Region is the only Victoria Police region that is wholly rural in nature and consists of major regional centres such as Geelong, Ballarat, Bendigo and Mildura.

Lucinda is committed to increasing the efficiency and effectiveness of frontline policing by developing service delivery



reforms and reducing the administrative burden on all operational members. She has been at the forefront of the successful UpFront project, which continues to reduce the time taken and amount of paperwork police need to complete to undertake their duties.

To date, almost 23,000 operational shifts have been returned to frontline policing by re-engineering and implementing key reforms to common procedural activities.

What is was your favourite or most enjoyable experience in your police career thus far?

I think the most challenging experience for me was being part of the Spectrum Taskforce, which was set up to investigate a series of related crimes by one offender over many years. The culmination of this series of crimes resulted in the abduction and murder of school girl, Karmein Chan.

The nature of the investigations and our ability to be innovative and at the forefront of new methodologies was a significant professional experience.

The circumstances and impacts on the victims and their families was very difficult for all of the police on the taskforce, but it only drove our motivation and commitment to do the best we could.

I think using the word “enjoyable” is inappropriate as it diminishes the seriousness of the circumstances and harm caused to our community and families involved, but, in terms of working with driven, motivated and highly skilled police, it was the best experience of my career so far.

What was your most embarrassing police-related experience?

I had a fairly sheltered upbringing – I grew up in a traditional Catholic family, went to a private girl’s school and then went straight into four years at Melbourne University. So joining a police organization was a bit of an eye-opener to say the least.

My most embarrassing experience was as a probationary constable when we were called in to assist in a search warrant at a housing commission flat. We were looking for stolen property, and I was searching the female occupant’s bedroom. As I was going through

her drawers, I came across a dildo. Unfortunately, having no idea what it was, I held it up to all and sundry, asking what it was. My colleagues told me to put it straight back in the drawer and later assisted in my professional development with a private debrief.

Who do you most model for standards and behaviours?

There are a number of people that I model myself on, for different reasons and different behaviours. I have found that I admire people who are different

“If women wish to progress, they need to be positive about career prospects, because quite often, the only one holding them back is themselves.”

to me, because I’ve found that you recognise traits and behaviours in others that are most lacking in your own skill-set and which you would love to have.

I think the most important thing in any career is recognising your deficiencies and how they impact on your performance, then seeking out people that have significant strength in that area and try to learn to at least mitigate your own deficiencies as best you can.

Is the concept of a “brass” or “glass” ceiling still applicable to policing in Australasia?

I don’t think so. I think that progression in any organisation is really around desire to progress, motivation, competency and taking a chance on yourself, irrespective of gender.

For instance, I have never found that the need for flexibility (being the mother of three children, one with a disability) has adversely impacted on my career. My children and family have always come first, and I have forgone numerous professional development opportunities because I didn’t want to be away from home for too long. It is not about what hours you work, or when you work, it is what you achieve over time.

My greatest supporters have been my

male managers in allowing me to work around my family yet still contribute in meaningful ways. I think there is a growing recognition around the positive contribution of women.

For example, Forbes magazine reported last month about how working mothers actually provide businesses with a “hiring” advantage and that how 61.4 per cent of businesses ranked mothers as better employment value than men or women without children. If women wish to progress, they need to be positive about career prospects, because quite

often, the only one holding them back is themselves.

How important is personal and professional development to police starting their careers in 2012?

Personal and professional development has always been important, not just for people starting their career now. Given the pace of change in so many areas, we need to be aware and open to change, and we need to build skills and capability in not only our areas of weakness, but to be able to take on future challenges.

What is your one ‘pearl’ of wisdom on police leadership?

Be true to yourself and don’t pretend to be something you are not. Being authentic and being perceived as authentic is the key to great leadership. There isn’t one right style of leadership, and there never can be, given all of the different personality types out there.

The most important aspect of being a police leader is to recognise your strengths and weaknesses, play to your strengths and minimise the impact of your weaknesses. Sometimes that just means surrounding yourself with people that are strong in your area of weakness, so that the overall leadership provided is as comprehensive as you can make it.



DEPUTY COMMISSIONER CATHERINE BURN

I joined the NSW Police Force in 1984 and have spent much of my career working as a criminal investigator, including general detectives, homicide, strike forces, and special crime and internal affairs. I have also held the position of the Deputy State Emergency Operations Controller.



In 2002 I commenced as the Local Area Commander at Burwood and in 2005 was transferred to Redfern Local Area Command as the Commander. I was appointed Assistant Commissioner, Professional Standards on 4 December, 2006.

In November 2007, I commenced duties as the Commander, Central Metropolitan Region and was appointed to my current role of Deputy Commissioner, Corporate Services in July 2010.

I received the National Medal in 2000 and the Police Medal for 20 years service in 2004. In 2005 I was awarded Burwood Citizen of the Year and in 2007 Woman of the Year for the Heffron electorate (Redfern). On January 26th 2007, I was awarded the Australian Police Medal. Also in 2007, I was awarded the International Women's Day 2007 NSW Woman of the Year - for achievement in valuing difference - Leading change.

In 2011, the Australian Telstra Business Woman of the Year Award was very humbling and unexpected.

My formal qualifications are a Bachelor of Arts degree, an Honours Degree in Psychology and a Masters of Management.

What was your favourite or most enjoyable experience in your police career thus far?

I have loved most experiences but a couple really stand out – working in Redfern with the Aboriginal community and working in the Central Metropolitan Region in Sydney as the Commander of many major events such as World Youth Day and New Years celebrations.

What was your most embarrassing police-related experience?

I've had many but it is the way you handle them that counts. Sometimes you just have to grin and bare it and enjoy the moment. Other times you need to stand tall and deal with them head on. I once was asked to fire the starter gun at a high profile local community charity function. I was the police commander of the area at the time and I was chuffed to be asked.

On the day, I was at the event chatting with several junior police, when the organiser came up to me and said, "Thanks for filling in. We really wanted Kenny the Koala but he had to pull out at the last moment. I don't think the kids will mind too much."!!! I stood tall and laughed at the moment.

"Research has shown in NSW that once women are in the ranks they often outperform their male colleagues."

Who do you most model for standards and behaviours?

It would have to be my parents. I am very fortunate to have come from a background where if you were a woman it made no difference to what you could or couldn't do. I have many brothers and sisters. We were all given a voice and we were given choice. I was encouraged to pursue the career I wanted.

Is the concept of a "brass" or "glass" ceiling still applicable to policing in Australasia?

We have had our first female Commissioner of Police in Australia in Victoria. There are a number of other high ranking female police officers within the jurisdictions across Australasia. There are a lot of opportunities available for women in policing and these have to be embraced. The key is getting more women into a policing career. Research has shown in NSW that once women are in the ranks they often outperform their male colleagues whether that be as a recruit moving to a probationary constable role or a senior constable moving into a Sergeant's role. In NSW corporate policies and strategies that recognise the needs of women to balance a successful career with family life have been implemented. Within policing there are various work environments that embrace the diverse nature of women and our unique skill base. We have never been better prepared to take on any challenge that arises.

How important is personal and professional development to police starting their careers in 2012?

Personal and professional development is vital in a policing career in 2012. We are living in dynamic times, connected to the rest of the world like never before, sharing technologies, ideas and benefiting enormously from enhanced communication. To meet the challenges this presents we need to ensure our skills at a personal and professional level are constantly up to date. By linking recruit training to a university education and forging a partnership with the university sector to further develop our future leaders we are on the right track to establishing an all rounded modern police force.

What is your one 'pearl' of wisdom on police leadership?

Whilst this might sound basic it is vital to police leadership. You need to be able to inspire the front line – it is not about rank, but about being able to influence. For us to fulfil our mission the police officer on the street needs to keep their enthusiasm, commitment and professionalism intact. Most join the police to make a difference. Police leadership is about making sure our officers fulfil that ambition and they are given the skills, capability and confidence to have rewarding careers.



Constable Timeka Kennedy Australian Federal Police

I decided I wanted to become a police officer long before I actually made the move. The Australian Federal Police (AFP) appealed to me because of the broad range of avenues and possibilities it has

to offer. AFP is Australia's international law enforcement agency and I was attracted to the idea that I could be working anywhere in Australia or overseas throughout my career.

After completing a Bachelors Degree in Police Studies in 2003, I decided to get some 'life experience' before committing myself to a lifelong career in policing. I spent four years living and working in Japan, England, the French Alps and the Greek Islands and remain grateful for the experience this offered.

The selection process for the AFP is long and requires commitment and patience. I was prepared mentally and physically and finally, I was employed by the AFP in 2010 as an Investigative Assistant at Melbourne Headquarters. I watched and embraced the style of work the Federal Agents were involved in and couldn't wait to begin my career as a sworn police officer. I moved to Canberra to attend the Federal Police Development Program in 2011 and graduated in July 2011.

To kick off my career I was posted to Melbourne International Airport with Airport Uniform Police. As a general duties

police officer, I have been able to work with a range of people and develop a skill set which will benefit me for the rest of my career. Melbourne Airport is cross-jurisdictional so I constantly encounter both State and Federal offences. I have been sworn in as a Special Constable of Victoria Police to enable ease of process when dealing with State offences.

After five months of Uniform Policing, I was given the opportunity to work with the Melbourne Joint Airport Investigation Team (JAIT). Whilst working with the JAIT, I have been involved in a mixture of jobs that target serious and organised crime, focussing on trusted insiders (aviation employees) who have exploited security within the broader aviation environment. My experience in JAIT has given me exposure and awareness of how varied the work is within the AFP.

I am yet to complete one year in policing but so far I have faced many new challenges, worked with great people and enjoyed every minute. I am grateful for the guidance and support I have received from the Aviation Sector and I am looking forward to a rewarding career with the Australian Federal Police.

Constable Hayley Kemp Queensland Police Service

I was sworn in as a member of the Queensland Police Service on 4 November 2011 and am now working in Brisbane's West End Station which forms part of Queensland's Metro South Region. After school I studied photography and gained experience through working with real estate, portrait and wedding photography. I started my own wedding photography business in 2006 and continued through to 2011 when I was accepted into the PROVE program at the Queensland Police Academy. Photography was not my long-term career and I'm looking forward to a career in policing.

From a female perspective, what attracted you to a career in policing?

Unlike my previous occupations, the QPS provides variety from day to day, security and most of all - equal opportunities for both male and females. What I really enjoy is the male/female team dynamic as I find

it helpful in balancing that day-to-day role as a police officer.

Did you have any expectations as to what policing was going to be like before you joined?

Growing up in a police family has benefited me greatly as it provided a good knowledge and understanding into different aspects and expectations required in the role of a police officer such as shift work, overtime and transfers etc.

If so, did your viewpoint change whilst you were at the Academy?

I felt that I lacked some knowledge in terms of the training required to become a police officer. I was not fully prepared for the intense training program that I faced at the Academy and even though I found the seven month program very condensed, I enjoyed the variety of training required prior to graduation.

Has it changed since you left the Academy?

It was when I received my first station allocation that my original expectations of policing were fulfilled because I was experiencing and enjoying real hands-on policing which is the main reason I wanted to pursue a career within the QPS.



What do you think has helped you the most to settle into your new role as a Police Officer?

The support of my peers on a day-to-day basis has been much appreciated and I know that I will continue to learn from them. This support has also been equalled by the South Brisbane District Education and Training Office as they continually provide me with guidance and positive feedback which I feel is necessary in assisting me reach my goals.

I look forward to continuing in my role as a police officer and I genuinely hope it is the start to a long and successful career within the QPS.



Police Recruit Elise Brown

Western Australia Police Service

I've always wanted a job where I can help the community in some way. When an Auxiliary Officer position came up, I took the chance. There are so many different roles you can do as an Auxiliary Officer and I was fortunate enough to work at a few locations. From the exposure of working at the Watch House and Fremantle Station, I learnt so much about myself and other people. I think the main part I enjoyed most was working in a team environment.

The officers I worked with were amazing. The role can be difficult at times and I

was in a high risk environment. I found sometimes it could be physically and mentally demanding. However, the teams I worked with were so supportive so it made the task at hand easier. I always looked forward to heading to work because I was working with people who became close friends.

Through being an Auxiliary Officer I gained so much confidence in myself and realised I wanted to take on more challenges. I wanted to give myself the chance to reach my potential. I joined as a police recruit a year later.

My previous exposure to policing has benefited my time as a recruit so far, but honestly, I believe it's the people that I'm surrounded by that has made my introduction to police life so enjoyable.

Academy life at times can be quite challenging as you are constantly learning every day. All the instructors are very



helpful and I feel very lucky to be training alongside such a great group of people.

With only a few months left I'm really looking forward to finishing my initial training at the academy and I can't wait to see what my future holds in policing.

Nancy Apa

Probationary Constable #14058 Royal Papua New Guinea Police Constabulary

I am Nancy Apa. I am 23 and single and come from the Papua New Guinea highland village of Gagul in the Kerowagi district of Chimbu province. I am the second child in a family of six females and one male. I have a Christian background within the Lutheran denomination. Both my parents are subsistence farmers.

When I was six years old I attended the Gagul Primary School where I studied for my Grade 8 certificate. From 2007 to 2008, I completed high school at Kerowasi Secondary School and was awarded a Grade 12 certificate in 2010.

I applied for nursing at the Madang School of Nursing but unfortunately I was not accepted so I stayed back at school and continued study at Kerowagi University Sub-Centre. While I was studying at Kerowagi, an opportunity in police recruitment came along so I applied to join the Royal Papua New Guinea Constabulary (RPNGC). I joined on 8 August 2011 and was sworn-in on 6 December that year.

The reason for me wanting to join the RPNGC is as follows. My dream career was to be a church servant but my denomination does not allow a female to be a pastor. I decided to find another career which is similar to that of a pastor. Nursing and policing appealed to me, and I saw my

chance when the RPNGC recruitment notice appeared. I put all my trust in my application being accepted, because the police force is all about looking after life and property, and enforcing law and order, similar to following the ten commandments.

When I first entered the Bomana Police College in Port Moresby to commence my training, I heard people say that Bomana is a place where I would be trained to become an aggressive person in order to carry out my policing duties. But as I started my training, I saw and felt that I learned many new things that strengthened my courage to stand among the public to solve problems and carry out my duties.

The six months of basic constable training was very tough. However, I put all my trust and effort into finishing it. I used to say to myself, "if others can do it what about me? I can do it as well." In that way, I developed a positive mind. I aimed to do well in my training, and I was grateful to be awarded the physical fitness trophy for the fittest female recruit of Intake 2/2011. There were 190 males and 50 females in my intake.

I am now a probationary constable and have been told that my first deployment is as a guidance officer for the next recruit constable intake. I will be guiding and helping a class of 30 recruits to do their best during their six months of initial training at Bomana.

Papua New Guinea is a developing country with many different cultures and languages. There are over 800 languages and many other dialects spoken in my land. I speak English, Tokpisin and my own language which we call Kuman. Our country borders

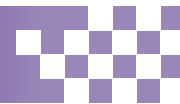


Nancy with her Fitness Award.

Irian Jaya, is very close to the equator and experiences two seasons, the wet and the dry.

Some parts of my country receive nearly ten metres of rainfall a year. Our Western Province has the largest swamp in the world. Some of the mountains in my province are about 4500 metres high - twice the height of Australia's alps. Mt Wilhelm, 4509 metres high, is in my province of Chimbu. Papua New Guinea is experiencing a mineral boom, with gold, oil and gas, nickel and copper mining adding to our other resources such as timber, fishing, coffee, cattle and tea.

I look forward to being a part of the Constabulary as we look forward to an exciting part in our history. I want to serve the people and aim one day to be a commissioned officer. Women have a certain place in PNG culture - though I see my role as a female police officer is to show women to think strongly and fairly like many countries in the world.



Victoria's PSO model is on track and on time

Meet Meagan Golding

The Victorian Government has committed to providing Protective Service Officers on metropolitan Melbourne's 212 train stations from 6pm through to last train. The first squad of PSOs graduated from the Victoria Police Academy on Friday 17 February 2012 before starting work from VicPol's Transit Safety Division which operates from the Victoria Police Centre.

The PSO model plans to:

- (i) deter crime, violence and anti-social behaviour on the rail system;
- (ii) improve perceptions of safety for commuters on the rail system;
- (iii) enhance opportunities for local crime prevention and intelligence gathering to assist broader policing initiatives and support positive community interaction ensuring public safety and confidence within railway precincts.

The Journal is delighted to profile one of our newer colleagues to the policing profession.

If you ask Meagan Golding, 21, why she became a Protective Services Officer (PSO), the answer is simple. Her dad.

PSO Golding's father, Rob Meddings, 54, is one of Victoria Police's longest serving and well respected PSOs.

"My dad works as a PSO in the law courts and other deployments. He has worked for Victoria Police for 24 years and still loves his job," she said.

And what does PSO Meddings think of his daughter's choice of career? He's thrilled.

"I was very proud watching Meagan graduate from the Academy in February," PSO Meddings said.

"She did really well in her training and is enjoying her deployment at Flinders Street and Southern Cross Railway Stations.

"Since Meagan was a teenager she has talked about working for Victoria Police and about a year ago she decided that the role she was interested in was that of a PSO."

After 24 years on the job, PSO Meddings said he is happy to recommend the career to all that are interested.

"I wouldn't still be in this job if I didn't love it," he said.



"The best part of what I do is the people I work with – we have a great team of PSOs at Victoria Police."

He said that Meagan had also formed a strong bond with her PSO squad.

Before becoming a Protective Services Officer PSO Golding worked as a medical receptionist and at Woolworths.

She said that she is proud to be among the first PSOs to patrol Victoria's train stations.

"I think that it is a great honour to have been chosen to represent the Victoria Police and be on the front line of preventing crime on the train stations of Victoria," PSO Golding said.

"It is a great opportunity to help out the community and make the commuters of Victoria feel safe."

Anyone interested in a career as a PSO can find more information at www.policecareer.vic.gov.au/pso.

PSOs will work in close partnership with Victoria's transit safety police in creating a safer public transport system in Victoria.

PSOs undertake an in-depth 12-week training program at the Victoria Police Academy.





Following a dream



Officer Profile: Police Detective Dolyn Tell Bureau of Public Safety, Palau

By Mick Spinks – Pacific Police Development Program

Policing the beautiful Island of Palau may seem a dream to the average police officer though according to Police Detective Dolyn Tell from the Narcotics Division of the Palau Bureau of Public Safety, it's a job that can be both rewarding and challenging.

In 1999 Dolyn began her life dream of being a police officer and wanted nothing more than to serve her community. She completed her recruit training before being posted to the Drug Enforcement Division after which she took a posting to training. She became the Deputy Commander of the 17th Law Enforcement Academy within the training division.

Dolyn shares with us some of her highs and lows of being a woman in the policing profession.

"I think one highlight of my career was a posting to the United Nations contingent in East Timor. A colleague and I were the first women from Palau to be posted to such a mission. It was different of course but I had an opportunity to work with other police officers from other places; mainly from Europe, USA, Australia, and China. It was difficult at first because of different cultures, legislation and language.

I think it is why I enjoy working overseas because you get to meet different people and learn something new from them. I enjoyed my stay in East Timor. I made friends with other police officers and some locals" Dolyn said.

Dolyn's next adventure was a posting to the Micronesian Transnational Crime Unit in Pohnpei. Dolyn's impressive work led to her being offered a time extension on her posting. In 2011, Dolyn's work was

recognised by the Pacific Islands Chiefs of Police Conference in Pohnpei when she was awarded the Chairman's Award for Excellence in Policing. She proudly displays the award alongside her United Nations Medal for service in East Timor.

Dolyn recognises the progress in policing agencies and says, "Most police organisations are starting to recognise the value of the work done by their female officers. I think there are more opportunities for women now than there were say 10 years ago."

The obvious question to Dolyn is how does a young woman cope with the loneliness of being posted away from family and friends?

"Even though there are some obstacles along the way; you find the way to overcome them and continue to be a good citizen and to help the community."

"It was hard working away from home. Obviously the Federated States of Micronesia is much closer to home for me. I did miss my family but knowing that I get a chance to visit them after three months made it much easier for me. Family is very important to me and my overseas postings gave me an opportunity to help my family financially" she said.

Dolyn said that one of the driving forces behind her love of policing was interacting with the community and helping people.

"I like helping people. The idea of solving cases, chasing after the bad guys and putting them behind bars, knowing that you did everything by the book and you had support from your immediate boss and knowing that you're not only doing it for yourself but also for the community and the whole island of Palau... just makes me feel good about my job. Even though there are some obstacles along the way you find a way to overcome them and continue to be a good citizen and to help the community.

"I'm also very thankful for the opportunity of going overseas for work and training. It has given me the opportunity to meet with other people and expand my knowledge about policing. To me personally being a

police officer is all that I am. I take my job seriously because the community depends on me to keep it safe and to protect them and their property. When I became a police officer it was not just a job, I found my second home. The men and women in the force were my family, too" Dolyn said.

Dolyn is currently working in the Narcotics Division of the Bureau of Public Safety in Palau. With her attitude towards policing and her unquestionable devotion to her organisation and her community, I am sure we will see and hear a lot more of Detective Dolyn Tell.

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Excellence in Policing Awards

The Australasian Council of Women and Policing Inc (ACWAP) is calling for nominations for its 14th Annual Excellence in Policing Awards. The Awards will be presented at a dinner in Canberra on **Friday 26 October 2012**.

Australasian Council of Women and Policing Inc.

The Australasian Council of Women and Policing Inc. is an independent body that aims to be a leading Australasian organisation in:

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

More information about the Council can be found on its website www.acwap.com.au.

THE PURPOSE OF THE EXCELLENCE IN POLICING AWARDS

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

AWARD CATEGORIES

Categories for the 2012 Excellence in Policing Award are:

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



HOW TO NOMINATE

Nominations for the Awards must be received by **COB Thursday 20 September 2012**. Please submit nominations as early as possible; late nominations will not be accepted. Nominations must include an electronic photograph of the nominee.

More information about the awards and the nomination forms can be found on the Council's website www.acwap.com.au. If you have any difficulties, please email the Awards Secretariat at awards@acwap.com.au.

WHO CAN NOMINATE?

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

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

For organisations nominating themselves, rhetoric and publicity material is not generally as compelling as a supporting statement from the organisation's women's network, anti-discrimination body, feminist organisation or other supporting person/organisation.

SELECTION PROCESS

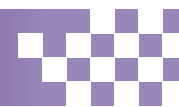
A selection committee will shortlist category finalists and select the award recipients. All finalists will be notified in September. The award recipients will be announced at the Awards Presentation Dinner.

The committee selects the recipient of the Audrey Fagan Memorial Award from all the nominations received.

The selection panel comprises the Council's President or Vice President, members of the law enforcement and policing communities, and community representatives. All nominations are considered on merit.

AWARDS PRESENTATION DINNER

The Awards will be presented at a dinner on **Friday 26 October 2012** in Canberra. Everyone is welcome to attend the Awards Presentation dinner. Tickets to the dinner will be available for purchase from the ACWAP website www.acwap.com.au.



Excellence in Policing Awards Criteria

BEV LAWSON MEMORIAL AWARD

Current or former employees (sworn or unsworn) of an Australian, New Zealand or Pacific policing, law enforcement, or justice agency may be nominated for this Award.

The Bev Lawson Memorial Award is the Council's most prestigious award and recognises the most outstanding woman who has been first in any policing or law enforcement activity or support service. The Award is in honour of the ground-breaking achievements of Bev Lawson, who as Deputy Commissioner of the NSW Police was Australia's most senior woman in policing until her untimely death in 1998.

The criteria for the **Bev Lawson Memorial Award** are to have:

- been a first in a particular area, field or endeavour;
- made a significant contribution to that area, field or endeavour;
- paved the way for women who follow; and
- encouraged and supported other women in policing or law enforcement to develop their skills and abilities.

MOST OUTSTANDING FEMALE LEADER

Current or former female employees (sworn or unsworn) of an Australian, New Zealand or Pacific policing, law enforcement, or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Leader Award** are to have:

- shown dynamic and innovative leadership;
- mentored and provided guidance to others, particularly women;
- contributed significantly to her field; and
- improved policing for women.

BRAVERY AWARD

Current or former employees (sworn or unsworn) of an Australasian policing, law enforcement, or justice agency may be nominated for this Award.

This Bravery Award seeks to acknowledge the bravery required to make the community and policing better for everyone. It is an opportunity to recognise more than just physical bravery, but seeks to recognise the bravery of the circumstances where someone has the time to think about the implications of their actions and the impact those actions will have on their career, their family and themselves.

It includes resolving conflict or situations that require challenging established beliefs or practices and/or protecting others who are negatively affected by unlawful, dangerous, discriminatory or unethical practices or events. It recognises fortitude, where there is time to reflect on the consequences of actions, where there is time to analyse the risks and long-term damage, and where the outcome may bring about significant change and impact to the parties involved.

This award is not a duplication of the various bravery awards already in place.

The criteria for the **Bravery Award** are to have:

- resolved a situation or series of incidents to protect others who may also find themselves in the same situation in the future; and
- protected and cared for others involved in a situation; and/or
- resolved a situation or series of incidents using innovative and non-traditional responses; and/or
- sought a resolution which had the potential to bring about significant change and positive impact to the parties involved.

Nominators should consider whether their nomination would also be eligible for a Bravery Award through, for example, the Australian or New Zealand Honours systems. For more information go to www.itsanhonour.gov.au or www.dPMC.govt.nz/honours.

MOST OUTSTANDING FEMALE ADMINISTRATOR

Current or former employees (sworn or unsworn) of an Australian, New Zealand or Pacific Island policing, law enforcement agency or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Female Administrator** are to have:

- provided effective and gender sensitive administrative, policy development, management, human resource management, or information and communications technology support to policing or law enforcement;
- shown dynamic and innovative leadership;
- mentored, supported and provided guidance to others, particularly women;
- a demonstrated impact on improving the delivery of policing and law enforcement services to women in the community.

MOST OUTSTANDING FEMALE INVESTIGATOR

Current or former employees (sworn or unsworn) of an Australian, New Zealand or Pacific Island policing, law enforcement agency or justice agency may be nominated for this Award.

The criteria for the **Most Outstanding Female Investigator Award** are to have:

- tangibly improved how criminal investigations respond to crimes against the community and/or how they interact with female offenders;
- outstanding on-the-job performance;
- mentored, supported and provided guidance to women and others conducting criminal investigations; and
- enhanced the profile and professionalism of women in policing.

MOST OUTSTANDING FEMALE PRACTITIONER

Currently or former employees (sworn or unsworn) of an Australian, New Zealand or Pacific Island policing or law enforcement or justice agency.

A "practitioner" is someone who is practising any aspect of policing,



this includes general duties, community policing, forensic science, operational support and investigations.

The criteria for the **Most Outstanding Female Practitioner** are to have:

- shown a tangible commitment to improving the delivery of policing or law enforcement services to women in the community;
- mentored, supported and provided guidance to others within policing or law enforcement, particularly women;
- enhanced the profile of women in policing or law enforcement; and
- made a difference for other women through her policing.

EXCELLENCE IN POLICING FOR WOMEN INITIATIVE

This Award is open to an individual, unit or agency in Australia, New Zealand or Pacific Island who has improved policing for women.

This Award recognises the women and men who work to improve policing for women. It acknowledges the excellent initiatives that exist within the community and policing to improve women's lives and safety, and women's capacity to contribute to the community. This Award aims to highlight the work being done by individuals and groups from organisations such as domestic violence crisis services, women's services, community policing units, law enforcement agencies' service delivery units, and activists who are working to bring together women and those charged with protecting human rights.

The criteria for the **Excellence in Policing for Women Initiative** are to have:

- had a significant positive impact on how women are able to access the justice system through policing; and/or
- improved the outcomes for women who access the justice system; and/or
- built relationships that further women's justice and policing interest; and/or
- enhanced feminist networks between policing and the community.

EXCELLENCE IN RESEARCH ON IMPROVING POLICING FOR WOMEN

This Award is open to anyone in Australia, New Zealand or Pacific Islands who has an interest in improving policing for women.

This Award seeks to recognise the importance of quality research that supports the advancement of policing and how it can better respond to women. The award recipient will have finalised a research paper that explores how policing or law enforcement can be improved for women. The research will be contemporary, original, and of publishable quality. The research may already have been published or produced for another purpose. It must however be available in a form that can be published by the Australasian Council for Women and Policing on its website and in its journal (this may be in different format from the original research paper).

Please ensure that a copy of the research (or a link) is attached to the nomination form when it is submitted.

The criteria for the **Excellence in Research on Improving Policing for Women Award** are:

- to have conducted primary or secondary research that addresses an aspect of how policing or law enforcement can be improved for women in Australasia;
- that the research is contemporary, original and of publishable quality; and
- the research is available to be published, either in its original form or one that can be adapted, by the Australasian Council of Women and Policing in *The Journal for Women and Policing* and/or www.acwap.com.au.

EXCELLENCE IN POLICING IN THE ASIA PACIFIC REGION

Anyone who has an interest in improving policing for women in the Asia Pacific region may be nominated for this Award.

This award will publicly acknowledge and reward the achievements of women and men who are contributing to making policing and law enforcement better for women in the Asia Pacific region. It will recognise the excellence that is being developed and currently exists in policing and law enforcement.

The criteria for the **Excellence in Policing in the Asia Pacific Region** are to have:

- developed or implemented an innovative and flexible solution that has significantly improved policing for women in the Asia Pacific region;

- mentored, supported and provided guidance to others within policing or law enforcement, particularly women; and
- significantly contributed to the improvement of policing outcomes for women in the Asia Pacific region.

AUDREY FAGAN MEMORIAL AWARD

Please note: direct nominations for this award are not accepted.

The Selection Panel selects the recipient of this award from all the people nominated for the 2012 Excellence in Policing Awards.

At the time of her death Assistant Commissioner Audrey Fagan APM was the ACT's Chief Police Officer. Audrey had always been a great supporter of the Australasian Council of Women and Policing. This Award honours the memory of her untimely and tragic death on 20 April 2007. The Audrey Fagan Memorial Award recognises outstanding women who have shown exceptional qualities as a mentor, role model and leader of men and women in policing and law enforcement.

The criteria the Awards Committee considers are:

- having displayed exceptional qualities as a mentor;
- being viewed as a role model to women, men and the wider law enforcement community;
- being a highly effective leader and respected police officer;
- having contributed to the recognition and enhancement of women in the workplace; and
- having shown commitment and support to her organisation.

The criteria the Awards Committee considers are:

- having displayed exceptional qualities as a mentor;
- being viewed as a role model to women, men and the wider law enforcement community;
- being a highly effective leader and respected police officer;
- having contributed to the recognition and enhancement of women in the workplace; and
- having shown commitment and support to her organisation.



ACWAP in *Pakistan*



Last year, the Gender Responsive Policing Project in Pakistan asked the Australasian Council of Women and Policing Inc to present a paper at the Second Islamic Women Police Conference.

Helen McDermott, presenting a paper on behalf of the Australasian Council of Women and Policing at the 2nd International Islamic Women Police Conference in Islamabad on 23 November 2011.

The conference organisers were interested in hearing about how ACWAP established and maintains its network.

That paper will be published in the *Pakistan Criminology Journal*.

ACWAP thought that participating in the conference was directly in line with its goal of *participating in the international network of women in policing*.

The Gender Responsive Police Project was initiated in July 2009 as a joint collaboration of the National Police Bureau (NPB) of Pakistan and the German Agency for International Cooperation (GIZ) funded by the Foreign Office of Germany.

WHY GENDER RESPONSIVE POLICING?

Research shows that a society that neglects inclusiveness of women cannot achieve sustainable development and, for the effective and productive participation of women, their physical security has to

be ensured. However, the cultural and social realities of many societies illustrate gender bias and inequalities with strong emphasis on discrimination against women.

Women's equality continues to be hampered through exploitation of their rights – at times expressed through brutal acts of violence and aggression against them. Ensuring safety of women in the public and private sphere is becoming a huge global challenge that needs to be addressed without delay.

Joint efforts are required to eliminate different forms of gender stereotypes, focusing the needs and interests of women and men alike - by considering the distinct realities of their existing division of roles as well as changing the biased institutional practices.

Among all the public institutions responsible for the safety of women, police is the most important. It is the responsibility of police to prevent and

respond to crimes against women sensitively and responsively whether they take place in public or in the privacy of their homes (when reported).

Police organisations can play a dominant role in reshaping the societal norms that create bias against women by ensuring peace and upholding the rule of law and order. As the police organisations throughout the world undergo transformation reshaping into accountable, effective, rights-respecting, non-discriminatory state institutions, improving their response to victims of gender based violence becomes an integral part of police reforms.

Women's access to police services, handling of crimes against women and other vulnerable groups and women's inclusion and level of participation in policing are also influenced by cultural perceptions, and thus find reflections in institutional practices of police. Therefore, it becomes imperative to promote



gender responsive police reforms. The basis of Gender Responsive Policing (GRP) is the socially constructed roles of women and men, their behaviors, social positions, access to power and resources which create gender-specific vulnerabilities that determine the status of men and women in a society and also reflect in the organisational culture of police.

GRP focuses on police reforms ensuring that the principles of gender equality are systematically integrated throughout all police procedures, protocols, rules and regulations, reinforced through gender sensitive training and developing monitoring and evaluation tools for assessing these measures.

A key aspect of gender responsive policing is providing women and men equal opportunities in police for work and career development and improving the operational capacities and services to fairly protect the security rights of all citizens.

GRP PROJECT

The Project aims to enable the Pakistan National Police Bureau to develop and implement policies to combat violence against women by strengthening the Gender Crime Centre, taking into consideration the rule of law and gender equality.

The beneficiaries of the Project are the citizens of Pakistan: men, women, girls and boys, especially women and girls in distress (victims of violence) who need protection with justice from police.

The project focuses on both men and women officers of police organisations of Pakistan, inculcating gender sensitivity in their attitude and public dealing. The police organisations include the federal and provincial police organisations as well as National Highways, Motorways and Railways.



Female police officers from Iran at the 2nd International Islamic Women Police Conference in Islamabad in November 2011.

OUTCOMES FOR THE PAKISTAN PROJECT

The Project expects to have a countrywide impact by:

- Developing a **National Gender Strategy for Police**
- Strengthening the **Gender Crime Center** to collect and develop reliable data on crimes against women that could be reflected in the laws and policies of Pakistan
- Incorporation of gender related issues in the basic training courses of police
- Initiating cooperation in the field of Gender Responsive Policing with Islamic countries
- Establishing a **Women Police Network** at national level

- Overall impact will be supporting Pakistan Police to become gender sensitive and gender responsive.

SECOND ISLAMIC WOMEN AND POLICING CONFERENCE

The Second Islamic Women and Policing Conference held in Islamabad in November 2011 was an opportunity to highlight how women in policing in Islamic countries and Islamic women police everywhere else are an important part of the future for policing.

Policing is very different for women and men in both how women are represented within policing and how policing responds to women in the community. The nature of crime committed by women and men is



Delegates from Nigeria.

different, as is the nature of victimisation. For example, in Australia violence against women is more likely to be committed in the home by someone known to the woman, whereas for men there is a greater chance that the violence they encounter will be in a public place by someone they do not know (ABS 2005).

WHY DO WE NEED WOMEN IN POLICING?

Women in policing are key to ensuring women's safety and empowerment and play an ever increasing role in ensuring women's access to the criminal justice system.

Without women in our police services, half of our communities are not represented in the police services charged with protecting their human rights.

Excluding women from the ranks of policing can mean that women's concerns and interests are not fully understood and critically, it means that they can be ignored by the justice system. It was this exclusion of women from policing and in particular from policing's leadership and decision-making, that first inspired the creation of the Australasian Council of Women and Policing (Tynan 1998).

WOMEN IN POLICING

The excess of men in policing leadership (Harwood 2006) impacts on the priorities for policing and the challenges for women within policing. Although there is still not the evidence base to assert that having more women in policing will make a fundamental difference to policing (Beare 2011), women in policing

and women in the community are of the view that is very likely.

We know that women have different priorities from men. Women understand other women's lives, they prioritise the well being of their children and families and bring a perspective that can be missing in policing's decision making. Evidence in other fields indicates (Carter and Wagner 2011) that having a critical mass of women in key decision making roles will make a difference to how policing is delivered to the community.

AUSTRALASIAN COUNCIL OF WOMEN AND POLICING INC

So with this in mind, in 1995 a small group of women in policing from various police services around Australia who were working in Canberra, decided that something had to be done to make policing and the community aware of the importance of women in policing and they set about organising the First Australasian Women and Policing Conference.

This conference, held in Sydney in 1996, was the first time in Australia and New Zealand that women from every policing jurisdiction came together to talk about policing for women.

In 1997 the Australasian Council of Women and Policing was formed in response to the groundswell from women in policing who wanted women to be able to shape policing. The vision was for an independent feminist organisation that could work within and external to policing and law enforcement agencies to improve policing for women. It was not just about changing policing to remove the barriers for women within policing, but it was about improving how policing responds to women in the community.

The Australasian Council of Women and Policing Inc (ACWAP) is an active group of women and men in Australia and New Zealand who are working to improve policing for women. It has established networks with women's groups within policing organisations and police networks as part of its strategy to enhance the positioning of women in the field of policing.

One of ACWAP's goals is to actively participate in the global network of women in policing and as part of its work around this goal, it shares its experiences of its establishment, how it is developing its networks and its plans for the future. By working with other emerging

women's organisations and exploring the challenges, opportunities, successes and failures ACWAP has encountered and the lessons it has learnt about being an independent voice in policing, it hopes to strengthen the voice of women in policing.

ACWAP has members in every Australian state and territory and representation from New Zealand. ACWAP has three goals.

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

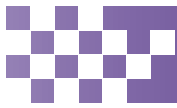
By having a focus on both women within policing and also on how policing services respond to women in the community, ACWAP differentiated itself from the International Association of Women Policing and looked more to the models being used by the European Network of Police Women or the US-based National Center for Women and Policing, a Division of Feminist Majority.

ACWAP is an entirely voluntary organisation that is not funded from external sources. It relies on its own fundraising and occasional project-based grants. Its management committee meets by teleconference every month. Rather than focusing on its formal membership, attention is given to our wider network and our members want to support all the people who in one way or another get involved in improving policing for women.

ACWAP actively works with other women and policing organisations around the world sharing information and creating a global network. It also works closely with other women's organisations in Australia and New Zealand and actively participates in their activities. As an entirely voluntary organisation, ACWAP faces the challenges of funding and officials and members with busy jobs and has had to innovatively use technology and sponsorship.

ACWAP uses its membership of wider networks of women's organisations to contribute to the policy debate around women and in particular, women's safety and has successfully obtained grant funding for various projects.

ACWAP also partners with the Australasian Institute of Policing, a



not-for-profit organisation which has the aim of professionalising policing for a range of activities and to share information and ensure that women, both as police officers and as members of the community, are part of the professionalisation debate.

ACWAP's challenges and successes can provide interesting insight for other women's organisations, particularly for women in non-traditional occupations such as policing and emergency response.

ACWAP cannot claim to be original with these goals. We borrowed heavily from the other women and policing organisations that were around at the time when we developed these goals. We looked to the International Association of Women Police, the European Network of Policewomen, and to the National Center for Women and Policing for our inspiration for these goals and borrowed the parts we liked and reshaped them to suit our circumstances.

This has been one of the key lessons ACWAP has learnt; that other women's organisations are likely to have already attempted what you are trying to do, sometimes successfully, sometimes not, and they are a rich source of ideas, lessons and support.

ACWAP's first goal looks at how policing responds to women in the community. Its focus is on issues such as policing violence against women and policing's response to domestic and family violence, sexual assault and women as perpetrators of crime.

The second goal focuses on how women, both as sworn police officers



Helen McDermott, Marion Bihler, two delegates from the Bangladesh Police and a delegate from the German police.

and also as administrative and support staff, fare within policing. ACWAP acts as a network to share developments in each different jurisdiction and maintain a constant pressure on the police services to provide data on women in policing. ACWAP works with other women's groups and other policing organisations, such as the Australasian Institute of Policing to share innovative practices and to celebrate the successes of the women who are working in policing.

ACWAP's third goal links our work with that of other women around the world in order to build an international network of women and men working to improve policing for women. ACWAP is active in sharing information, promoting the activities of other women and policing organisations as well as the work of organisations that improve how policing is delivered to women internationally.

AUSTRALASIAN WOMEN AND POLICING CONFERENCES

ACWAP's largest undertaking is the biennial Australasian Women and Policing conferences.

Each conference since 1996 has explored a particular aspect of policing and how it can be improved for women.

The last conference was held in Hobart, Tasmania in August 2011 with the theme 'Policing and Community – Making it Happen!' It attracted 250 delegates and examined how policing could better connect with its community to improve policing for women, with a particular focus on policing on-line communities; policing, community and local government; and policing for women in the Pacific community.

The eighth Australasian Women and Policing conference will be held in Adelaide in 2013.

BACK IN 1996...

At the First Conference of 1996, one of the key papers outlined the need for a body such as the Council. And in their paper *Women, Policing and Equality before the Law*, Jill Bolen and Janet Ramsay (1996) noted the critical importance of women as decision makers in policing. They highlighted how policing plays a key role in the access to justice, and that for women, reform is needed and this is linked to women's role within policing.

This landmark event was not just the catalyst for the formation of ACWAP but for what later became the Commissioner's Australasian Women in Policing Advisory Committee, and the Police Federation of Australia's Women's Advisory Committee.



Female police officers from Afghanistan and delegates from the Pakistan police.



Helen McDermott receiving a plaque from the Pakistan Prime Minister, Yousaf Raza Gillani.

EXCELLENCE IN POLICING AWARDS

Every year ACWAP holds the Excellence in Policing Awards and presents the awards at a gala dinner. These awards are an opportunity for the people who are making a real difference to women's lives to be recognised. ACWAP established the awards in 1999 to address the lack of recognition for the important work being done in policing to improve policing for women. The systems of recognising achievements within policing are often framed in a way that did not consider the difference that women bring to policing.

Four of the awards recognise individual women in policing and law enforcement for their work and their professional skills and also expect a recipient to have been active in supporting other women, either in policing or in the community. Other award categories recognise the achievements in policing in how policing is provided to women in the community, and achievements in research.

There are two memorial awards. The Bev Lawson Memorial Award recognises the first woman in Australia to reach the level of Deputy Commissioner and who died suddenly in 1998. Bev Lawson from

the NSW Police was one of the 'firsts' for women in policing in Australian policing and broke through many of the barriers but, importantly, at the same time helped other women who were behind her.

The Audrey Fagan Memorial Award recognises the untimely death of a woman who was taking community policing to new levels. She was the next generation. Rather than having to face the struggle of always being a 'first' in policing, as Bev Lawson and other women from earlier generations, Assistant Commissioner Fagan instead was able to demonstrate that women do make a difference to policing and was beginning to change how policing was being done. She also was one of the first women in policing who was able to reflect on women's leadership in the community more generally. She was a regular speaker at women's events in her home town of Canberra and internationally (Harwood and McDermott 2011). Sadly, in 2009, Audrey took her own life.

THE JOURNAL FOR WOMEN AND POLICING

In 1995 there was no existing mechanism to engage with women in policing around Australia and in New Zealand so

in the lead-up to the groundbreaking 1996 conference, a small group who would become the founding members of ACWAP, published *The Whip* (Women Here In Policing): *the Newsletter of Australasian Women Police*. It was first published in November 1995 and continued for two years and was supported by a number of police jurisdictions, police credit unions, and police unions.

While *The Whip* had proven to be a highly effective way of communicating with women in policing, the Council needed a national and international presence to disseminate information, publish research and ensure that women have a voice and presence in policing. In 1998 *The Journal for Women and Policing* was first published and was distributed to police stations around Australia, university libraries, and other women's organisations. It is not a peer reviewed journal, and complements the journal *Australasian Policing*, published by the Australian Institute of Policing.

The *Journal for Women and Policing* gives ACWAP an effective way of communicating with women in policing and provides a tangible national and international presence. It is a visible



means that allows the Council to engage with women and men in policing as well as stakeholders who are not in policing, including women's refuges, women from other male dominated occupations such as firefighters and ambulance officers. The journal also provides a way of having research about women and policing published.

FITTING IN OR STANDING OUT?

In 1999, and then again in 2009, ACWAP obtained a small grant from the Australian Government Office for Women to produce a booklet called *'Fitting In or Standing Out? A woman's guide to the policing profession'*. It is aimed at an Australian audience and incorporates Australia's unique sense of humour, but it is also an example of how an idea from another women's organisation can be adapted. The idea for *Fitting In* was taken from a booklet produced by an Australian group of union officials from the construction industry.

Fitting In or Standing Out? provides candid advice to women who are thinking about policing as a career, or who have just embarked on their policing career. It aims to provide a positive but realistic portrayal of what women can expect when joining a police service. It gives them the information that is not available in the formal guides written by the police services.

This booklet does not aim to scare women from the idea of policing as a career, but to make sure that they know what to expect. A few of the Australian police services use the booklet as part of their recruiting activities. They hand

out the booklet at recruiting events and send it to women who make enquiries about joining the police service. It is a tangible physical reminder to women that policing might just be the career for them.

As *Fitting In or Standing Out?* was funded through a grant, ACWAP is able to provide copies free of charge to jurisdictions, researchers, career counsellors, libraries, or individuals.

Please send an email to inquiry@acwap.com.au for a copy.

WOMEN LEADING CHANGE

In 2004, ACWAP obtained a grant to develop a leadership training package that brought together women in policing with women in the community. It used the platform of leadership skills training for women in policing as a way to build better links with women in the community. The program *Women Leading Change* brings together women in the community with women in policing to work together to both learn about leadership skills and to develop and practice those skills in a real-life community project.

NETWORKING

ACWAP is active in developing and maintaining its networks with other women's groups, other policing organisations, government agencies and researchers. Networking is fundamental to ACWAP's approach to all its activities. All its undertakings are considered in light of maximizing networks, promoting ACWAP and extending its reach. Importantly, having developed these

networks, ACWAP also works hard to make sure that they are then used to share information, and support others in the network.

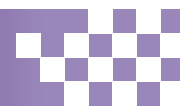
These networks are not just limited to other women in policing. ACWAP has found some of its strongest allies in other feminist organisations and women's groups. This work with other women's groups has developed a growing appreciation that women in policing have a legitimate role to play in the feminist debate, particularly on topics such as violence against women and women in non-traditional occupations.

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Helen McDermott, Marion Bihler and two delegates from the Bangladesh Police.



WALKING KOKODA

a personal account

Sergeant Rebecca (Bec) Marshall, Victoria Police

In March 2011 I was lucky to be selected for the Victoria Police 'Kokoda Project'. My selection was credited to my passion for policing and community engagement.



The author smiling even despite the 5am daily start.

Kokoda Project Connecting the Community

In 2006, in response to long term disengagement with youth residing on the public housing estates of Melbourne's Flemington and North Melbourne, police members attached to the Moonee Valley Local Area Command (LAC) implemented numerous pro-active strategies aimed at decreasing the incidence of youth involvement in crime and improving relationships between young people, police and the wider community.

In July 2007 one of these strategies involved officers from Melbourne's Flemington Police Station taking student groups from Debnay Park Secondary and Kensington Community Colleges to Papua New Guinea to walk the famous Kokoda Track. The program has continued with great success.

The key objectives of the program are to:

- provide a positive and life changing experience that would not normally be available to young people within the community;

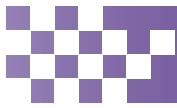
- provide support and offer tutoring to youths in their current school year through to their final year of schooling;
- encourage all participants to complete their VCE and continue with further education or meaningful employment;
- reduce school absenteeism during their final years of school;
- develop the leadership skills of the participants with the objective of them becoming positive leaders within their communities;
- remove barriers between youth and police in the Moonee Valley LAC;
- involve the local community, business and government agencies in the program and to use this framework to increase positive interactions within the local community

Following successful program roll-out and development, program partners can confidently affirm the program objectives being met. The program

continues to play a significant role in changing the lives of participating youth, police and the sponsors.

The program development has seen it expand to the broader Moonee Valley community (a Melbourne Local Government area). The project includes Mt. Alexander High School (formerly Debnay Park Secondary College) and has now expanded to include other schools within the City of Moonee Valley.

On 29 June 2012, 16 students and teachers from St Bernard's College and Mt. Alexander High School will join police members from Moonee Valley LAC, Victoria Police's Operations Response Unit, a MICA flight paramedic and sponsors to walk the track and continue with this important work around Community Engagement. Sergeant Bec Marshall from VicPol's Operations Response Unit is a veteran of two such treks. Bec has shared her experience of Kokoda and the importance of community engagement.



The village of Efogi. Our students were greeted by the local kids. What an amazing experience as our students taught the local kids how to play 'duck duck goose' followed by a game of soccer.

Being honest, I didn't know very much about the project when I applied – only that it was based in the Moonee Ponds Police Service Area (PSA) and involved students from a multicultural school, a private catholic boy's school, a large number of sponsors and four police members.

I previously completed the Kokoda trek in 2007. This journey changed my life and I was keen on sharing my experience, of a police and community focus, with students and sponsors. The fact that I had already completed the trek meant I was confident that I could physically meet the challenge and it would allow me to concentrate and provide support and leadership to the participating students.

I headed off to my first training session at 7am on a cold and wet Saturday Melbourne morning. The training sessions were set for two hours each Wednesday night and every second Saturday. Some of the sessions involved fitness tests, running, walking up and down stairs at the Flemington commission flats, walking Mt Macedon and the Werribee George. All with back packs weighing up to 20 kgs.

From the very beginning of the project I could see how truly amazing it was. The students were from varied backgrounds. Some were refugees who were quite open to share their stories about coming to Australia. Some had arrived over the past two years after their parents were violently murdered in Africa. They were

left orphaned with their siblings and now live with extended family members in Melbourne's housing commission flats.

Others were from lower social economic backgrounds and were grateful to be given this opportunity. Most of the boys from the private school had grown up in a higher social economic background. For them, it was an amazing experience from a different perspective. We watched and supported them bond and become a team. To this day it still gives me goose bumps. They were able to share their life stories and overcome social and culture barriers.

The sponsors involved are to be commended. They donated money to participate and they all did it for the same reason - to give back to the community. Some were from large corporate businesses and were selected by their managers, whilst others had done the hard yards and started their own successful businesses. All brought with them their own life stories of how they became successful and were able to inspire the students to achieve.

After months of intensive training, our nervous group headed off to complete the eight day trek. The sponsor's main concern was the physical component, the students concerns were confidence, determination, and mental barriers. Step by step, everyone supported each other to get to the next resting point.

I spent most of my days pushing the stragglers up mountains. It felt like I was doing bench and shoulder presses. At the same time, I was verbally encouraging



At a hidden waterfall. The female students were initially too scared to get in the water even though they were very hot and sweaty. Trust prevailed and we got them into the water - you never regret a swim.



The last day of our trek. Everyone is proud of themselves and each other.



One of many water crossings at Browns river. River crossings involve trust and team work.

them to reach the top of the next hill. I had both the girls and boys in tears throughout the trek and I learnt many techniques to manage each issue and provide appropriate leadership. At times I was the nice and gentle friend and other times, I was a hard and commanding Sergeant.

I remember one particular incident when a female student was refusing to walk any further. She had already rolled her ankle twice on the trip and was not the fittest or most motivated person. Basically, she had learnt through her difficult life experiences to take the easy road.

I decided that the nice Sergeant was no longer going to cut it to get her up the hill.

I took a firmer approach which I'm sure she hadn't experienced before. Basically, I told her to suck it up, be a team player and to start walking. If she didn't walk she held everyone back. This meant that we would not arrive at camp until well and truly after dark when it was wet and cold.

I began marching her up the muddy mountain and every time she stopped I would push her pack up the hill – forcing her to move. She was struggling and was at the end of her physical and mental capacity. Each time she got to the top of the mountain I would support and encourage her, trying to motivate her so she could realise what she had achieved.

Gradually she began to believe in herself. When we got to one of the hardest climbs on the trek at day six – Immature Ridge – I was blown away when she overtook five of the boys and ended up waiting up the top of the mountain for over 30 minutes for them to reach her. The expression on her face was priceless. She was so proud of herself and learnt that she really could do anything she put her mind too. At the end of the trip she hugged me and thanked me for encouraging her to complete the journey.

There are so many stories that I could share about the trip. All the students organised and ran fund raising events collecting over \$13,000. The money was donated to a local PNG school to help them build a new class room. On day five, all of the students shared what they had learnt whilst on the trek. It was truly life changing for each and every one of them – not to mention the sponsors and the police members.

The students we took to Kokoda were not the students we brought back. They learnt life lessons that will help them to believe in themselves and achieve what ever they set out to do in life. The barriers that were broken down and the friendships that formed will stay with them. The Kokoda experience is police and community engagement in action. We all learnt and benefitted from this amazing experience and both police and the community are better for it.



Senior Constable Beck Warke Victoria Police Operations Response Unit (ORU)



Senior Constable Beck Warke at VicPol's Operations Response Unit.

After 2 years general duties policing in Melbourne's inner-city Prahran and 2.5 years at Victoria's largest inland city of Ballarat, I wanted to broaden my policing skills and knowledge whilst focusing on the tactical side of policing.

Victoria Police's Operations Response Unit (ORU) fitted the bill and presented me with a great opportunity and diverse range of policing roles.

In May 2011, I joined the ORU's Public Order Response Team (PORT) and I was one of three women to complete VicPol's first training course. This was a great accomplishment for me, both personally and professionally, and a great start in the direction I was hoping to take at the ORU.

Being part of an enthusiastic team requiring specialist training and equipment is something I am very proud of. To reach and maintain a required fitness and skill level is an ongoing but rewarding challenge. The PORT trains with our riot equipment and we often spend time training with other specialist units including the Mounted Branch and Dog Squad. I love the training days and feel privileged to be part of such a highly skilled police environment.

PORT covers a variety of jobs and gives me experience across a broad range of policing challenges. The weekend work mainly focuses on entertainment and night life in and around the Melbourne CBD.

The work we do is quite dynamic and covers anything from Liquor Licensing policing through to dealing with drunks, assaults, brawls and antisocial behaviour.

As a specialist response team, PORT can be deployed at any given time to outer city Local Area Commands (LACs). This can include supporting general duties police at out of control parties and other public order issues. I enjoy the dynamic and unpredictable environment in which the PORT operates where a shift can finish in a very different place and situation to where it started.

Shifts during the week can have a very different focus as we conduct patrols and assist local units with crime issues as well as conducting vehicle intercepts and focus on traffic offences. One week at PORT can bring a whole variety of experiences. This environment allows me to remain highly motivated and be the best worker I can be - day in and day out.

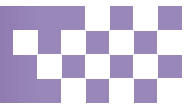
Being stationed at the ORU means that I am fortunate enough to dedicate one shift per week to community policing. Along with some other members of PORT, I participate in community focused initiatives including Aus Kick and basketball programs involving children in addition to other community run events.

Victoria Police has also afforded me the opportunity to partake in the Kokoda Project 2012 where along with other members of the Victoria Police, I work and train with children and community sponsors. Together, we will complete the Kokoda track in June 2012. This program promotes a healthy relationship between police and youth – I describe it as community engagement in action. This is a huge privilege for which I am thankful. Community Policing provides a much needed balance to my work life.

Reflecting on my past 12 months and the opportunities offered by the ORU and PORT, I am grateful for every experience. My work is dynamic and enjoyable. I am trained with skills that not everybody is fortunate to have and I am proud of this. On top of this I get to work in a happy environment with supportive colleagues. I am proud for achieving a specialist role within policing and make the most of every day.



From top: S/C Beck Warke wearing a specially designed PORT uniform; S/C Beck Warke wearing level one protective equipment (cap insert, gloves and glasses); S/C Beck Warke in level three uniform and equipment.



from the *Pacific*

Pacific Island Women's Program



In March 2012 the Australian Institute for Police Management, Manly, hosted 23 police women from 11 Pacific Island nations and delivered a specially designed leadership development program.

Sepola Niulakita of Tuvalu Police Service sharing her story with passion.

In an AIPM first, the program was funded through AFP's Pacific Police Development Program (PPDP) and provided a unique learning and development opportunity to aspiring women police leaders from across the Pacific Region. The program also supported the women to identify strategic challenges in each of their jurisdictions and to start on a change project aimed at meeting those challenges.

As well as being an opportunity to showcase the AIPM facilities and program qualities, AIPM staff thoroughly enjoyed the participant's company and were inspired by their stories, their courage and the prospects for their

leadership development. We heard stories of courage in operational policing in remote areas, dealing with cultural clashes and stories of determination and perseverance in the face of organisational cultural challenges.

The course was more than fun and relationships. AIPM staff worked hard with the group to identify strategic challenges for their jurisdictions and start the process of tackling those challenges. A number of common themes emerged that were not just about gender. This included issues that remain core to organisational culture - structure, values and leadership - big issues. Each participant finished the program with an understanding of some

strategies that will help them develop recommendations for their respective Commissioners. Overwhelmingly, the participants demonstrated individual and group strength, perseverance and patience that they will need to draw upon to influence and lead positive change in their organisations. Additionally, each of the participants identified individual professional development pathways.

Much of the learning was about differences. Much more was about what the women from the various jurisdictions share in common, including challenges around the acceptance of women in Pacific Island police organisations. One of our learned gems was the realisation



Illona Doweida of Nauru Police Service and Jane Borenga of Vanuatu Police Service (read Jane's story in this edition).



Clair Rambu of PNG Police – inspired the group with her leadership stories.



Atu K Taumoepeau of Palau Police Service sharing her story with the group. Note the pride shown by Atu's boss Deputy Commissioner Jennifer Olegerill (far left next to banner).

around how people from Pacific Island nations see the vast oceans as a way of being connected and of communicating rather than as a separation or barrier, the more common western perspective.

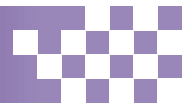
Discussion around the concept and value of networking was an important part of the program. It was networking across the Australian Federal Police, International Deployment Group, the PPDP and the Australasian Council for Women in Policing (ACWAP) that made the program happen. The initial planning meeting was at the ACWAP conference in August 2011 at Hobart, with support coming from networks across these entities. Carlene York, Assistant Commissioner of NSW

Police and President of ACWAP joined the program for the afternoon and evening of the first day. The program was also supported by AIPM staff and Visiting Fellows, Hamish Shearer and Graham Kent as well as mentors Cindy Millen from Victoria Police, Jeannette Kerr from Northern Territory Police and Deborah Todd from the AFP. Presenters included Phil Shepherd from AIPM, Charmaine Bourke from Aspect Consulting, and Amanda Horne, and personal stories from Elizabeth McKenna of the AFP and Superintendent Doreen Cruikshank from the NSW Police. The panel session of the final day included Lautoa Faletau and Gerry Morris from the AFP and Dr Abby

McLeod. We were all inspired by the group and their stories and equally learnt a good deal from them about the value of concepts such as perspective and perseverance.

The final day coincided with International Women's Day and we celebrated with a dinner at the AIPM hosted by the Acting Executive Director Warwick Jones.

AIPM, through the AFP's International Deployment Group, will keep in touch with the participants and look forward to working with the various jurisdictions and supporting organisations into the future to help develop leadership capability, acceptance and participation of women in policing in Pacific Island nations.



One woman ~ two lives

Corporal Jane Borenga – Vanuatu Police Force

Corporal Jane Borenga is a 2012 International Women's Day award winner. She shares some of her remarkable experience with the Vanuatu Police Department.

Mick Spinks –Pacific Police Development Program

On a warm sunny day in May 1993, a quietly spoken young lady named Jane Borenga Pakoa marched into the Vanuatu Police Training Academy in Port Vila to start her recruit training. It was a long way away from her home on the Island of Pentecost in the Vanuatu archipelago.

Jane was embarking on a career in policing that would take her to some of the most challenging, remote and dangerous destinations in the world; places not normally found on a young woman's holiday list.

Jane has pursued a career in policing and has enjoyed success in challenging areas such as General Duties, Criminal Records, Immigration, Corrections, Communications, Overseas Posts and

more recently, as the Media Liaison Officer for the Vanuatu Police Force.

Jane's pursuit of excellence in her policing career was balanced against the demands of managing a home and family.

Jane attributes her ability to balance work and family to the support she receives from her husband.

"Managing my time at work and ensuring I devote time to my family is sometimes difficult. Having a very supportive husband who always encourages me has helped me a lot to keep a balance between my duties as a female officer and my family. It helps too that my husband is also a Police Officer and understands the job we face" Jane said.

Jane's pursuit of adventure started in 2002 when she served six months in a Truce Monitoring Operation in Bougainville. In 2009, the overseas mission bug bit again with Jane serving a 12 month stint with United Nations-African Union Mission in Darfur.

Jane reflected that, "It was difficult working in environments that were totally different from home. Environments such as jungle, tropical weather and desert were all hard to get used to. Seeing people carrying guns every day for twelve months is stressful and dangerous. The living was hard at times - we had to buy a small amount of water each day and the thought of a hot shower seemed like a dream."

Jane went on to comment that, "I enjoyed it because I have worked with



people of different cultures. Carrying out police duties to a different standard, and to different laws, is also challenging but I learned a lot from it and still use some of the skills in my everyday life. I have never regretted going on overseas missions”.

In her more recent life Jane has successfully passed courses in investigations, journalism and as recently as March 2012, she undertook the first Women's Leadership Development Program with the Australian Institute of Police Management in Sydney, Australia.

Jane's success story and her devotion to work have not gone un-noticed. She has been awarded the Vanuatu Overseas Service Medal, the United Nations Medal for Service in Dafur, and the Vanuatu Jubilee Medal for diligent service.

In 2012, Jane received the International Women's Day Award with a citation that read:

“Jane is a media liaison officer and has been instrumental in broadcasting positive news and the good deeds of the VPF to the Communities via the media. On top of this Jane has provided a mentoring role to a junior media student for the past year”.

Jane summed up her career and offered the following advice to any young women considering a career in the Police.

“For me, policing is a challenging but interesting job because we deal with people of different ethnic groups and learn to solve different conflicts. There are also opportunities to further develop my career through training, courses and overseas experience. It is a rules-bound

life and I think we always need to be mindful of that. We need to conduct ourselves to community expectations both on and off duty. Every day we face challenging tasks, most of the times these can be stressful” Jane said.

Jane's devotion to her family and work and the balance she maintains between the two is truly inspirational. She is a credit to her organisation and to Women in Policing.

Authors Note: I am very proud to have been able to contribute to this article. I have been Jane's mentor in police media for the past two years through the Pacific Police Development Program's (PPDP) Use of Media to Build Community Confidence Project.

Mick Spinks

Media Advisor - PPDP



International Women's Day

Solomon Islands Celebrations

The Solomon Islands has celebrated International Women's Day (held every year on 8 March) in style with events planned over an eight day period. This year's theme is "Connecting girls, Inspiring futures, involving, participating and empowering".

The Royal Solomon Islands Police Force (RSIPF) Youth Club was the focal gathering place for the celebrations, with a march and Official Opening held on Thursday 8 March. The Opening was attended by several dignitaries and members of the Diplomatic Corps, with the A/Commissioner RSIPF Walter Kola delivering the welcome speech as host of the venue.

"I am pleased to share today with you and I am very proud that the RSIPF recognises the importance of women within our organisation as should all organisations" said Acting Commissioner Walter Kola.

"In the RSIPF we have a 33% female recruitment quota, we have female representation within the Executive Management Team and the leadership group and have outstanding and committed women working within all functional areas of the RSIPF including the Family Violence Unit, PSII and Sexual Assault Squad"



Isabel community representatives - attendees of the domestic violence sessions.

"I encourage you all to talk with each other and the senior officers to address any concerns and to promote your ideas, as all women within the RSIPF are valued" he said.

The march was led by RSIPF Band, the women of the RSIPF and women from the Participating Police Force (PPF). It was excellent to see the large number of PPF women and members of the

Executive including Commander PPF Paul Osborne in attendance, demonstrating their support not only for their RSIPF counterparts but also the women of the Solomon Islands.

On Friday 9 March, the RAMSI Special Coordinator, Nicholas Coppel hosted a breakfast at the Mendana Hotel. Commander PPF Paul Osborne hosted a number of tables at the breakfast



RSIPF and PPF at the International Women's Day march.



Isabel community sessions - group discussions.

and his guests included the newly appointed Minister for Police, National Security and Correctional Services David Tome and his Permanent Secretary Jeffrey Kauha, the RSIPF and PPF Executive and women at all levels from both Police services.

Saturday was the Closing and final official event with a Pacific Island night held at the Police Youth Club. Members of the PPF Pacific Island Contingent demonstrated their native dancing skills and entertained the 300+ crowd.

To be a part of a total community celebration was quite unique and different to the localised events usually held in Australia. The whole community was involved in all of the celebrations, which is a credit to the Organising Committee and ensured the success of this year's IWD.

Statistics have revealed that within the Solomon Islands approximately 64% (2 in 3) of women experience physical and/or sexual violence from an intimate partner. This places the Solomon Islands as the third highest of incidence of countries surveyed. (2009 Solomon Islands Family Health and Safety study)

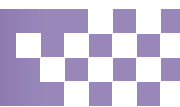
In response, that Royal Solomon Islands Police Force (RSIPF), with the support of RAMSI's Participating Police Force (PPF), has established a program which aims at reducing and preventing violence against women through educational programs; implemented a Family Violence policy and introduced improved reporting systems.

The province of Isabel has seen significant progress in combating violence against women. The RSIPF undertook extensive community consultation and awareness programs across the province. These sessions were attended by a cross-section of the community

involving representatives from women's groups, churches, community leaders and the provincial government.

The workshops were all very well received with a number of village chiefs indicating that they will go back to their communities and spread the word that domestic violence is not acceptable. One chief said "we have been assigned to rescue our loved ones who have the fear of family violence. We the chiefs and leaders are proud of our long held customs and traditions, which we can work with the police, church and provincial government forming the tripod to do battle against family violence".

The RSIPF will continue to deliver educational programs to communities that emphasise that violence against women is a crime and that offenders will be dealt with and held accountable for their actions.



The NSW Police Force Celebrates

150 Years of Service and Sacrifice

In 2012, NSW celebrates 150 years of policing under a united Force. Modern policing and women and policing remind us about how things have changed.

2012 is a year of celebration for members of the New South Wales Police Force. It is this year that we celebrate our sesquicentenary - 150 years since the State's various police forces united under one banner.

There are a number of official events programmed over the year including a street parade, a police expo, a book on our history (authored by Patrick Lindsay); and a combined Police Legacy & 150th Anniversary Ball. A similar street parade and dinner were conducted during the Centenary celebrations in 1962.

1788 TO 1862 – THE EARLY YEARS

Policing in Australia started by necessity with the First Fleet in 1788. The military were initially responsible for policing though following the pilfering of valuable stores, the Governor appointed a single constable to provide a policing role. In the following year, a Night Watch was formed with 12 convicts divided into four roving patrols. Governor Phillip also established a 'Row Boat Guard' whose duty was to maintain law and order in Sydney Cove. In 1790 the Sydney Foot Police was established. Policing numbers and capability steadily expanded over the next 70 years and by 1862 a number of smaller forces were providing policing services across NSW.



"Right on Target" – Police women in the 1980's at the NSW Police Academy.

"It is a celebration of the spirit of the Police Force."

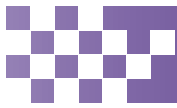
In 1862 the Police Regulation Act established the NSW Police Force under command of the Inspector General of Police, Captain John McLerie. Under this Act, the Rural Constabulary, Mounted Patrols, Sydney Metropolitan and Water Police were all amalgamated into the one centralised force we know today.

TRUE BLUE – 150 YEARS OF SERVICE AND SACRIFICE

In 2009, author Patrick Lindsay was commissioned by the NSW Police Force

to write an account on the history of the Force – an enormous task by any estimation.

The Police and Justice Museum in Circular Quay was Mr Lindsay's first port of call as the NSW Police Force doesn't have a historical society or in-house museum. The well equipped museum was the perfect place to explore the depth of accumulated history. Patrick also carried the heavy responsibility of having to deliver an important historical artefact that also showed commercial appeal.



Women in NSW police uniform from the 1950's and 1960's.



Univac – the first commercial computer developed in the United States in the 1950's and in operation in the NSW Police Force in the 1970's.



90 Years of Women in policing march – 2005. Inspectors Kaesler & Tomadini renewing old friendships going back to 1985.



NSW Commissioner Andrew Scipione at 'Sea of Blue' march opening.



Police women in the 1940's didn't have uniforms and were restricted to limited roles and duties.



Old style Mounted Police uniforms – Sea of Blue March 2012.

Patrick describes the book as the toughest project he has ever undertaken though believes it is quite possibly his best work.

He wants to thank the many serving and retired officers, their family members, and other members of the community who submitted the many stories and photographs that he considered when compiling the book.

'I wanted to celebrate and honour the service and sacrifice of all our police, in particular the memories of the unsung

heroes who put their lives on the line each day to protect the people of NSW' he said.

Mr. Lindsay commented that 'There is certain nobility in the work that police do and I hope that this book highlights our heritage that has accumulated over the last 150 years. I would also describe the book as a logical look at the way we've grown and matured since 1862.'

His 365 page book is not a definitive history but identifies the eras of policing, the characters, events and milestones

that have shaped policing in NSW since 1788. The book is heavily illustrated and will be available in two levels of finish, with the limited edition version sporting a leather embossed hardcover.

The book will be officially launched at the Justice and Police Museum, at Circular Quay, Sydney on a date to be fixed in July 2012.

Pre orders can be made on-line or by phone through the NSW 'Police Shop' at <http://www.policeshop.com.au> or phone +61 2 4828 8536.

A CONFERENCE TO
ESTABLISH AND INVESTIGATE
THE ROLE OF LAW ENFORCEMENT
IN RELATION TO PUBLIC HEALTH

LEPH 2012: The First International Conference on Law Enforcement and Public Health

11 – 14 November 2012

Melbourne, Australia

Law enforcement, especially through police forces, has a crucial but largely unacknowledged role in the protection and promotion of the public health. This conference is about the inter-relationship of law enforcement and public health, with invited papers from world experts in specific aspects of this relationship, from multiple sectors and disciplines; and case studies of successful collaborations of police and public health across a wide range of issues.

CONFERENCE THEMES INCLUDE:

- MENTAL HEALTH
- ALCOHOL REGULATION – POLICING AND PUBLIC ORDER
- ILLICIT DRUG REGULATION
- FAMILY/DOMESTIC VIOLENCE, OTHER VIOLENCE PREVENTION
- HARM REDUCTION – HIV PREVENTION
- EPIDEMIC CONTROL
- NATURAL OR MANMADE DISASTER RESPONSE AND CONTROL
- ROAD TRAUMA – PREVENTION; LAW ENFORCEMENT, PARAMEDIC INTERACTIONS
- ACQUIRED BRAIN INJURY RESPONSES

CONFERENCE SPEAKERS FROM LAW ENFORCEMENT AND PUBLIC HEALTH SECTORS, INCLUDING:

Prof Scott Burris, Temple University, Johns Hopkins Bloomberg School of Public Health

The Intersections between the Law, Law Enforcement and Public Health

Ms Libby Lloyd AM, Former Chair, National Council to Reduce Violence against Women and their Children, Former Chair of Commonwealth Violence against Women Advisory Group

Policing, Public Health and Domestic Violence

Prof Ernie Drucker, The John Jay College of Criminal Justice, City University of New York; Mallman School of Public Health, Columbia University

Prisons and Public Health

Judge Jennifer Coate, State Coroner of Victoria

A Coroner's View of the Relationship between Police and Public Health

Commissioner Andrew Scipione, APM, Commissioner of NSW Police

Regulating alcohol, minimising the damage: the police role in the public health partnership

Auke J. van Dijk, Strategic Advisor to the Chief Commissioner, Amsterdam-Amstelland Police

Offender-centred integral approaches: police and health services working together with operational concepts like the network intervention teams. An overview of the Dutch situation on the interaction between law enforcement and health

Joachim Kersten, Inaugural Professor of Police Science, German Police University, Munster

European Research on Minorities, Policing and Public Health Issues

CONTACTS:

PROF NICK CROFTS, CONFERENCE DIRECTOR

nick.crofts@unimelb.edu.au

DR NICK THOMSON, CHIEF OF OPERATIONS

+61 409690256, nthomson@jhsph.edu

VENUE:

Sidney Myer Asia Centre
University of Melbourne
Melbourne, Australia



FACULTY OF
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"What's on in Australia?"

Conference title: I don't know how she does it!

Hosting organisation: National Association of Women in Operations and Sugar Australia

Date: 20 April, 2012

Location: Yarraville Club, Victoria

Description: Connecting with females (female only event) working within and around policing, and exploring to expand ones career and network within this area of operations.

Website: <http://www.nawo.org.au>

Email: atatlis@nawo.org.au

Conference title: Indigenous Family Violence Prevention Forum 2012

Hosting organisation: Queensland Centre for Domestic and Family Violence Research

Date: 9-10 May, 2012

Location: Mackay Entertainment and Convention Centre, Alfred Street, Mackay QLD 4740, (07) 4961 9700

Description: This workshop involves individual speakers, panels and large group discussions to strengthen the community of those who predominantly work with Aboriginal or Torres Strait Islanders.

Website: <http://www.noviolence.com.au/forum2012/registration.html>

Email: enquiries@noviolence.com.au

Conference title: Family and Domestic Violence: Through the Looking Glass – working together in the family law system

Hosting organisation: WA Family Pathways Network

Date: 29-30 May, 2012

Location: Hyatt Regency, 99 Adelaide Terrace, Perth WA 6000, (08) 9225 1234

Description: Aimed for those who work within domestic violence or family law sectors, focusing on legislative reform, child protection and practitioners' perspectives.

Website: <http://wafpnconference.com.au/>

Email: caroline@solum.net.au

Conference title: The First International Conference on Law Enforcement and Public Health

Hosting organisation: Public Health Association Australia

Date: 11-14 November, 2012

Location: Melbourne, Australia

Description: Recognising law enforcement practices through the police force, carrying out their duty in the public health role. With presenters Commissioner Andrew Scipione APM, Ms Libby Lloyd AM, Professor Ernie Drucker, Professor Scott Burris and Judge Jennifer Coate.

Website: <http://www.policing-and-public-health.com/>

Email: nick.crofts@unimelb.edu.au

Conference title: International Women's Conference: Connecting for Action in the Asia-Pacific Region

Hosting organisation: James Cook University Australia

Date: 13-14 June, 2012

Location: Cairns venue to be advised

Description: This conference aims to encourage debate, and stimulate action and broaden the understanding of themes such as building sustainable communities, making women's lives safer, women's leadership, governance and economic development.

Website: <http://www.jcu.edu.au/iwc/>

Email: cairnsinstitute@jcu.edu.au

Conference title: Participatory Justice and Victims: Achieving Justice for victims in local, national and international settings

Hosting organisation: ANU College of Law/Victim Support Australia & the ACT Victims of Crime Commissioner

Date: 17-18 September, 2012

Location: Manning Clark Centre, Building 26a, Australian National University, Acton ACT

Description: This conference explores the stories of individuals and communities victimised by violence, responding to questions about violence and challenges boundaries between local and international spheres of justice.

Website: <http://law.anu.edu.au/coast/events/victims/conf.html>

Email: coast@law.anu.edu.au

Conference title: White Ribbon Awareness Day

Hosting organisation: White Ribbon Foundation

Date: 25 November, 2012

Location: Palm Beach Parklands, 945 Gold Coast Highway, Palm Beach, QLD 4221

Description: White Ribbon Queensland calls men and boys of all ages to pledge to never commit, excuse or be silent about violence towards women; the largest global effort to publically say "no".

Website: <http://www.whiteribbon.org.au/>

Email: admin@whiteribbon.org.au

Conference title: National Rural Women's Coalition Conference

Hosting organisation: National Rural Women's Coalition

Date: 19th-21st February, 2013

Location: TBA

Description: On the celebration of Canberra's 100th birthday, the event will showcase the women who live and work within rural Australia. More information to be released later this year.

Website: <http://www.nrwc.com.au/inagugural-national-rural-womens-coalition-conference-announced/>

"What's on around the globe?"

Publication title: Call to end violence against women and girls: action plan - WMS

Supporting organisation: The British Government

Date: Was released on International Women's Day 8 March, 2012

Available at: <http://www.homeoffice.gov.uk/crime/violence-against-women-girls/strategic-vision/>

Description: With violence prevention as the key theme, this plan further aims to update the provision of good quality services, risk reduction, better justice outcomes, and improved partnership working – building on the previous plan to improve all areas on violence prevention.

Activity title: Call for Papers – What is the state of feminist social movements in 21st century Europe? (A special issue of Social Movement Studies)

Hosting organisation: National Association of Women in Operations (UK based)

Deadline: 13OP July, 2012 for an early publication in 2014

Submit to: K.Aune@derby.ac.uk and ipijde@leeds.ac.uk

Description: With the ground theme of feminism continuing to be a significant social and political source, NAWO wants to ask how 21st century feminists respond to changing gendered realities of modern day Europe today. This call for articles is open and competitive, searching for a political and cultural contexts.

Website: http://178.251.33.25/assets/file/NAWO_E-Bulletin_20-10-11_Oct.pdf

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LIVE THE GAMES

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MELBOURNE2014 AP&ES Games

C/-Victoria Police Academy,
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www.apandesgames.com.au

MESSAGE FROM THE GAMES MANAGER ...



I am delighted to invite competitors from all eligible Police and Emergency Service agencies from throughout Australasia to

the Melbourne 2014 Australasian Police & Emergency Services Games to be conducted between 19-24 April, 2014.

It is our mission to utilise the best available sporting venues for the 50 plus sporting disciplines on offer and to provide a social environment to perpetuate the tradition of friendly competition and inter-agency camaraderie.

The Melbourne Sports and Aquatic Centre will provide international standard facilities for swimming, badminton, basketball, volleyball, squash and table tennis. The new Lakeside Athletics Stadium will host track & field with the picturesque parklands around Albert Park and the nearby bay beaches becoming home to an array of others ports. Some sports such as surfing, angling, mountain bikes and shooting disciplines due to their very nature will be held in regional centres. Competition is in open and age graded categories catering for all levels of ability.

We are excited about the opportunity to provide competitors and their accompanying family members and friends with not only an excellent sporting experience but also an outstanding cultural, social and tourism experience taking in all that the City of Melbourne and Regional Victoria have on offer. We want the Melbourne 2014 Games to be an experience NOT TO BE MISSED.

Danny Bodycoat APM

Inspector

Manager – Melbourne 2014 Games

MELBOURNE – AUSTRALIA'S CULTURAL & SPORTING CAPITAL

With a population of over 3 million, Melbourne is the Arts, Festival and Sporting Capital of Australia. Consistently tagged, "The World's Most-Livable City", Melbourne is surrounded by public parks including the renowned Royal Botanic Gardens and the charming Fitzroy Gardens.

This is a friendly, multicultural city that is home to people from over 140 nations. There are more than 3,000 restaurants from fine cuisine to a vibrant café society. Victoria's superb wines come from over 250 wineries.

For the shoppers, hundreds of designer fashion boutiques from international designers in the city to funky Chapel Street make it a fashion paradise.

There's art galleries, world class museums, shows, festivals including the Melbourne



International Comedy Festival which will be in full swing during the Games.

Melburnians are sports mad. The MCG hosted the 1956 Olympics - the 'Friendly Games'. It now hosts Cricket Test Matches and Australian Football where 100,000 cheer on their team. Melbourne Park is the stage for the Australian Open Tennis and Albert Park hosts the annual Formula One Grand Prix. It's also home to the Melbourne Sports and Aquatic Centre, the primary sporting precinct for the 2014 Games.

Victoria boasts some fantastic touring locations each within a short drive of Melbourne including the Great Ocean Road, Mornington Peninsula, Yarra Valley and the Ballarat and Goldfields Region.

To ensure all visitors have an opportunity to maximise their time in Melbourne and Victoria, Games organisers have engaged a specialist travel operator to provide a variety of accommodation and touring ideas. There will also be dedicated packages developed for New Zealand participants and their families and supporters travelling across the Tasman for the event.



Men Speak Up:

A toolkit for action in men's daily lives

A report by Dr. Michael Flood – White Ribbon Policy Research Series – No.4

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: Men Speak Up: A toolkit for action in men's daily lives.

Author: Michael Flood. White Ribbon Research Series – Preventing Men's Violence Against Women, Publication No. 4. Abridged Version.

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Australia's campaign to
stop violence against women

White Ribbon



INTRODUCTION

Men's violence against women can be reduced and prevented. Individuals can act to lessen violence in their own lives and the lives of those around them, organisations and communities can work to build gender-equal relations between women and men, and governments can take action to shift the structural and cultural underpinnings of men's violence against women.

There are everyday ways in which men can make a difference. This report explores how individual men can act to prevent and reduce violence in their everyday lives. It provides a toolkit for men of the strategies they can use. This document is a summary of a lengthier report available from the White Ribbon website.

1. Action makes a difference

When individual men take action in their daily lives to challenge men's violence against women, this makes a difference. There is research evidence that a wide variety of actions can create change in violence against women or the factors which feed it.

- When a man who has used violence

against a woman chooses to cease doing so, by definition this reduces violence against women.

- When a man supports a woman who is being subjected to violence by a partner or ex-partner, he increases the chance that she will seek help, report the violence, escape the violence, and recover from the abuse.
- When a man intervenes in a violent incident in progress by offering support or assistance to the woman being attacked, he may lessen the harm she suffers during that incident, and she may hear the message that she is not to blame for and does not deserve the violence inflicted on her.
- When a man intervenes in a violent incident in progress by challenging the man who is using violence against a woman, he increases the chance that the perpetrator will at least slow down or limit the violence he's inflicting. The perpetrator may be put on notice that he won't get away with violence, and he may be more likely to take responsibility for his actions.
- When a man questions a mate's joke about rape or a colleague's violence-supportive comment,

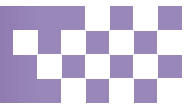
he takes away the mate's false assumption that everyone else agrees with him, he makes it more likely that their opinions and attitudes will shift, and he increases others' willingness to speak up as well. His actions break down peer support for violence against women.

- When a father behaves in non-violent and respectful ways in his family, he increases the likelihood that his children will grow up with non-violent and respectful attitudes and relations.
- When men who are senior leaders of organisations use their influence to become advocates for violence prevention, they also make it more likely that other members of the organisation will support these efforts too.

2. What men can do

What can individual men do to help prevent or reduce men's violence against women? There are three broad forms of action:

- (a) behaving non-violently ourselves;
- (b) taking action among other men and women; and
- (c) taking wider collective action. Given its focus on what individual men can do, this report focuses on the first two.



(a) Start with yourself

Men must start by 'putting their own house in order'. Take responsibility for violent behaviour and attitudes and strive to build non-violent and respectful relations with the women and girls (and other men and boys) in your life.

Don't use violence. Look honestly at your own behaviour. Reflect on and change any abusive and controlling behaviours of your own. Look critically at your own social and sexual relations with women, rather than assuming that violence is a problem simply of 'other men'.

Build respectful and non-violent relations with women. More broadly, build egalitarian relations with the women in your life. Understand how your own attitudes and actions might perpetuate sexism and violence, and work toward changing them. Be respectful, negotiate and behave fairly, seek mutually satisfying resolutions to conflicts, be willing to compromise, share responsibilities for household work and make decisions together, be honest and accountable, offer trust and support, and respect her right to her own feelings, friends, activities and opinions.

Boycott and resist sexist and violence-supportive culture. Address your involvements in the wider sexist and violence-supportive cultures which underpin men's violence against women. Use inclusive, non-sexist language. Don't consume or fund media which is sexist or which endorses and normalises men's violence against women. Question the sexist and homophobic (anti-gay) norms which limit men's lives.

Inform yourself. Build a solid working knowledge of the realities of men's violence against women. Educate yourself (and others) about gender inequalities. Talk with and listen to women, and read women's and feminist writing. Learn from, and advocate for, feminism.

(b) Take action among the people around you

Intervene in violent incidents. Men can intervene in other men's violence against women, that is, in incidents or situations of violence as they take place. When you encounter a violent incident, direct physical confrontation is rarely appropriate. Instead:

- Call the police.
- Be a witness. Stand far enough away to be safe but close enough for the violent person to see you and be aware that they are being watched.

- Ask others who are nearby to help.
- Verbally intervene. Tell the violent person clearly that his actions are not okay, they are a crime, and you are calling the police. Ask the victim if she needs help.
- Create a distraction – ask for directions or the time – such that the abused person has time to get away or the perpetrator slows down or ceases his violence.

There are other strategies which you may use either during or after the incident.

- Talk to a friend who is verbally or physically abusive to his partner. Tell him that what you witnessed was not okay, and he needs to get some help.
- Talk to a group of the perpetrator's or victim's friends and, together, decide on a course of action.

Men's violence against female partners often takes place behind closed doors. Often it involves a range of other controlling and coercive tactics: controlling her movements and her daily life, putting her down, and demolishing her self-esteem. This means that interventions into men's violence against women are at least as likely to involve interventions into behaviour which is private and carefully hidden. Still, many of the strategies identified above and below are relevant.

If you're with a group and your male friends are sexually harassing a passing woman:

- Distract your friends by saying something like "chill out, guys".
- Try to convince your peers to stop.
- Walk away.

Challenge perpetrators and potential perpetrators.

Challenge behaviours and attitudes among men which are oppressive towards women in other ways, because they are controlling, dominating or humiliating. And challenge the behaviours which can feed into violence, such as expressions of sexual entitlement, power and control, and hostility and anger towards women.

Support victims and survivors.

When a woman tells you that she has been assaulted or raped or is experiencing control and abuse,

- *Listen:* To what she has to say and let her take her time
- *Believe:* Women rarely lie about rape or abuse, yet our culture includes the widespread myth that they lie. It is important to believe what they are saying.
- *Respect:* Both her feelings and decisions.

To play a positive role, also:

- Remember that it is not her fault. The responsibility lies with the abuser.
- Say some simple things that are effective: I'm glad you told me. I'm sorry this happened to you. You did not deserve this. You are not to blame.
- Refrain from asking questions. Let her share what she feels most comfortable talking about.
- Accept her reactions. Most victims just need you to "hear" them.
- Support her choices.

Be an egalitarian influence. Fathers, uncles, older brothers, coaches, teachers, and mentors can teach boys and young men that there is no place for violence in a relationship and foster non-violence and gender equality.

- Talk to and teach boys and young men and girls and young women about healthy and respectful relationships. Lead by example.
- Encourage your children and their friends to have egalitarian dating relationships.

Challenge the social norms and inequalities which sustain men's violence against women.

Act to shift the attitudes, practices, and inequalities which contribute to men's violence against women.

Challenge violence-supportive or sexist comments and jokes:

- *Make your concern plain.* Say "That's sexist and I don't think it's funny" or "I think those words are really hurtful," or refrain from laughing.
- *Personalise the violence or injustice. Bring it home.* Make the harms associated with violence more real by personalising them. "What if that was your sister / daughter / mother?" Describe the experiences of people you know or people you've read about and could know.
- *Provide information.* Highlight the facts and debunk the myths.
- *Question the assumption.* Challenge the logic of the statement. No one deserves to be raped, beaten or stalked. No one asks for it. No one likes it.
- *Convey your feelings and principles.* Show emotion and passion. Show that you're deeply affected by what was said or done: sad, angry, etc. Tell them that these types of statements make you uncomfortable and ask them not to say these things around you.
- *Use humour,* e.g. to playfully question sexist and derogatory remarks.



- *Ask for an explanation.* Ask, "What are you saying?", to invite critical reflection and change.
- *Remind him of his 'best self'.* Say, "Come on, you are better than that".
- *Invite group pressure.* Say in front of others, "I don't feel good about this. Does anyone else feel uncomfortable too?"

Also be proactive:

- *Talk to other men* about men's violence against women. Start by mentioning something you read, a news story, a conversation you had, a woman or man you know, or something you've been thinking about.

Gender inequalities are the key foundation for men's violence against women, and building gender equality makes a vital contribution to ending men's violence against women. Men can strive for gender equality in their identities, interactions, and relations:

- Develop new forms of identity or masculinity, which do not depend on dominance or entitlement over others.
- Strive to ensure that your relations with women – in the kitchen, bedroom, the office, on the shopfloor and on the street – are egalitarian and just.
- Find circles of friends who share your vision of gender justice.
- Enjoy forms of media and culture which affirm gender equality and non-violence.
- Support local domestic violence and sexual assault services and projects.
- Make your vote count. Support political candidates who are committed to gender equality.

PERSONAL STRATEGIES FOR STRENGTH, SUPPORT, AND INSPIRATION

How can men nurture their own strength and their commitment to this work?

Be bold. Develop a passionate ethic that you can and will contribute to social change. Get used to being political – to speaking up and making a fuss.

Learn a language for speaking about violence against women. Be able to describe the seriousness of men's violence against women, its typical dynamics and impacts, and its causes and contexts. Know how violence against women is a men's issue. Speak from the heart.

Get comfortable with the F-word and the G-word. Voice your support for feminist ideals – for the principle of equality between men and women, for the simple idea that women are people too, for women's right to live free of violence. Question the homophobic assumptions which guide some people's "Are you gay?" reaction. Rather than defensively reasserting your manly credentials, challenge the narrow norms which limit men's lives.

Find and build communities of support – through friends, groups, and networks.

Hold yourself and others to standards which are higher, but not impossible. Take responsibility for your own sexist and violent behaviour and attitudes. Strive to reach a higher standard. But don't assume that you must be perfect before you act.

Acknowledge your mistakes. Make amends where you can, and take

responsibility for harmful behaviour.

Celebrate your successes.

Remind yourself of what you are for, not just what you are against. Find inspiring visions of gender equality and respect, and learn how you and other men (and women) will benefit from non-violence and gender justice.

Make use of resources. Do your homework, and draw on the wide range of resources for men's anti-violence work.

This report focuses on the steps individual men can take in their everyday lives to prevent and reduce men's violence against women. But to create the widespread social change necessary to end the systemic gender inequalities which underpin men's violence against women, we will also need concerted action by social movements and networks, community organisations and workplaces, other institutions, and governments.

CAN WE BUILD IT?

Yes we can. Men can play vital roles in helping to reduce and prevent men's violence against women. This report has shown how men can make a difference. In their everyday lives, men can act in ways which will help undermine violence against women and the social and cultural dynamics which sustain it.

Men who care for women, men who care for justice and equality, and men who care for the wellbeing of our communities and society must act to end violence against women in their own lives and the lives of those around them. There is much to do, and we have only just begun.

continued from page 43

Conference title: Journey To The Edge

Hosting organisation: International Association of Women Police

Date: 9-13 September, 2012

Location: St. John's, Newfoundland & Labrador, Canada

Description: Will start with opening ceremonies, a Parade of Nations through historic streets, followed by a three tier lecture format focusing on operations, leadership and professional development – improving policing through best practices and emerging technology.

Website: <http://www.iawp2012.org/welcome/index.html>

Email: sueb@rnc.gov.nl.ca

Conference title: A Century of Experience to Excellence

Hosting organisation: International Association of Women Police

Date: 21-26 September, 2013

Location: Durban ICC, South Africa

Description: This training conference coincides with the 100th anniversary of Policing in South Africa, focusing on the contribution women make towards the many successes of IAWP. An international focus/debate on the evolving role women play in policing and crime.

Website: <http://www.iawp2013.com/>

Email: nchwem@saps.org.za

Activity: Women's Forum Mentoring Scheme

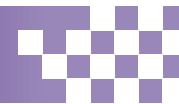
Hosting organisation: Association of Chief Police Officers (UK) and Association of Police Officers in Scotland

Location: All around the UK and Scotland, also available internationally via web or phone

Description: Aimed at supporting senior women managers (Superintendent) in the police force, and providing assistance and advice for these women to fulfil their potential, overcome isolation and broaden their network with other senior female colleagues.

Website: http://www.herts.police.uk/hertfordshire_constabulary/about_us/acpo_womens_forum_mentoring.aspx

Email: Heather.valentine@herts.pnn.police.uk



Australasian Council of Women & Policing Inc. (ACWAP)

ABN: 35 250 062 539

Membership Application / Renewal

I, _____
 of (Postal Address) _____
 _____ Post Code _____
 Phone _____ Fax _____
 E-mail _____

(please mark applicable)

- ☐ seek to renew my membership with ACWAP; or
☐ wish to apply for new membership and agree to be bound by the rules of the council.

Payment is made by ☐ cash ☐ cheque ☐ EFT ☐ money order for (in AUD):
☐ \$50 – Annual Membership
☐ \$90 – Biennial Membership (2 years)
☐ \$300 – Life Membership
☐ \$300 – Corporate Membership

If paid by direct debit/EFT please insert date of payment and reference details:

Signature of Applicant: _____ Date: _____

For enquiries please contact Ingrid Kuster (03) 83463419 or email membership@acwap.com.au

Please make cheque/money order payable to the
Australasian Council Of Women And Policing Inc (ACWAP)
 and post to: Treasurer, ACWAP, PO Box 1485, WODEN ACT 2606.

Payment by Direct Debit/Electronic Fund Transfer (EFT) to Commonwealth Bank:
 Name: ACWAP BSB: 06 4003 Account No. 10049179

PRIVACY STATEMENT:

The information you provide on this form will be used only for the purpose stated above unless statutory obligations require otherwise.



Blue Light brings police and youth together to provide young people with positive lifestyle alternatives and strategies to avoid becoming an offender or victim of crime. Visit **www.bluelight.com.au** for more info.

The underlying factors governing all Blue Light activities is that they must be:

- Free from alcohol
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YOUR BEST DEFENCE

Hellweg products have earned a valuable reputation for their first class reliability and efficiency. Our product range has steadily expanded over the years and includes many products designed specifically for women, using only state of the art fabrics for protective clothing, body armour, holsters, belts and accessories. Each product is manufactured to world class standards and comes with a quality guarantee that it will give long life and dependable service.

Our redesigned body armour has been specifically designed for women, with comfort for prolonged use in mind. We have incorporated flexibility and fit for all sizes, while maintaining maximum protection.



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Hellweg International Pty Ltd ABN 85 057 339 232

P.O. Box 378, Bayswater, Vic. 3153 Australia Email: sales@hellweg.com.au Web: www.hellweg.com.au

Phone: +613 9762 7700 Fax: +613 9762 4225



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