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The Journal for **WOMEN** **AND POLICING**

Issue No. 45





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Issue No. 45



Front cover

Constable Rachel Clemson - New Zealand Police

Photographer Alex Twentyman - New Zealand Police Media Team

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Source unknown



President's Report

Debbie Platz

President



It goes without saying that the past months have been difficult for both our communities and for our policing families.

Across law enforcement we are working hard to keep our communities safe during this COVID-19 period. From those at Australian Border Force, keeping our borders safe to the police ensuring social distancing and quarantine measures are in place – we are all doing our bit to help. On top of that many have children to home school or elderly relatives to care for. We are doing an amazing job and I am sure when this is over we will look back, grateful that things did not get worse as it has in many other countries.

Then on Wednesday 22 April 2020, tragedy struck. Leading Senior Constable

Lynette Taylor, Senior Constable Kevin King, Constable Glen Humphris and Constable Josh Prestney all from Victoria Police died when a truck crashed into them just after 5:30pm. Sadly they were just doing their job – a job that each many of us have done from time to time.

One of South Australia's top-ranking and most decorated police officers was killed in a horrific high-speed crash that also claimed the life of another woman. Chief Superintendent Joanne Shanahan, 55, died in a three-car collision at an intersection in the Adelaide suburb of Urrbrae, just after 1.30pm on Saturday 25 April 2020.

These losses to our policing family – the loss of friends and loved ones impacts us all. These once traffic statistics – a number we always try to reduce each year – has such a meaning

now – it's not a number, it's a person, a friend, a family member, a colleague – someone that we will miss dearly.

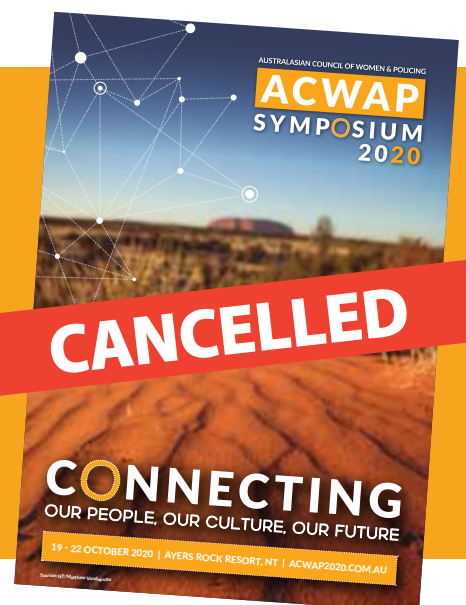
As time passes the reality is that we don't forget, move on, and have closure. But rather we honor, we remember, and incorporate our deceased colleagues and friends into our lives in new ways. Keeping their memories alive in our minds and hearts is important and we give thanks for their kind, professional, dedication and caring service.

Thank you everyone for all you do protecting each other and our communities.

Please remember to stay connected and I hope you enjoy the latest journal from ACWAP.

Deb

Regrettably the ACWAP Awards and Seminar planned for this year in the Northern Territory has had to be cancelled as a result of COVID-19. We can however all look forward to the Biannual ACWAP conference and awards to be held in 2021. As soon as the date and venue have been confirmed for this event, details will be released. I hope that as COVID-19 restrictions are lifted, we can encourage local events which bring female law enforcement staff together to learn and network.





Note from the Editor

Dorothy McPhail
Editor



How the world can change so quickly and what an impact COVID-19 has had on all our lives both negative and positive. The leading article in this edition of the journal outlines one way in which we can help maintain trust and confidence in Police by the public while dealing with the pandemic. As an essential service Police all over the world have endeavoured to provide a service despite the risk of contracting the virus and the first responders in particular need to be applauded for the work they are carrying out.

The positive side of this pandemic is that new ways of doing things are being discovered and created and the Police are no exception. While face-to-face meetings may have been the norm previously, we are discovering that through technology we are able to communicate in other ways which may save both time and money. The younger generation are probably more familiar with the technology available than the Baby Boomers, but the latter are being rapidly upskilled out of necessity.

As a result of the impact of COVID-19 on the publishing industry for the first time this edition of the journal is only being provided in digital form. This means that we do not have a hard copy magazine to view, but on the plus side should mean that more people will access the journal as the link is shared by as many as possible in the absence of a hard copy.

This journal is a very important to ACWAP and we are grateful to the

“As an essential service Police all over the world have endeavoured to provide a service despite the risk of contracting the virus and the first responders in particular need to be applauded for the work they are carrying out.”

publisher that they are able to continue publishing it. Since the ACWAP awards and seminar are now not able to be held in 2020 due to COVID-19 the journal becomes even more important in sharing information throughout the region.

This edition of the journal includes articles covering a wide variety of topics and showcases some amazing work being carried out across Australasia. From the work being carried out by the Australian Centre to Counter Child Exploitation to Policing in the remote Pitcairn Island, women are having a very positive influence on the people they serve.

While female Police staff are doing extraordinary work around the region, unfortunately they can also become victims. Sincere condolences are offered to the families, friends, and colleagues of Leading Senior Constable Lynette Taylor and her colleagues, Senior Constable Kevin King, Constable Glen Humphris and Constable Josh Prestney from Victoria, and Chief Superintendent Joanne Shanahan from South Australia, all of whom have died as the result of vehicle crashes during April. As already outlined by

ACWAP President Debbie Platz, the loss of all these members is tragic and they will never be forgotten by the Police family.

Finally I would like to thank the outgoing ACWAP journal editor Julie Crabbe who has done a magnificent job over the past few years ensuring that work being done throughout the region is given the recognition it deserves, and the quality of the journal is of a high standard. Julie is continuing on the ACWAP committee as assistant editor and has already been, and will continue be an invaluable resource as I embark on the role of editor.

The journal is dependent on those throughout the region providing articles so please think about activities, which are happening in your jurisdictions which may be of interest to others and make some a submission.

To provide feedback, stories and comments for the Journal please send to journal@acwap.com.au

Stay healthy and safe and in the words of the New Zealand Prime Minister Jacinda Ardern “Be kind to one another”.

Dorothy



Should you buy property in 2020?

Danny Buxton

Director Triple Zero Property

TRIPLEZERO
PROPERTY GROUP

Are you planning on investing in property this year? Or are you thinking of buying your first home? You may have been... until 2020 slapped Australia with a host of challenges!

WHAT DO THE EXPERTS PREDICT FOR THE AUSTRALIAN PROPERTY MARKET?

So far, the majority of local property markets remain relatively stable. There has been a decline in re-sales as people planning to sell their property will hold while there is uncertainty.

One of the interesting phenomena that often occurs during a time of global crisis is that people will lean toward more traditional and perceived secure investments. As they attempt to reduce their risk in a time of uncertainty, they often move to what they consider as safer physical assets such as property.

WHERE TO NOW?

Property remains a good solid investment, even in these strange times. It still makes sense – people always need somewhere to live, and homes are a real 'safe-haven' in the current environment. In fact, if we look at what history tells us, we can expect to see an increase in values as we start to come out the other end.

There are definite opportunities to be had if you know what you're looking for.

WHERE DO I START?

The first step is to contact your lender, especially one that understands your personal situation, goals and pay structure. For police officers, QBANK is a member only bank that can support you through this process.

It isn't hard to invest in a property, but in today's market, doing so requires a different mindset. Thinking in terms of a



"I would like to thank the team at Triple Zero for making our build such a seamless and pleasant experience. I can't imagine doing this from such a long distance without their outstanding professional and caring attitude".

J. Bruce (Vic)

growth mindset (rather than a minimalist mindset) and taking control of your finances will provide a more successful investment and financial life for you and your family.

REFINE YOUR GOALS

Now is an excellent opportunity to review your financial goals and put a plan into place to achieve them. We will remain your go-to property problem solvers! While business isn't 'as usual', we are still working hard and always here to meet you on Zoom, Google Hangouts

or on the phone to go through plans or discuss your options.

For more information, such as our first home buyers guide or property investment guide email invest@triplezeroproperty.com. We can also share with you an independent property research report National Top 10 Best Buys.

This content is general information only. Your situation is specific and individual, as such, you should always consult a registered and qualified professional within the specific area of advice needed.



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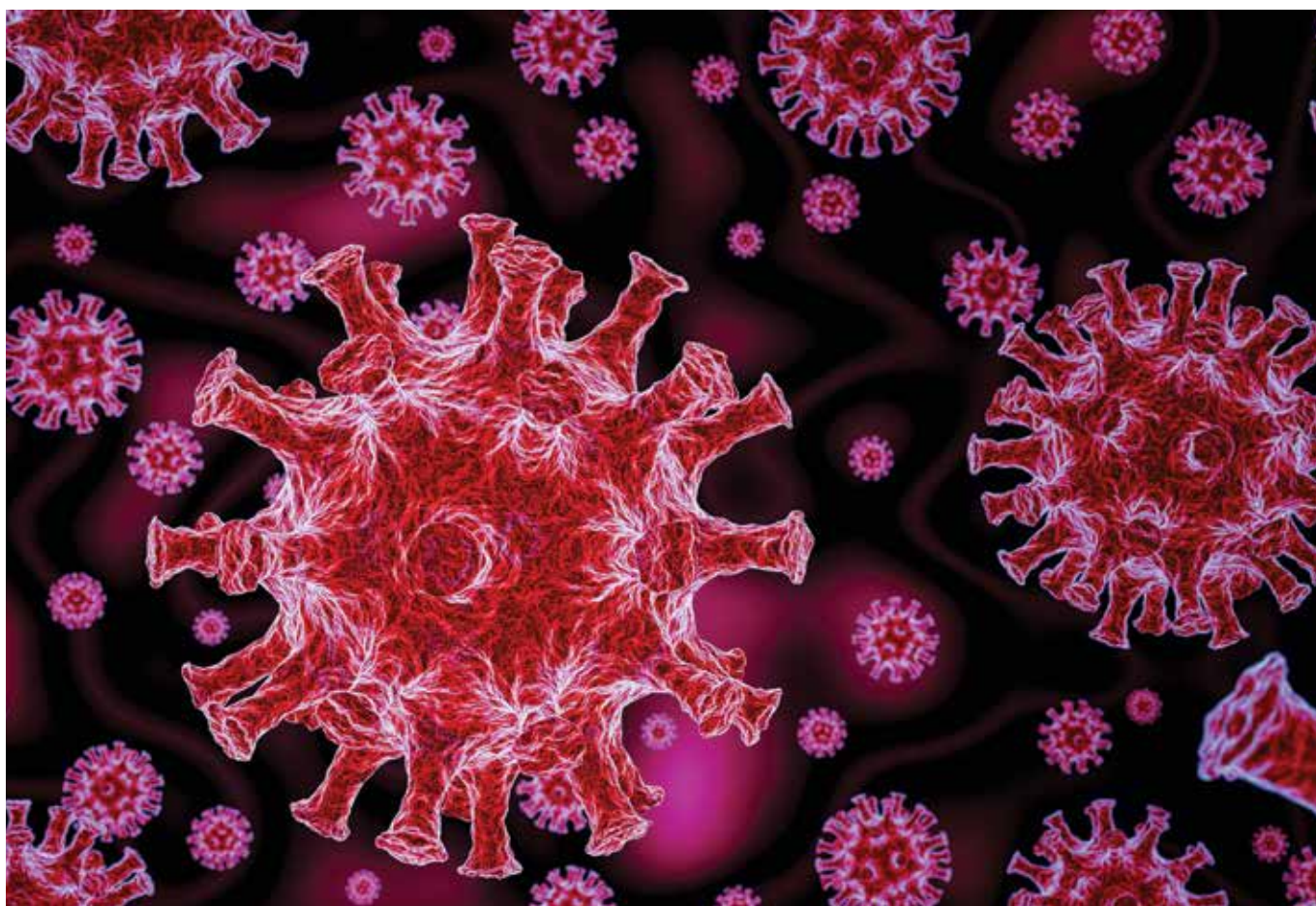
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Policing the pandemic with a **PACT**

Dr. Sarah Bennett

Professor Lorraine Mazerolle, School of Social Science, The University of Queensland

Police globally are responding to the biggest pandemic of our history with over 570,000 confirmed cases of COVID-19 (WHO, 28 March 2020).

At our time of writing, the main public health priority is to interrupt human-to-human transmission of virus, with police on the frontline leading a critical role in this effort by engaging with thousands of people to foster their compliance and cooperation with social distancing, self-isolation and self-quarantine requirements.

There are challenges to policing these unprecedented restrictions to people's liberties despite the growing number of reported infections and virus related deaths.



Due to the rapidly evolving nature of events, policing responses to restrictions are untested and deployed under rapidly changing circumstances. Roberts (2020) argues that if "policing curfews is done unfairly or in a too draconian, militaristic or even violent manner, it can result in significant reputational damage to police and loss of public trust." (Roberts, 2020).

Fortunately there is robust research evidence to support police at this time.

Procedural justice policing refers to the quality of treatment that includes *respectful* dialogue and *trustworthy*



motives, and decision-making processes that are neutral and un-biased and provide people with an opportunity to 'have their say' (Mazerolle, Antrobus Bennett, and Tyler, 2013; Murphy, Mazerolle & Bennett, 2013; Thibaut & Walker, 1975; Tyler, 1990). Research on procedurally just policing dialogue

consistently finds that when police are perceived to be procedurally just, people perceive the police as a more legitimate authority, are more satisfied with their police encounter, have greater trust, confidence and trust in police and are more willing to comply and cooperate with police requests and the law

(Mazerolle, Bennett et al, 2012; Murphy, Mazerolle & Bennett, 2013; Jackson, Bradford, Stanko & Hohl, 2012; Tyler, 1990; Tyler & Huo, 2002).

How police engage with citizens affects community perceptions of their role in society and impacts on their ability to perform their policing duties efficiently and effectively. To create and maintain safe communities, University of Queensland (UQ) researchers developed a world-first structured dialogue, changing how police interact with people from different backgrounds. This dialogue has empowered police in Australia and overseas to influence greater mutual dignity and respect during encounters by helping citizens better understand the reasons for police actions.

The subsequent improved perceptions of police as trustworthy and legitimate changed citizen behaviours in Australia and how police engage with citizens in Australia, the United States, England, Scotland and Turkey.

Bennett, Mazerolle and colleagues at the Queensland Police Service (QPS) have been at the forefront of *operationalising the components of procedural justice*



(Photo STUFF)



in routine police-public encounters, finding that their short structured dialogue police can *significantly* impact public perceptions of trust, confidence, satisfaction and willingness to comply with police directives (Bennett, Peel & Green, 2020; Bennett, Mazerolle et al., 2018; Mazerolle, Bennett, Antrobus & Eggins, 2012; Mazerolle, Antrobus, Tyler & Bennett 2013).

ROLE OF A PACT IN POLICING PANDEMICS

Efficacy in saving lives and building police legitimacy lies in not only earning public support but also in actively establishing a *partnership* with the public (Mazerolle, 2014). The components of procedural justice are also conceptually aligned to the foundation of a partnership or a pact with the public to tackle a confronting issue.

The PACT (Purpose, Acknowledgement, Crime/Critical Message, Thanks) is an operational and experimentally tested dialogue script that enables officers to easily remember key messaging components and engender public support.

The PACT trial results demonstrated that the PACT dialogue script led to significantly greater levels of support for partnering with police in the areas of the PACT messaging (see Bennett, Peel and Green, 2020).

Founded on significant procedural justice evidence, the following script¹ has been adapted to assist policing encounters for self-isolation and quarantine checks for COVID-19.

PACT guide for police to engage with people in self-quarantine	
Introduction	– Hi, I'm xxx from xxx.
Purpose	– We're out today to check on people who are required to self-isolate because of possible <u>or</u> actual exposure to COVID-19. – We need to work together to help reduce the spread of CV19 and ultimately the death toll.
Acknowledgment	– I want to firstly acknowledge your efforts to keep yourself and others safe by being home right now. – I understand that self-isolating because of COVID can be difficult but we need your continued help .
Critical Messages	– We know that some people are breaching self-quarantine requirements. – Most breaches of self-quarantine occur because people are feeling OK and don't realise that they are still able to pass on COVID-19 to others. – Because this virus is so infectious, even a small breach such as a quick trip to get supplies can pass the virus to others , putting many people's lives at risk. – To keep people safe, we also are letting people know that breaches are considered a serious and punishable offence with fines up to [\$\$\$]. – We need your help to stop the spread by staying inside for the full quarantine period to avoid endangering the lives of others.
Thanks	– Thank you for your time. – Here's some information on COVID-19 and self-quarantine procedures. – Do you have any questions for me?

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A unique perspective



'Use who you are, don't lose who you are' is a part of the high performance culture led by the New Zealand Police. Encouraged by that, Sergeant Whiti Timutimu, Maori Responsiveness Advisor is having success to effect positive change for her people.

"Our people's unique personal stories add such enormous value to our organisation. We are pleased to support everyone to use who they are to make a positive difference in our communities" says Deputy Chief Executive, People and Capability Group, Kaye Ryan.

Whiti is the first woman officer in New Zealand Police to have a moko kauae, continuing a long standing tradition among women in her family. With generations of kuia who wore moko kauae, Whiti says it reconnects her back to her iwi and hapū.

"It allows me to be my true self" she says.

Her driving reason for joining the NZ Police stemmed from her experience being a survivor of sexual abuse. Whiti works tirelessly to ensure we do everything we can to keep our youth safe from harm.

There is a proverb in Maoridom 'Kare te kumara e korero mō tona reka' – the kumara (sweet potato) doesn't speak of its own sweetness. It's a proverb that defines Whiti's journey.



Sergeant Whiti Timutimu QSM

After a 14 year policing career, in 2019 Whiti was humbled to be awarded with a Queens Service Medal for services to criminal justice programmes and the community. Being nominated by the community she works with and cares for makes it all the more special. Her citation refers to her support in reintegrating prisoners and in mentoring young

people, as well as her ability to engage positively with the wider community including Police, Fire and Emergency NZ, the Army and Māori Wardens.

The award also reflects the mahi she has given to the ATAWHAI Charitable Trust, which umbrellas youth mentoring programmes. It has now worked with 600 young people, and the dream is that



Whanau share Whiti's Royal Honour experience, including Police colleagues Deputy Commissioners John Tims and Wallace Haumaha, Inspector Wayne Panapa and Michael McLean.



Sergeant Whiti Timutimu receives her Royal Honour from the Governor General of New Zealand, Dame Patsy Reddy

early graduates will in time take over the programme.

Other mentoring programmes include Qmunity Youth, for LGBTQI+ young people, and Tuakana Teina for young people with a parent in prison.

Whiti has had a key role in organising Te Pae Oranga (iwi panels) and continues to make an impact on the successful

rehabilitation of offenders.

Leading up to her Royal Honour Whiti was the recipient of 'TATOU Award' for services to Maori by the Department of Corrections in 2017, and was a 'Practitioner of the Year' finalist at the Australasian Women in Policing Awards.

Whiti is quick to acknowledge the support of colleagues, friends and

whanau. She was delighted to share the experience of her Royal Honour with her whanau, to thank them for allowing her to spend a vast amount of time volunteering and supporting the community.

As well as acknowledging the very important role of Police's Women's Advisory Network, Whiti invokes the memory of the late Doctor Apirana Mahuika who was a leader in his own right in Maoridom.

Whiti continues from his example to pave the way for Maori to be the designers of solutions to problems for Maori communities.

Whiti grew up learning how to manaaki manuhiri, look after and provide the best service possible to visitors on your marae. She continues with this mantra and was instrumental in starting NZ Police's 'Mana Wahine Group' in 2019 to support Maori, Pacific and Ethnic Police staff.

Whiti continues to support wahine to 'use who they are' and achieve their full potential. "I see what I do as an honour and a privilege" she says.



Strengthening community ties to combat Family Violence



The Australian Capital Territory (ACT) is home to a diverse community with people from all across the globe calling Canberra home. ACT Policing is committed to building and strengthening relationships with our culturally and linguistically diverse (CALD) community including women and children from migrant and refugee backgrounds.

With the recent ACT Government's commitment of an additional investment in ACT Policing of more than \$33 million over the next four years, the public are set to see some exciting developments in this space.

This recent funding injection will enable ACT Policing to recruit more than 60 new operational and support staff; with a strong emphasis on community focused policing strategies and crime disruption activities.

This is not only an investment in ACT Policing but also in the Canberra community. It will enable ACT Policing to implement key initiatives that see police more engaged with the CALD community and encourage a positive relationship between police and the CALD community.

The new and enhanced policing services model will align the Family

Violence (FV) and Community Safety teams. This collaboration will forge an even stronger link between police and agencies relevant to immigrant and refugee populations, including migration and settlement services, multicultural and ethno-specific services, consular services and English language programs. It will also provide options for women to access mainstream as well as specialist multicultural family violence services.

A strong focus on engagement and information sharing will ensure family violence definitions and risk assessment tools are relevant for immigrant and refugee populations. This will increase recognition and understanding that FV includes multi-perpetrator violence, immigration-related abuse, ostracism from family and community, exploitation of joint and extended family arrangements and financial restrictions. More suitable referral options and more relevant prevention programs will be identified to assist vulnerable people and perpetrators.

ACT Policing has a big role to play in addressing FV in the community but as Officer in Charge of Family Violence Operations Station Sergeant Sue Smith explains, police do not work in isolation on these issues and the roles

of community agencies cannot be overstated.

"Police have a major role in assisting victims of family violence but we are just one part of the picture," she said.

"We collaborate with a range of services in the ACT, both government agencies and numerous support groups in the non-government sector."

"It's about working as a team to make sure we provide the right support services at the right time and then that support remains ongoing."

ACT Policing will enhance the Family Violence Early Intervention Program, which facilitates early engagement with support services for persons who use, or are at risk of using, violence in their family. ACT Policing is also working to develop and deliver age-specific family violence awareness sessions to school children and community groups around Canberra.

"In order to address the needs of the growing culturally diverse ACT community we will continue to work on ways in which we can improve and ensure that we deliver a sustainable, efficient and effective police service which will meet the needs of the ACT community both now and into the future," Station Sergeant Smith said.



Resilience following trauma



Looking back to that Sunday morning on 1 July 2018 there is no way in my wildest dreams that I could have envisioned the first job I would attend that morning would change my entire life in just one minute and forty-two seconds.

Carla Duncan

Constable, Australian Federal Police

I was generally a very confident and outgoing person. Driven, ambitious and some critics might even say “overly cocky”.

Whilst I had only been a police officer in the Australian Federal Police (AFP) for 18 months, I thought I had seen a fair bit and felt bulletproof. I had also dealt with violent situations previously working in youth detention.

That was up until 9:00am that morning when the universe threw me the biggest piece of humble pie I have ever had to eat.

It was about 9am that morning that I responded to a routine theft job of an elderly lady's motorised scooter in the suburb of Rivett in Canberra. I was partnered with two senior male officers in my team when we attended the address of the offender who had stolen the scooter. When the offender saw us, he released his American Pit Bull Terrier onto the three of us as we stood outside his house. The dog ran at us in a frantic state, aggressive and trying to attack.

As the dog ran around us we sprayed the dog with two cans of Oleoresin capsicum (OC) spray, and fired off two Taser cartridges. These had no effect. The dog tried to bite my partner and so I lunged toward it to take its attention off him. I moved towards it trying to scare it off but instead it launched at me. The dog bit my left hand and held on. While I was struggling to get my hand released I sprayed myself in the face with my own OC spray. Eventually I used my other hand to lever the dog's mouth open and scraped my hand out, partially de-gloving my finger and severing the ulna nerve.



Previous AFP Commissioner Andrew and Colvin and Constable Carla Duncan receiving Commissioners Bravery Medal

At this time, the dog ripped into my right calf. The next thing I knew I heard a gunshot go off and the dog let go of me.

Initially I thought the offender had the gun so I ran towards his unit wanting to lock myself in there. I was scared and was screaming for help. I didn't want to leave my team mates in danger so I turned around and tried to reassess the situation. I managed to back myself against a wall (not the best position to be in) and saw my Sergeant with his firearm out. The dog ran at me again and I tried to kick it as it bit my right leg again. It jumped up and tried to get near my face so I turned my body and so it bit my upper left thigh.



Buddy the Pit Bull who attacked Constable Carla Duncan



At this moment against the wall, thinking this dog was going to get an artery or the responding officers were going to accidentally shoot me trying to help, is the moment I thought I was going to die. I knew in my mind I couldn't pull my gun as I didn't want to risk shooting my mates, an innocent person and potentially myself. I now look back at this moment with the knowledge, it was this precise moment which forever changed who I am as a person.

It was the most vulnerable feeling, being against a wall, feeling trapped and unable to protect myself. Finally, with the help of a member of the public who I had spoken to just prior to the incident, the dog was pulled off me and locked away and I was assisted to another area as I was unable to walk.

I was in intense pain and went into serious shock. I pulled off my glove and could see my tendons. Because of my injuries I was in hospital for days and had received over 100 stitches to my body. The surgeon likened my wounds to that of a shark attack. I had complications with the anaesthetic and even suffered drug induced psychosis whilst suffering from trauma and shock. I was in a wheel chair for two months and required three further surgeries on my wounds.

To add to this trauma, whilst recovering, I was also involved in car accident on the way to the hospital. In total, I have had five surgeries and sustained permanent injury to my left hand. At one point I was told I may never be able to be an operational member again, crushing my childhood dream of being a police officer.

In addition to the physical injuries, the mental results of these events was the unleashing of inner demons that left me feeling vulnerable, scared, hyper-vigilant, and paranoid. I went from being confident and assertive to having no self-esteem and was subsequently diagnosed with Post Traumatic Stress Disorder (PTSD). At my worst I couldn't leave the house for six weeks, I was significantly paranoid, anxious but above all I started to feel sorry for myself.

Thankfully I had amazing support from the AFP and the Australian Federal Police Association.

To my surprise, I received a Bravery Medal for my actions on that day. Receiving that honour was surreal.

I knew my family would have been proud but I felt like I did not deserve to be there. I was sitting next to the officers



Constable Carla Duncan after doing exposure work with AFP Canine.

who responded to the Thai Cave Rescue and I thought how brave they were, their incident was more important than mine and I was just "an imposter". I also listened to my inner critic and thought that I didn't deserve to be there and that everyone must be thinking I'm a joke. Rather than enjoying the moment I kept thinking of the negative and before I knew it, that moment was gone.

Going through the Court process was just as overwhelming. After giving my victim impact statement I had to hear the audio of me being attacked. There was nothing composed about my voice or words.

Again I could hear the terror in my voice and it took me back to that moment with flash backs and I started to shake and cry in Court. I had

so much support around me with about thirty police in the Courtroom but I felt embarrassed. Embarrassed about how scared I sounded and the terror I had felt. This reinforced to me that I did not deserve the bravery medal as there was nothing composed about that audio, especially the colourful language I used.

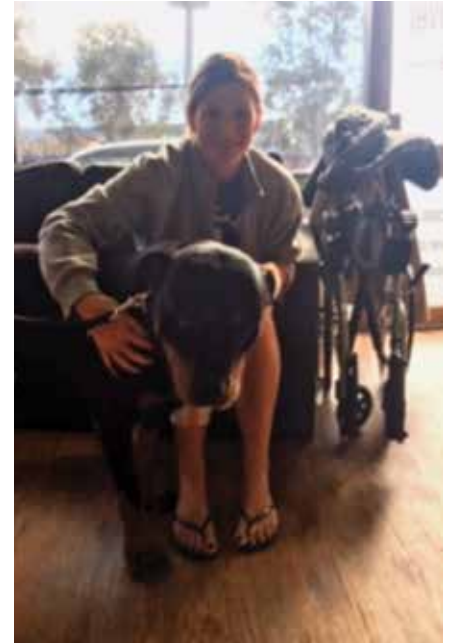
After Court the media used the audio of me being attacked and turned it into national news. I didn't even have a chance to warn my family before they heard it. My Mum went into a state of shock after hearing my distress in the audio. I also heard it on the television and saw it on the internet. There were people playing it at police stations and my friends were listening to it. Members of the public played it over and over again. I overheard conversations at



Previous Assistant Commissioner and Constable Carla Duncan giving Stephen Oliver a citizen Bravery Certificate for assisting Constable Duncan and pulling the dog off her



Honourable MP Peter Dutton and Constable Duncan at the National Police Bravery Awards



Back in the wheelchair after more surgery exposing myself to dogs to break that fear

coffee shops about the “police officer dog attack”. I felt like I didn’t have a voice anymore and the audio defined who I was, a scared and traumatised victim. I had lost the fire in my belly I had once carried and my identity.

It was at this point, where I was looking at a crossroad. Do I be that victim forever and never return to police work or do I do some hard work and rebuild who I am?

I engaged in trauma therapy, in particular Eye Movement Desensitisation and Reprocessing (EDMR) therapy. A psychotherapy designed to process out painful traumatic thoughts, images and memories. I sought out and surrounded myself with positive people, in particular, key strong female leaders. In particular, former AFP Assistant Commissioner Justine Saunders (now Deputy Commissioner of Border Force) who visited me numerous times, offering genuine support and sharing times when she had been vulnerable. I also had a good friend, Sergeant Nathan Macklin and his partner Senior Constable Emma Frizzel who had been going through trauma themselves. Nathan helped me realise what I was experiencing and the symptoms I was showing were “normal” considering what happened to me. The realisation that it was ok to not be ok was ground breaking for me.

It changed my attitude towards being diagnosed with PTSD, my incident and what it meant to be vulnerable.

The moment I accepted it was the moment I embraced my vulnerability,

my mental health, and the situation I found myself in. My Grandmother had always taught me to make lemons into lemonade so I started to talk openly about trauma and early intervention mental health. I figured as I couldn’t hide from my incident why not take control and talk about it myself and help others in the process just like I had been helped.

During my treatment, I had the opportunity to do exposure work with AFP National Canine to expose and conquer my fear of dogs. Facing this fear eventually enabled me to visit the dog that attacked me, “Buddy” and I was later there when he was put down. At that moment we were both vulnerable. I cried many tears, as I felt so bad for the dog. Significantly, I shed these tears in front of another officer and vets.

I managed to find strength in wearing my heart on my sleeve during times like that, and have since continued doing presentations to recruits, businesses, conferences and other events. It is empowering to be able to help others by learning from my mistakes. Whether it be operational decisions I’ve made or on a therapeutic sense like getting mental health treatment early. The power of surrounding yourself with positive people, and allowing yourself to appreciate recognition when it is given to you, because you are worth it. We are all worth receiving positive things, especially when surviving through trauma and losing your personal identity.

I’ve been in numerous news articles

and journals after being approached to tell my story. I am now comfortable with doing it as it has raised awareness for the public to see what police officers face and in particular, female police officers. I was nominated for a National Bravery Police Award and received an outstanding early career student Alumni Award from James Cook University, recognising the importance of reducing mental health stigma for police and emergency service workers. All positive recognition that I accept and use as a platform to encourage empowerment for other police officers.

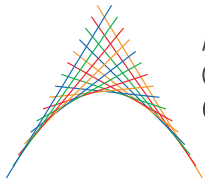
As I write this I am back to operational policing albeit in a different role and not the path I originally mapped out. But I am located close to my family thanks to the AFP and am on an exciting new career trajectory. So many amazing people have aided in my recovery and most significantly my partner, who is now my husband. Go figure, he still wanted to be with me even at my worst and most vulnerable.

I am still receiving EDMR therapy and building on my resilience daily. But now I look at my vulnerabilities as a gift, I appreciate every small step I make and have been given the opportunity to help others. That is what I am truly thankful for.

In recovering from that day, I have built a new identity. One that has the opportunity to help so many others and so I encourage all women to embrace your vulnerabilities its where your hidden strength is.



Australian Centre to Counter Child Exploitation



AUSTRALIAN
CENTRE TO COUNTER
CHILD EXPLOITATION

Interviews with some of the talented women dedicated to freeing children from exploitation at the AFP-led Australian Centre to Counter Child Exploitation (ACCCE).

INTRODUCTION

Child protection is one of the most stressful but also rewarding crime types. It's also a predominantly female vocation. So how do women deal with working in countering child exploitation? How do they handle the inherent anguish? And how do they persevere to succeed and lead while embedded in a traditionally male agency?

REBECCA YAN



A child of immigrant parents, Rebecca Yan tells her friends she was 'Made in China'.

"My mother arrived in Australia pregnant with me. This was during the time of China's One Child policy, so if we had stayed in China my mother would have had to abort me. Because of this, I always feel fortunate and blessed. I've been given an opportunity, and I feel indebted to help others to share the same opportunities."

After being an AFP graduate, Rebecca joined the Strategy and Development team of the ACCCE. "The role has a lot of opportunities to influence and shape strategies to protect children. I wanted a career that would benefit the public."

Rebecca recently led and assisted with the Child Sexual Exploitation training program in Cambodia; a pilot program that has drawn

interest for expansion throughout South East Asia. Online child sexual exploitation is an emerging threat in Cambodia, partly due to a lack of robust legislative frameworks and awareness. This new training raised the awareness of Cambodian law enforcement agencies about travelling child sex offenders, including from Australia.

Rebecca says learning about the practices and challenges of the Cambodian police, their levels of awareness, and the impact of cultural factors was particularly interesting: "It was fascinating to see how engaged and willing to learn they were, and refreshing to see how enthusiastically they committed to their Action Plan." The action plans outlined their commitment to work collaboratively to protect children from foreign child sex offenders.

Rebecca coordinates ACCCE Working Groups and Dialogues bringing together stakeholders – including law enforcement and industry – to drive a national response to online child exploitation. Collaboration, Rebecca says, reduces duplication of effort, and enables tools and technology to be one step ahead of crime.

Rebecca is certainly proof that women are essential in policing, and as she notes: "Empowering women in the police force helps empower women in other roles".

LANA PALMER



Lana Palmer is the Team Leader of the ACCCE Victim Identification team: a role inspired by her love of technology. As a child she was always into computer games and programming.

Primarily raised by her father in an all-male household, Lana never saw technology as an all-male field. "When I think about gender, I don't generally see a stereotype. I was always encouraged to do everything my brothers did, and never thought I couldn't do anything because of my gender. I didn't grow up associating particular roles or jobs to males or females."

When asked how she deals with the material that victim identification and online child exploitation investigators see on a regular basis, Lana acknowledges she brings a certain level of resilience to the role. In fact, after university, she purposely chose one of the only victim-based crimes that the AFP investigates.

Lana's technological skills led her to discover a vulnerability in a file sharing



platform used to distribute child exploitation material globally. She led the proactive investigation and, with technical support, 101 Australian-based users of the program were identified. Lana even covertly engaged with 18 of these users, providing evidence that resulted in 13 arrests and a number of children removed from harm.

The ACCCE, with its emphasis on collaboration, is the perfect vehicle for Lana's desire to use technology to save children.

Using a principle of partnership, the ACCCE brings together capabilities from across the public and private sectors, as well as civil society.

For Lana, "Collaboration is the single most important factor in countering online child exploitation. Being part of the ACCCE enables the opportunity to share new technology and processes. Collaboration between different agencies and entities offers the means to help reduce workload for those working in victim identification. I'm passionate about mental health, and the ways we can protect those working in this crime type."

Lana is also dedicated to the success of other women in policing; supporting and encouraging them to present innovative ideas, lead investigations, and contribute to global policing efforts. "Women bring different life experiences to policing, which can lead to innovative ways of achieving aims and outstanding results."

LEISA JAMES



After a police career across many crime types and countries, in 2003 Leisa James started receiving reports about Australians and other foreign nationals offending against Papua New Guinea children, and she was inspired to work in child protection.

Leisa works in the ACCCE Child Protection Triage Unit. The unit receives child exploitation reports from a range of sources, including the National Centre for Missing and Exploited Children, foreign law enforcement and the public, and then triages the reports, including prioritising

reports which indicate a high risk of immediate harm to a child. The reports are then referred for investigation.

Leisa says prevention and education are essential in countering online child exploitation.

"Parents need to be actively involved in their child's online activities. Children need to be able to report to a trusted adult who will take action on their behalf when they inevitably make mistakes or are approached online in a manner that could result in exploitation."

Leisa wants to make a difference, recognising: "There is ongoing intergenerational harm to Australian society from not protecting children from sexual abuse".

Currently, Leisa is working with University of Queensland academics to develop a triage and risk assessment tool to enable the increasingly large volumes of child exploitation reports received by the ACCCE to be triaged more efficiently and effectively.

Over her career Leisa has also advocated for police women to be involved in training and conference opportunities – particularly overseas where they are sometimes excluded due to cultural reasons. She has also contributed to gender strategies in the AFP and in Whole of Government, including the National Action Plan on Women, Peace and Security. Leisa says, "You can't be what you can't see. If there are no women leaders who are role models then how can other women aspire to be leaders in policing?"

In 2010, Leisa was awarded the ACWAP Audrey Fagan Memorial Award for exceptional qualities as a mentor, role model and leader in law enforcement.

JORDYN FRANCIS



When Jordyn Francis was in year 10, she learned that her friend's father was volunteering internationally to help rescue children from child exploitation. "I was 16 and hearing about children aged 6-16 who were being sexually abused and trafficked throughout Thailand and Cambodia.

I had only known safety in my family, community and country. I realised that with privilege comes a responsibility to be a voice for those unable to use their own."

Jordyn established a not-for-profit organisation called Chant4Change. A concert showcasing local talent raised more than \$4000. In 2010, another concert raised \$12,000, and in 2012, \$16,000. These funds went to Destiny Rescue, a charity which frees children from sex-trafficking in South East Asia, providing them with skills training and a fresh start to life. At the end of 2013, Jordyn moved to Cambodia to volunteer for Destiny Rescue, teaching work skills to girls aged 12-17.

"I was thrilled to see where funds had been used and meet young people whose lives had been changed. Each rescue meant an amazing transformation and freedom for the child. But I also realised that changes needed to be made at a government level to stop people travelling to exploit children."

In 2014, Jordyn was named Queensland's Young Australian of the Year. In this role, she spoke at more than 200 Australian schools about child exploitation and human trafficking. More concerts across Australia have raised awareness and funds for rescue operations in India.

In 2017, after studying a Bachelor of International Studies and learning Indonesian, Jordyn joined the AFP as a graduate.

Graduates can choose a particular crime type, and Jordyn chose the ACCCE Implementation Team, which at that time was three people with the mammoth task of establishing a brand-new centre designed to utilise the expertise and capability of agencies across Australia. Now, at 28 years old, Jordyn works in the ACCCE's Prevention and Engagement team.

In this role Jordyn works with industry stakeholders such as airlines, gaming companies, telcos and financial organisations to help incorporate prevention into their policies.

She also works to ensure communities are better equipped to prevent online child exploitation – a relatively new concept in policing. She encourages initiatives to raise awareness, deter offenders, empower children to protect themselves, and educate the community to address the increase of child exploitation.

Jordyn recently spoke at the AFP's New Horizon Leadership talk series, where she explained: "A good leader understands that different ways of thinking and acting are needed in specific environments; that's one of the major reasons that women are integral to policing. Understanding the strengths of both genders benefits the overall success of an organisation".



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Women in Profile - Commander Joanne Stolp



With a tribe of young boys in tow, expertise in emergency management, counter terrorism and negotiation are useful skills for Joanne Stolp. “The kids think I’m psychic,” she laughs. “They are always baffled as to how I find stuff out...the skills that I’ve honed at work are equally handy at home.”

In late 2018, Jo was appointed Commander of Special Response and Counter-Terrorism. Her career with Tasmania Police spans close to 25 years and despite a plethora of different roles, her passion for the job remains grounded in the very same values that saw her enter the force in her early twenties.

“Growing up, my dad’s job as a bank manager took us all over Tassie. Mum used to joke that after two years the furniture would pack itself...that’s how much we moved,” she recalls with a warm smile. “However by early high school we settled in Hobart and my sister and I completed our secondary education in Taroona. I first considered policing at around age 17, as the community service aspect really appealed to me, however there were no recruitment opportunities at the time. So I started a traineeship with Tasmania

Jo describes how her mother worried endlessly about her daughter’s career choice. “In those days the recruitment staff visited your home as part of the process. Mum pretty much tried to talk them out of it,” she grins. “I know that in the early days of my nightshifts she would sit up late, wondering what I was dealing with and waiting for me to come home.”

Bank and went on to gain a few years’ experience in administration. Yeah...I followed in dad’s footsteps I guess.”

Like many young Tasmanians, Jo took off overseas to broaden her taste of the world. “Coming back home after that experience, I knew that I wanted a challenge. I was looking for a role in which every day didn’t look the same. As fate would have it, just as I arrived

back from a year away, Tasmania Police had a recruitment drive...much to my mother’s dismay.”

Jo describes how her mother worried endlessly about her daughter’s career choice. “In those days the recruitment staff visited your home as part of the process. Mum pretty much tried to talk them out of it,” she grins. “I know that in the early days of my nightshifts she



“Going into the police force I always said I wouldn’t change,” recalls Jo. “But you do. I think I’ve become harder as I see the choices others in our community are making and the impact that those choices have on others. The sad part is that many of these people really don’t need to be doing what they’re doing... it’s very sad. In many cases it just comes down to poor choices.”

would sit up late, wondering what I was dealing with and waiting for me to come home.”

The group of 20 recruits that Jo trained with included seven women. “That was a great number at the time, and actually pretty reflective of the gender balance we see overall today. Just over 30% of our police force is female,” says Jo. “It’s something that has changed for the better over time, however there’s still more work to be done in that space.”

It is interesting to follow the gender trends in policing throughout the past century. World War 1 had a significant impact on the role of women in the Australian workforce, and by 1914 there were reports in Tasmanian newspapers that British women were contributing to active policing. Led by the formidable Emily Dobson, the Tasmanian National Council of Women took up the mantle and campaigned for the introduction of female police officers. Success came in 1917 when Tasmania’s Attorney-General William Propsting supported the appointment of women to influence female offenders. By recognising young women would benefit from the advice and support of female police officers, and acknowledging the success that was being had in other jurisdictions, the stage was set for change in the Tasmania Police Force.

“As a woman, and a mother, I’ve always been really supported in my work,” says Jo. “I’ve had opportunities to

work around my family. So now I try to do that for others wherever I can. I’ve adopted the approach that the answer is generally yes, but if it can’t be, then I really take care to consider why and work through it with my colleagues.”

Jo describes her average working day. “I get up at 5am and walk with my husband, it’s our bit of time together. Then I make the lunches, sort out the clothes and feed the animals. It’s no different at the end of the day...I pick up the kids, we often rush off to their sport, and then it’s home to do dinner. Don’t get me wrong, I have a wonderful husband who really contributes, but sometimes I look at my male colleagues and wonder how many loads of washing they did this morning before work. I do wonder if it’s the same for them. It’s not a criticism, and to be fair, many of them don’t have young families...it’s just an observation.”

“Although we see good numbers of women joining our service, the gender balance really drops as you move up the ranks and staff progress to specialist areas. We have Donna Adams in the Deputy Secretary role and along with my recent appointment, Debbie Williams was also appointed to Commander of the Western District,” explains Jo. “We make up the three highest ranking women in the state.” Considering her career, she continues, “As things have progressed for me, I’ve found all my colleagues to be welcoming of me as a

woman. I think we do think differently and challenge the norms...it’s not to say a male dominated service is wrong... just that it’s different. My experience has definitely been that Tasmania Police have welcomed the diversity of thought that a greater gender balance provides.”

“As a young constable I was really attracted to investigation and the CIB,” describes Jo, speaking passionately about her work. “I landed my first job in the CIB in 1999 and it quickly shaped my future. I’ve actually spent more than half my career focussed on criminal and drug investigation. The drug work I love as it’s one of the last proactive areas of investigation...most other police work is reactive – a crime has been committed and then we investigate – whereas the drug unit allowed me to predict issues and be very proactive. That was a satisfying way in which I felt I really could make a difference.”

A large portion of that experience was gained on Tasmania’s North West coast. “I was promoted to the Western District in Devonport to work in drug investigation. While initially I had no specific drug knowledge, what I did bring was experience in running a solid investigation and that really helped as the skills were very transferable. I settled into life there quite quickly and loved the challenges I was presented with.”

Meeting her husband Michael and starting a family was a turning point in Jo’s career. “When I met Michael he had



two beautiful girls. Before long we added to that and our three boys are a great balance to the mix.

Becoming a mother does change you though, and I soon found myself looking for a slightly different focus. I completed my Inspector training whilst pregnant with our twins and I was keen to relocate the family to Hobart and gain just a little more anonymity in my day to day role by being based in a larger city."

"Going into the police force I always said I wouldn't change," recalls Jo. "But you do. I think I've become harder as I see the choices others in our community are making and the impact that those choices have on others. The sad part is that many of these people really don't need to be doing what they're doing... it's very sad. In many cases it just comes down to poor choices."

A view to promotion saw the family finally make the move south to the state's capital in 2014. "After arriving back in Hobart and then being promoted to Inspector, I spent time involved in HR, People and Staff Support and all that gave me a really great insight into a wide variety of challenges, particularly around our further integration with the Tasmania Fire Service. I also served as the Officer in Charge of the Hobart Division. Moving to Hobart presented the opportunity to become further involved in the negotiation unit, taking on the role of Coordinator and really honing my skills in that area. Working on a national and international level with other negotiation experts is rewarding and allows me to both share knowledge and acquire additional expertise I can then apply here."

Jo's passion is evident as she speaks about her responsibilities, "I work closely with the Australia-New Zealand Counter-Terrorism Committee and am part of strategic preparedness on this level. I know from what I do every day that although we're a small state, our preparedness and response is just as good as anywhere else in the country. Our officers are extremely well trained and we continue to identify potential risks and action appropriate training and risk mitigation." Considering the many possible scenarios she may encounter in the future, Jo says, "We train a lot...dogs, bomb squads, counter terrorism, dignitary protection, exercise management... I have subject matter experts all around me for additional support and the level of skill here is extremely high. Whilst I know our training is up there with the best I also hope we never need to activate it."



Being the Coordinator of the Tasmania Police Negotiation Unit was a responsibility Jo took very seriously. "I'm really committed to this area and whilst my Commander role saw me moved out of the negotiation team, the plus is that now I oversee it. It's rewarding to work closely with our experts in this area. I assess the professional advice from our psychologists and other related specialists, and am pleased to say our outcomes to date in some demanding situations have been very solid."

Looking to the future, Jo explains, "I inherited my Commander portfolio in really good shape and it's my job to maintain that. I also have my own vision for this role and am working hard to improve things for Tasmania's future. There are significant challenges pending that are currently influencing emergency response in the period ahead. We're already seeing extreme weather conditions occurring as a result of climate change... fire...flood...to name just a couple. I think these are only set to increase so they are high on my priority list."

An avid runner, Jo's passion for the outdoors is part fitness and part for her own mental health. "There's no doubt running is a way to manage stress for me, but I also love the personal challenge of just me against the clock. I don't like team sports much, as I hate knowing that I might let others down."

How much does one share of their role with a young family? "It's a good

question," says Jo. "The boys love my job and have grown up with police cars around and having me as the Adopt-A-Cop at their school, so they just think it's cool. They're proud of my job...and I'm proud that their thoughts on gender equality are very contemporary as a result of that. It's what they've grown up with. I do screen them from the news though and shield them from what I don't want them to see. The girls are older and I know they do worry about me, but I often explain that I am pretty protected in my negotiator role and they appreciate that."

Speaking of her family, Jo finishes, "I do tend to compartmentalise my life a bit. I have to block my family from some of the things I see and experience. There are some things I wouldn't want them to know about, but that just comes with the territory." She pauses as she thinks about her work life balance. "Like all working mothers, I feel guilty when I have to miss a school or sporting event... it certainly happens. I've had my fair share of time being called away over Christmas and other special holidays, but at the end of the day I hope my kids see that what I'm doing makes a difference to others and really contributes to our community. For me, that's what my job is all about."

The Tasmanian Tuxedo –
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The PICP WAN develops a new five year Strategic Direction

David MacGregor

PICP WAN Program Manager, Executive Coordinator PICP Secretariat

BACKGROUND

The Pacific Islands Chiefs of Police (PICP) endorsed the creation of a Women's Advisory Network (WAN) in 2003 in recognition of the need to improve the representation and participation of women in Pacific police services. Since this time, strong networks of women in police have developed within the 21 PICP member organisations, providing support to their membership at a local level and an increasingly connected regional network.

In 2018 and 2019, two workshops were held in Honiara, Solomon Islands, to reflect on the effectiveness of the PICP WAN, discuss current and ongoing issues facing women in Pacific police services and consider how best to position the WAN to achieve its goals over the next five years. It was agreed that the WAN provides a valued and vital community of women police who support and nurture each other. It provides a medium to share knowledge and experiences as well as options to address common challenges. However, it was also acknowledged that the full potential of these networks had yet to be harnessed and that substantive change remained slow or piecemeal in many jurisdictions.

As such, it was agreed that a key focus of the WAN's future strategy must be a recommitment to stronger and more meaningful partnerships with the Chiefs. In the PICP Strategic Plan 2020-2024, the Chiefs confirm their collective view that:

- Policing workforces that are diverse and reflect the communities they police are essential to gain and maintain the trust and confidence of Pacific communities. The recruitment, promotion and retention of women in policing is a high priority of the PICP.
- The PICP WAN strongly agrees with this view and is committed to supporting the Chiefs achieve their stated goals of 'Diversifying the workforce' and

*'Maximising the potential capability of the entire workforce'. The Chiefs and their WANs will connect through the fundamental and shared understanding that **if we make policing better for women, we make policing better.***

The PICP WAN Chairs came together in American Samoa in August 2019 to discuss and agree on a five year strategy that would best support the Chiefs and realise their common goal of equity in and across all Pacific police services. The resulting document – the *PICP WAN Strategic Direction 2020-2024* – represents the outcome of this meeting, drawing upon the collective experience and wisdom of the WAN Chairs as well as findings from previous meetings and workshops.

THE WAN STRATEGIC DIRECTION 2020-2024

The PICP WAN shares the overarching strategic vision of the Chiefs – Our Blue Pacific: Safer together – and the WAN's mission is 'to strengthen policing across our Blue Pacific through the equal and full participation of women'.

The PICP WAN will achieve its mission and contribute to its collective vision of a safer Blue Pacific through its new five year strategy. The *PICP WAN Strategic Direction 2020-24* was developed alongside the PICP Strategic Plan 2020-2024 to ensure they are well aligned and complimentary and, most importantly, that the PICP WAN is clearly and directly supporting the higher-level PICP goals. The strategy is based upon three key pillars.



2019 WAN Chair Vaivasa Wells of American Samoa receives the Chairs shell lei from 2018 PICP WAN Chair Efo Moalele of Samoa



Participants at the PICP WAN Chairs meeting

PILLAR 1: Empower a Network of Women:

This Pillar acknowledges the unique beauty of the WAN as a living entity with intrinsic value to its membership above and beyond its ability to engage with Chiefs and address strategic challenges. It was strongly agreed that this strength cannot be lost or diluted and should be recognised as the foundation upon which the WAN will realise its potential as a force for positive change. *A strong fellowship of women both locally and regionally supports women and gives courage to address inequity.*

PILLAR 2: Strengthen productive partnerships between Chiefs and their WAN:

This Pillar recognises that, no matter how strong a WAN might be, without the full support of its Chief it will have little or no ability to influence change. It also recognises that the PICP WAN derives its authority and mandate from the PICP and needs to work in support of the Chiefs' goals. It further recognises that the Chiefs greatly value the input and advice of their WAN Chairs to drive their business forward. This Pillar *encourages each WAN and its Chief to work together to share knowledge, solutions, resources and authority to make positive changes.*

PILLAR 3: Advance and reform Pacific policing for women, with women:

This Pillar recognises that better policies,



WAN chairs Efo Moalele (Samoa) and Vaivasa Wells (American Samoa)

practices and cultures that enable the equal and full participation of women will not only create a better police service for women, but will create a better police service in general. It recognises that the WAN provides a vital source of advice to Chiefs and that many of the necessary changes are unlikely to be made in the absence of such advice and advocacy. It recognises that *changing our organisations to achieve gender equity strengthens policing for a safer Pacific.*

While each Pillar is intrinsically valuable and important in and of itself, in a very simplified way, it might be said that "Pillar 1 + Pillar 2 = Pillar 3". Thus, while there is value in pursuing each Pillar, the maximum value will be realised when all Pillars are brought together as a mutually reinforcing structure.

The PICP Executive Leadership Team met in Sydney in February 2020 and formerly endorsed the new PICP WAN strategy. It will be officially launched later this year.



Representatives gathered from across the globe at the ACWAP conference

The 21st ACWAP Conference: A university student's perspective

Olivia Zen-Aloush

University Student

I was lucky enough to attend ACWAP's 21st conference in Canberra in 2019, which was attended by more than 500 delegates from over 20 countries. The theme, "Collaboration – The future belongs to us" was well chosen by ACWAP.

The large number of international participants, especially those who were honoured with awards really underscored the value of knowledge sharing in strengthening women's participation in law enforcement in general and in leadership roles in particular. Speakers gave insights from London's Metropolitan Police, Singapore's Police Force and the FBI as well as the Australian and New Zealand police forces.

Apart from the international dimension, speakers highlighted successful collaboration through the

diversity of roles which women play in law enforcement.

Attendees included international representation from police officers, federal agents, lawyers, academics, administrators, managers, customs, immigration and quarantine officials, women's rights advocates and corrections officers.

Representatives from organisations such as the Australian Centre to Counter Child Exploitation also attended

While the meeting represented a wonderful opportunity for the discussion of ideas and best practices amongst



Olivia (author) with Bindi Irwin and Chandler Powell from Australia Zoo



London Metropolitan Police Commissioner Cressida Dick addresses the conference



Bindi and Robert Irwin address university and high school students

these professionals, ACWAP also broadened the conference's impact by inviting some students, both at university and in year 12 to attend sessions. This ACWAP initiative is a great way of inspiring young women to consider the effect of female participation in law enforcement in their own communities and hopefully to step up and become involved themselves.

I found the conference both inspiring and humbling. The speakers shared amazing stories of successes, challenges and even failures that covered so many roles that women play in policing the communities in which we live. Delegates covered topics such as Pacific initiatives, many of which involved Australasian partners working with each other, collaboration in international investigations, family violence initiatives, women's leadership, evidence-based policing, mental health at work and workplace reform.

With regard to the international facet of the conference, stories from countries where female participation in the police is better established served to underline the challenges for jurisdictions in which women have only recently become visible in leadership roles.

My sisters and I all have attended a number of different all-girls schools and despite many careers' days, internship

opportunities and guest visitors representing a whole world of career possibilities, policing was never once presented as an option to any of us.

Perhaps this is not surprising when no one in my year at school or university had a mother or female relative involved in policing, though some did have male family members employed in the criminal justice system.

But perhaps it should have been surprising given the number of times we heard at school of incidents where mostly female teachers, staff, parents and students sought support from the police for a variety of issues, including serious ones.

Even at university, studying a criminology unit which highlighted the potential problems caused by a lack of diversity and equality in policing, there was no suggestion that any of us could be part of bringing about much-needed change.

ACWAP has taken up the challenge of filling this gap in bringing into schools the discussion of female participation in policing. Students were invited to go to meet recruits at the Australian Federal Police College where they could actually speak to young women starting out on their journey into policing.

We live in an international world and there is every chance that the students

ACWAP inspires through its outreach programs will end up elsewhere in the world and play their part in supporting women there.

The final stage of the conference was presenting awards to some amazing people who truly embody the principles that ACWAP stands for. Each winner was an outstanding leader in their field and the stories of the achievements of these women and men encompassed things such as raising the profile of women in policing in PNG, mentoring girls in indigenous communities, providing training opportunities for women in the Asia-Pacific region, working in community outreach programs with communities in the Northern Territories, making formal submissions on issues such as gender discrimination, sexual harassment and predatory behaviour, investigating correctional institutions, outstanding leadership, disrupting an international paedophile network, cold case homicide investigations, intel analysis to support child protection and gps technology in domestic violence.

The next ACWAP summit is sure to be as awe-inspiring as the last and some lucky students will have the opportunity to meet some of the dedicated ACWAP members who make the conference such a memorable occasion.



A Force for Charity: Uniforms 4 Kids

– Harnessing Policing Partnerships for Communities in Australia and Myanmar

Uniforms 4 Kids (U4K) is a community-based charity which takes used and obsolete uniforms from the Australian Federal Police (AFP), Australian Border Force, Queensland Police Service, Queensland Fire and Emergency Services, Northern Territory Police Force, Fire and Emergency Services and even Australia Zoo and are then repurposed by U4K volunteers into much needed clothing for children both in Australia and across the Asia-Pacific region. Police and emergency service uniforms are ‘a perfect fit’ (pun intended) for the cause as they are durable, light weight, flame resistant, hi-vis and offer a level of UV protection.

AFP Assistant Commissioner Debbie Platz assists U4K by distributing clothes to our AFP officers and networks who see children with a need. “All of our

old and unused uniforms were just being shredded and ending up as landfill; a complete waste, which cost our organisations money and not at all good for our environment. This way our uniforms continue to serve and provide a vital link for us to connect to the community,” AC Platz says.

The uniforms are turned into dresses, hats, shorts, pencil cases and more at the talented hands of the ladies of Cooroy who have created a community around repurposing the uniforms. The volunteers come together, “to solve the problems of the world and have lots of laughs all while producing some fantastic clothing for children”, said Jenny, one of the Cooroy U4K group.

The enjoyment the ladies have received from the project is far reaching. Another volunteer, Maggie, says

“It’s great to contribute. We recycle with friendship and laughter, sending our creations forward in the hope that they bring joy to others”. It is a rewarding experience from their day-to-day life, they build networks and know they are helping others – even self-described ‘non sewer’, Hannah has found her role, “I can unpick, tag clothing and do any other tasks that need to be done to contribute towards this great group. In doing this it is a day of enjoyment and laughter and doing something for the kids in need”.

In 2019 AC Platz reached out to her AFP family asking them to accept her challenge of expanding the distribution network of the U4K charity. One such team that recognised the potential for positive impacts was the Community Liaison Team in Eastern Headquarters (Sydney), led by Detective Sergeant



Students in remote Kayin State, Myanmar are overjoyed to receive their new clothes



Volunteers for Uniforms 4 Kids work away in Cooroy. Margaret (one of the volunteers) summed up their work – “Inspiration!!! We have buckets of it along with enjoying the company of fellow sewers. It is also great when we have feedback from the communities like the Myanmar project.

“It’s great to contribute. We recycle with friendship and laughter, sending our creations forward in the hope that they bring joy to others”

Jeanette Boland. Domestically, the AFP has dedicated Community Liaison Teams made up of police officers and civilian members, in most States and Territories. These members maintain key stakeholder relationships and collaborate with diverse communities to provide quality services and sustainable programs including activities that increase social cohesion and resilience – which is fundamental to the AFP’s commitment to policing for a safer Australia.

D/Sgt Boland noted “As police we dedicate ourselves to solving problems and helping people. My thinking has always been that solutions are found through observations and that engagement doesn’t have to be complicated but it does need to be purposeful and genuine. So, through this [U4K] we found another way to further engage and collaborate with our communities”.

In 2015 the Australian Government set aside 12,000 Humanitarian Program

places for victims of the Syrian and Iraqi humanitarian crisis, with the majority being settled in Sydney. D/Sgt Boland and her team were already working with Intensive English Centres in settlement areas and were quickly able to use these centres to accept boxes of U4K clothing that were distributed to needy children and their families; providing hats, dresses, shirts, shorts and pencil cases.

Witnessing this initial success, D/Sgt Boland and her team reached further into their extensive community networks and arranged through the University of NSW’s Football United (<http://footballunited.org.au/international>) to deliver much welcomed re-purposed clothing to primary school students in remote Kayin State, Myanmar.

Self Motivation

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"Fit for work, fit for life"



Helen Berry of the New Zealand Police had a mountain to climb. Her mountain was a life changing eight week journey to realise the most important relationship she had to build was with herself.



Helen Berry

Helen Berry

New Zealand Police

It all kicked off with a sense of obligation to participate in a Safer People Group health-check initiative. With Safer People's vision replaying in her head "fit for work, fit for life" - the rest is Helen's story to tell...

"Hey, wanna do the Kepler with me?" were the most life changing words a mate said to me. The Kepler is the New Zealand South Island alpine tramp of all tramps, the herald of tough walks. I took the challenge and in the words of Sir Edmond Hillary - I "knocked the bastard off"!

Over the past 10 years I'd let go of my energetic and healthy self in favour of my pity self with a raft of excuses - overtiredness and poor health behaviours post a few unexpected life hurdles. I'd now found myself in a bit of a hole, waiting for life to come along and pull me out. The only stress I'd put my body through was getting from the car to the couch and that was more than enough after a long day's work.

My daily guilt intensified after a workplace health check where my stats weren't great. Although I'd heard all



Luxmore Hut

the pearls of wisdom before - exercise more, sleep more, eat healthy and give up smoking - this time they hit a nerve. I couldn't shake the advice as easily as I once did.

Sometime after the health check judgement, when the question of the Kepler was put to me my guilt spoke up.

"Before I could engage an excuse the word 'okay' just fell out of my mouth."

I set a goal to start towards a healthier and more motivating lifestyle. Not knowing too much about the Kepler was an ignorant and great place to start, and the need to shop for walking shoes was the catalyst I needed to get underway.



My confidence was brimming after an 800m walk on flat footpath ending at the pub where I rewarded myself with a congratulatory glass of wine. I clearly hadn't translated this to 60K of Alpine Fiordland in eight weeks time.

Reality set in over the next week and I sought a little extra support. A gym programme and some dietary advice from a NZ Police Physical Education Officer would have me in top physical shape in no time. Turns out I had zero upper body or arm strength and if I was planning on taking a pack this was an area I needed to work on.

My exercise programme was hard yakka for a couch potato and there were days when I seriously entertained the

thought that a sleeping bag and cooking equipment was over rated. A gym schedule, stair climbs and taking the long way around to get coffee were all part of my regime, as well as big walks on the weekend. The term 'active rest days' never quite made sense, but apart from feeling like my joints were constantly seized and my muscles like stiff lead weights, I did feel the benefits of my activities early on and actually started to enjoy the torture.

Mentally, there were some tough weeks to manage. I had been dropping kilos some weeks and finding the kilos in others despite my disciplined efforts, which was cruel. I then refused to weigh in as the laws of gravity seemed to weigh down on the scales.

"The lesson I learnt was to keep focused on the overall goal and forget about what was happening week to week".



The conditions that contributed to audible wails

"The lesson I learnt was to keep focused on the overall goal and forget about what was happening week to week".

Overall I was feeling fantastic - sore, but fantastic. I no longer felt I was in a hole and that the looming mountain of poor lifestyle habits was unsurmountable. The mental aptitude to keep going was getting easier by the day. The support from friends and family made me feel proud. Eight weeks later I was feeling the strongest I ever had.

'The Kepler' day arrived ...

Brimming with nervous tension and adrenaline, I didn't even notice the weight of my pack or the tightness of my boot laces. The boot laces became my biggest challenge of pain and discomfort that I discovered at Day 3. But the steady climb up Mt. Luxmore was simply stunning. It provided a good distraction from the blister that had come along for the walk.

Steep climbs, sleet and snow, wind and rain were all part of Day 2. An oversized, heavy pack and those incessant bootlaces took a toll, correlating into tears and a few audible wails.

I had a lot of solitary time to contemplate on Day 3. Was it pure magic - where you start to get that feeling you don't want this journey to end? My reflection took me back over the last ten years and then forward again.

"A sense of sadness came over me as I realised the only person I had not had a healthy relationship with was me".

I would choose a quick fix over a healthy habit, I'd built a repertoire of excuses for why I couldn't exercise, or convinced myself social engagements were just too much hard work. Feeling exhausted, tired and blaming life were the catalyst for a downward spiral.

I felt like I'd wasted ten years, when all it took were those life changing words

"A sense of sadness came over me as I realised the only person I had not had a healthy relationship with was me".



'Hey wanna do the Kepler with me' and then eight weeks to go from 'couch to fantastic ouch'.

What is eight weeks in 10 years? I'd climbed and walked 60K of Alpine Tramp in Fiordland National Park. Despite the challenges along the way the tramp was an exhilarating experience which left me feeling engaged in my own health and engaged in life.

"Safer People's 'Fit for Work, Fit for Life' vision resonates with me".

For me it's reminder of having balance, holistic wellness and enjoying life's opportunities.

What worked was I didn't make my goal about one specific thing, like my weight or oversized clothes. I didn't make it about the cake or biscuits, how many miles I'd walked or to drink a lake in a day. Without conscious thought my unhealthy choices naturally replaced themselves with healthy ones.

Eight weeks and I was feeling fantastic. My family are so proud of me, and you know what ... I'm proud of me too!

My next tramp is already scheduled and I can't wait!"



A friend to help Helen's journey

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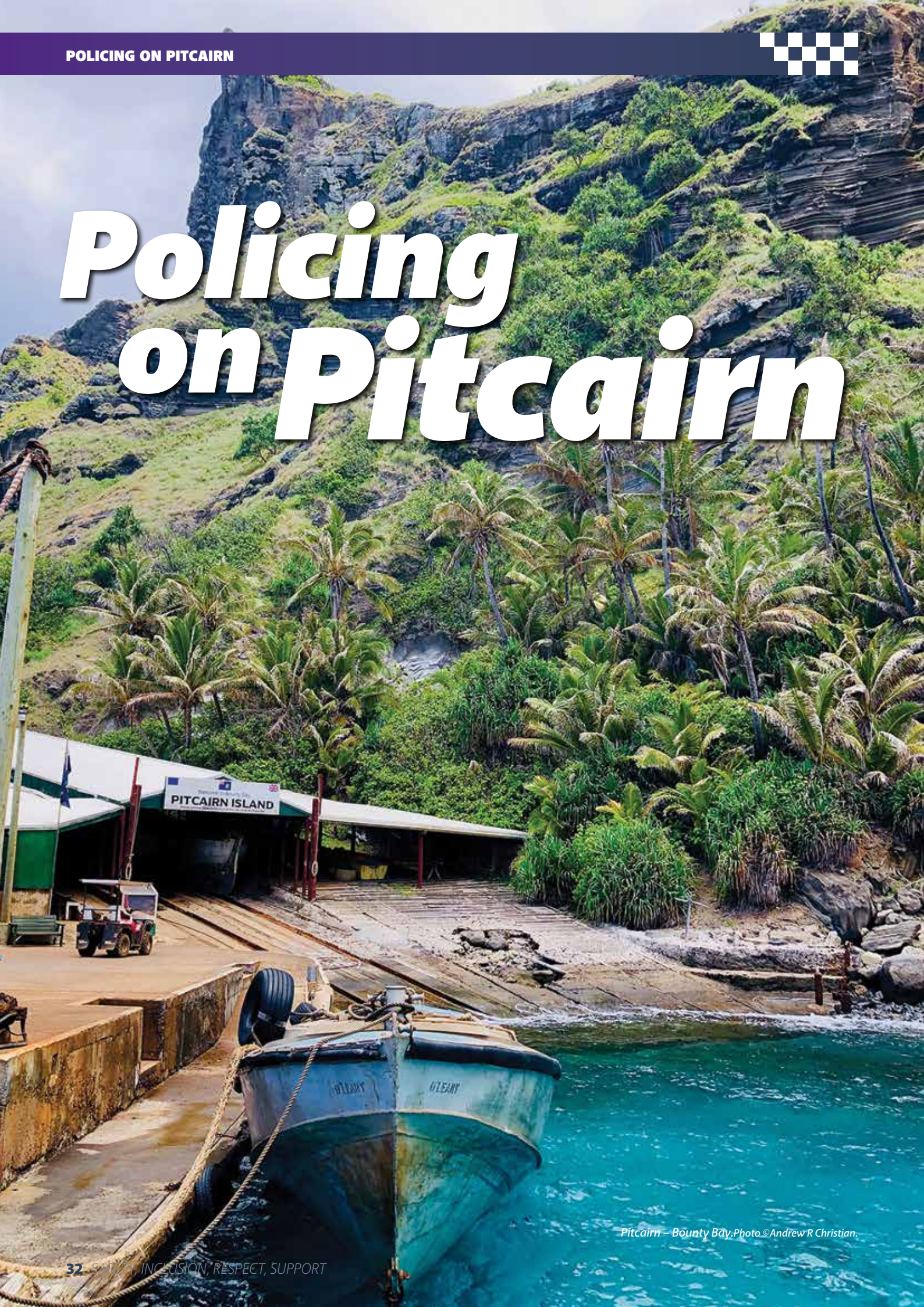
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Policing on Pitcairn



Pitcairn – Bounty Bay. Photo © Andrew R Christian.



Acknowledgement: With thanks to New Zealand Police Association for allowing adaption of article



A remote Pacific island community founded by mutineers and with only 50 residents is one of the more unusual secondments for New Zealand Police.

A remote Pacific island community founded by mutineers and with only 50 residents is one of the more unusual secondments for New Zealand Police. The most recent officer to have returned from the role of policing Pitcairn Island is Constable Kay-Anna Lawson.

Nothing could have prepared Kay-Anna for her first sight of Pitcairn Island.

Although the New Zealand Police International Service Group had done its best to brief her and provide training for her secondment to the remote Pacific location, she was still astounded when she first glimpsed her new home.

"The artist's palette that is the island, the sea, the sky – the lush greens and hues of blue are breathtaking," she says.

That sense of wonder has persisted, and grown, during her 19 months as the Pitcairn Island community police officer.

Policing a 47-square-kilometre rock in the middle of nowhere with a population of 50 people, under the auspices of Britain, is not a job that would suit everyone, but Kay-Anna has an advantage when it comes to out-of-the-way places.

She was raised in the Outer Hebridean Islands in Scotland and, in fact, it was the remoteness of Pitcairn – 5500 kilometres

east of New Zealand – that appealed to her. "The Chathams were too close!" she says.

The 48-year-old officer has worked rurally throughout her career, first in Scotland and then in after moving to New Zealand worked in Northland, on the frontline and within the family harm team.

"I've never felt isolated in Pitcairn," she says. "For me, the vastness of the ocean surrounding the island provides me with a feeling of freedom, not isolation."

It takes four days to get there from New Zealand, including 10 hours' flying time, a stopover in Tahiti and two days on a ferry.

There is no airport on the island. The only access is via boat, disembarking onto a longboat to reach the only berth, a tricky jetty landing in Bounty Bay. From there, it is a trek up the hill to Adamstown, the only settlement.

Kay-Anna was grateful to have her husband, Ian, a doctor, with her for one year, working as the island's GP. Although, as with her policing role, it ended up being a broad job description. "He was also the dentist, vet, radiographer, lab technician, pharmacist and nurse and provided



Kay-Anna and Ian

medical clearances for visiting yachts and cruise ships."

The couple have four adult children – twin sons of 24, a daughter of 22 and a son of 19. None were able to visit Pitcairn due to study and work commitments.

Kay-Anna worked a 40-hour week, but was on call all hours. The working week runs from Sunday to Thursday to cater for Saturday being the holy day among the Seventh-day Adventist community (the legacy of a visiting layman preacher in 1886).



Kay-Anna says most of the police cases she dealt with did not, thankfully, relate to drugs or alcohol and the associated violence – a refreshing change from New Zealand policing.

But there was an eclectic mix of roles expected of the local bobby, from overseeing the Sea Scout troop to helping with the harvest of island staples such as pineapple, sugar cane and arrowroot.

She also stocked shelves at the local store, kept an eye on explosives, scrubbed houses, cleared pathways and boarded high-end cruise ships to stamp passports.

"I have also had the privilege of cataloguing the contents of the island's museum."



ANZAC Day



Ti-Plant *Cordyline Terminalis*

There are many artefacts and relics from Pitcairn's unusual history, including items from HMS Bounty, burnt and scuttled at the bottom of Bounty Bay, which brought the settlers to the island 230 years ago.

Until recently, it could still be seen on the ocean floor, but over the years much of it has been removed, both legally and illegally.

For Kay-Anna, a more exciting wreck is the Cornwallis, a 1200-tonne steel clipper that ran aground 175 years ago.

"A snorkel around that wreck is spectacular, as it is largely intact with masts, manual windlass and anchors all clearly visible and festooned with marine life."

The clarity of the waters around Pitcairn is matched by a pristine night sky. Untainted by light pollution, as the island's power generators switch off at 10pm each night, Pitcairn was recently granted official status as a dark sky sanctuary.

Another natural wonder is the annual visit of humpback whales who arrive to give birth in the waters around the island. "From the deck of the police station, you could often see whale mothers and their calves in the water."

No matter where she is policing, or how good the view is, Kay-Anna says her reasons for "getting up in the morning

and donning the uniform" have not changed over the years: "To make a difference and give victims a voice, in particular in terms of family violence and child abuse. It's an old cliché, but one I strongly believe in."

In Pitcairn, the shadow of historic sexual assault trials from the early 2000s still hangs over the island and, Kay-Anna says, they have undoubtedly had an influence on policing there, particularly in terms of safeguarding children.

"There are policies and protocols now in place concerning child safety. As a consequence, the seven children currently on Pitcairn are among the most safeguarded children in the world."

"A significant number of the community have undertaken child protection training, which will continue as best practice."

In February 2019, a Reconciliation Monument was erected on the island as an "apology" for the intergenerational, historic sexual offending that occurred.

The monument was a huge step forward for the island and one they are proud of, Kay-Anna says.

"As with any offending of this nature, there are victims, which is the tragedy, and some still live here."

In general, she says, the residents are extremely proud of their mutineer heritage, with personal genealogy ingrained in the minds of each of the islanders, 65 per cent of whom are descended from the Bounty crew.

They have their own language, Pitkern – a mix of old English and Tahitian – which is widely used.

Survival and self-sufficiency are at the core of island life and, as a newcomer, you have to learn the ropes, says Kay-Anna.



Whale watching



Reconciliation Memorial



Kay-Anna and Mavis Warren

Top of the list is collecting water, of which rain is the only source, although there is plenty of it and a desalination machine is available if needed.

All homes have multiple water-storage methods, for personal use and to maintain the food gardens that are a feature of every home.



St Paul's Pool with a Social Worker

No one will ever starve on Pitcairn, says Kay-Anna. "All households have vege gardens and fruit orchards, and bananas, coconuts, beans and pumpkin grow wild and profusely.

"There is also a store where all manner of goods can be bought, shipped from Countdown NZ every three months. As long as I had my chocolate fix, I was happy."

Personal self-sufficiency is also vital for survival on the island, she says. "You have to be happy with your own company."

"Nightlife" for her is a good book. Netflix arrived during her time on the island, when the internet was overhauled, but it still has limited household bandwidth allocation.

Essentially, she says, "Pitcairn is not the place to live and work if high-end shopping, takeaway dining and clean nails are the norm."

However, there is a pizza joint, open some Fridays. "It must be the most remote pizzeria in the world."

Kay-Anna has immense respect for the islanders. "They are a staunch, stoic, resilient, self-sufficient and extremely hard-working group of people who knit together strongly in the face of adversity. They are survivors."

After more than two centuries of island life there's no doubt about that, but the future for Pitcairn is uncertain.

"With the average age on the island at present being 49, sustainability and capacity in terms of the able workforce is limited. Brexit will also have an impact.

However, there is still hope that tourism will increase and that the "repopulation scheme" now in place will encourage immigration.

For her, the best part of the job was the chance to live on a Pacific island – "Who wouldn't think that?" – and meeting an array of "amazing and interesting people", from the islanders themselves to other professionals, yachties and cruise ship visitors.

Plus, "ditching the old Magnum boots for sandals".



Adamstown



Rough day for a longboat



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