

Australasian  
Council of Women  
& Policing Inc.



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

**Issue No. 47**  
**2020**





Australian Government

OFFICIAL MEDICAL ADVICE

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# Thanks to you, we are saving lives and stopping the spread.

## But it's important we continue to keep all Australians safe.

**Stay at home unless necessary and avoid non-essential travel.**

Banks, supermarkets, petrol stations, medical services and suppliers remain open.



**If you can, you should work from home.**

Use phones for meetings, stop handshaking, tap to pay where possible instead of using cash.



**Maintain physical distancing and hygiene practices.**

Keep 1.5 metres of physical distance, exercise away from others, and wash your hands regularly for 20 seconds.



**Visit [australia.gov.au](https://australia.gov.au) to find restrictions specific to your State or Territory.**



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## Issue No. 47



### Front cover

Senior Constable Michelle Rybarczk

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Source unknown



# President's Report

**Debbie Platz**

President



**T**he start of 2020 brought us natural disasters across Australia followed by the COVID-19 pandemic. We all had to learn how to live and work differently – from stopping the handshakes, social distancing to more challenging activities involving technology like VIDCONs and how to work from home. The good news is that even though law enforcement generally thought work from home was not possible the pandemic has shown us that it is. Even in ACWAP we have done things differently. Recently ACWAP held its first ever virtual AGM. It is my honour to be President of ACWAP again this year. This is my sixth year and although it seems like a long time it has actually flown by.

A clear advantage of ACWAP is its status as an independent Incorporated Association; we represent all women in law enforcement, irrespective of the jurisdiction or organisation they are

in and all the women that we police. Through this we hear and learn from diverse perspectives, we share ideas and we draw on best practice from across all law enforcement bodies. We enjoy, and are sincerely grateful for the support of all jurisdictions and Commissioners. This independence and diversity does allow us opportunities to engage widely with our communities in an unbiased way and it is critical to accomplishing our goals. As nearly all law enforcement bodies are completing work in the gender equality and inclusion space I hope that ACWAP can assist in a more fulsome way.

As mentioned we elected a new Council at the AGM. You can see the membership on our website. I thank the outgoing Council for their support and contributions and I wish the new Council all the very best for 2021.

Finally I wish all readers a very safe and happy festive season and a happy 2021.







# Note from the Editor

**Dorothy McPhail**  
Editor



We will have a “new normal” for some time to come, but compared with some other parts of the world the Pacific countries can be thankful for the leadership shown.

It is gratifying to see more women taking on specialist roles within Police and in this edition of the journal we feature several women, including a Singaporean officer, who have undertaken a variety of specialist roles.

In order to attract more female staff into specialist roles one of the initiatives carried out in Christchurch, New Zealand was to invite staff to a session where representatives from various specialist squads spoke about the roles. This type of session could be held on an annual basis in order to capture the interest of new recruits early as the new generations seek out all possible career opportunities.

In this edition we also remember Joanne Shanahan a South Australian officer who was taken too soon in a car crash, while off duty. The contribution that Joanne made to Police and the community was considerable, and she will be sorely missed.

Our sincere condolences go out to her family and work colleagues.

Normally there are only two editions of the ACWAP journal published each year, but going digital has enabled this third edition for 2020. This would not have been possible without the many people involved in contributing articles over the past year and I would like to thank you for making it happen. I am hoping to be able to continue with three editions per year, but obviously need the support of contributors. If you have any ideas or need any assistance please make contact with me at [journal@acwap.com.au](mailto:journal@acwap.com.au). I look forward to all future contributions.

2020 is almost over and what a year it has been. As a result of the pandemic Police throughout the world have been carrying out roles that they would never have imagined, in order to try and help keep the community safe from an invisible enemy. Having to carry out additional duties as well as business as

usual has not been easy and kudos is due to all Police services in the Pacific region who, together with many different community agencies, have played an integral role in minimising the effects of the virus as much as possible.

We will have a “new normal” for some time to come, but compared with some other parts of the world the Pacific countries can be thankful for the leadership shown.

While it may not be possible to travel as far as usual over the summer months it is important that everyone has a break in order to recharge their batteries, so I hope that everyone is able to do so. I am sure that the Victorians, in particular, will be keen to “get away”. Have a safe and enjoyable festive season.

Warm regards  
**Dorothy**

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# Property Market Update

**Danny Buxton**

Director Triple Zero Property

**2**020 has been a nightmare of a year, and while we aren't quite out of the woods yet, 2021 is shaping up to be a positive one for property owners.

## WHAT'S HAPPENING:

Our Property Managers Rock Property are reporting zero days in the rental pool. Other property managers are witnessing the same thing with vacancy rates between 0.5% - 1%.

Why? A phenomenon being named: 'The Exodus to Affordable Lifestyle'. While this is anecdotal evidence, it is supported by the low rental vacancy rates in key regional areas.

## WHAT PROPERTY BUST?

Despite what has been reported by major metropolitan newspapers, housing markets have remained resilient through the coronavirus period. The two major capital cities have seen a small decline, while other markets such as Canberra and Regional Tasmania, have had growth in every one of the past seven months. In Queensland, the Sunshine Coast is a "standout example among many thriving regional markets", says property expert Terry Ryder from Hotspotting.com.au.

## YOUNG FIRST HOME BUYERS ARE IN!

More first home buyers in the 25 – 34-year-old bracket are building a new home compared to an established dwelling. This age group is making the most of accessing various government grants such as the HomeBuilder Scheme to get a head start.

## THE REALITY FOR FIRST HOME BUYERS

Pulling together a deposit, accessing government grants and finding quality, affordable housing stock is complicated. That is where we can help, we act as a 'builder broker', to bring all the pieces together, secure a quality property and save heartache down the track.

## PROPERTY INVESTORS

Navigating these uncharted waters of 2020 has meant many investors have hit the pause button. However, some of our astute clients have witnessed incredible results with immediate capital growth.

Property should always be a long-term proposition and remains a stable investment for your own home or as part of your wealth creation strategy. The

ANZ-Roy Morgan Consumer Confidence sampling suggests that very few think things will remain economically constrained in five years.

Now is a great time to enter the market, or add to your portfolio, with vacancy rates at an all-time low, extremely low interest rates (for some time) and high demand. Making the right decision is critical, and we are here to help... it's what we do!

If you want to discuss your options, review your current position, or go through a personalised cash flow analysis, we are here to meet with you in person, on Zoom, Google Hangouts or over the phone.

*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 particular area of advice needed.*

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# Vale

## Joanne Shanahan, a leading light in family and domestic violence



**Stephanie Johnson**

Author

Reflecting on her exceptional career during a personal interview in March 2019, Detective Chief Superintendent Joanne Shanahan APM was characteristically candid and self-effacing. *"I think I've been reasonably headstrong. You look back and think, 'How did I do that?' 'When you take on a new posting, it's really scary. Your heart is pounding. You have no idea what you're going to be doing. We all feel like that," she smiled.*

**T**hroughout her distinguished career, spanning 38 years with SAPOL, Joanne, 55, was spurred by her relentless motivation to learn and embrace new challenges.

She was tragically killed in a three-car crash on Anzac Day 2020, along with 53-year-old Tania McNeill, who was travelling in another vehicle. Joanne is survived by her husband Peter and their two children, Nicholas and Eleni.

Amidst stringent COVID-19 restrictions capping numbers at Joanne's service, hundreds of SAPOL members lined Adelaide's streets, at arm's length from colleagues in the South Australian MFS, CFS, State Emergency Service and SA Ambulance Service.

Many grieving members of the public also joined in the singular Guard of Honour.

A condolence message to Joanne's family, penned by a young Probationary Constable, fittingly describes Joanne as 'an amazing role model', revealing her compassion and commitment to empower emerging female leaders.

The message reads, "Jo not only stood up for me when I didn't know how, but also gave me the strength to stand up for myself. She taught me to seize any opportunity, no matter how minor it seemed, and connected me with other

women in the job, who inspire me as Jo did."

On 10 September 1981, Joanne joined SAPOL as a Police Cadet, despite the stated misgivings of her Greek family. "It wasn't my parents' career choice," she recalled in 2019. "Thirty plus years ago, women did not go into those kinds of occupations. Initially, they weren't happy. But, once I'd gotten through the program, they were ecstatic."



Jo's Cadet Photograph

In September 1984, Joanne was appointed to the rank of Constable at Norwood Patrols, later transferring to Sexual Assault Unit. Here, Joanne revealed her passion and skill in supporting vulnerable victims.

As a Detective Sergeant, Joanne served as Officer in Charge of the Port Adelaide Child and Family Investigation Section. She was appointed to the rank of Inspector in December 2002.

In 2003, she was nominated for the Australasian Council of Women and Policing – Excellence in Policing Awards, in the category of Outstanding Female Leader.

Within five years, she was promoted to Chief Inspector, becoming Officer in Charge of Elizabeth CIB.

Whilst at Elizabeth, Joanne helmed the harrowing 'House of Horrors' investigation, where six adults and 21 children were discovered living in squalor, with six children suffering serious harm from neglect and abuse.

In March 2012, Joanne was promoted to Superintendent, taking charge of SAPOL's Internal Investigation Branch. But, it was her next pivotal role, developing and leading South Australia's Multi Agency Protection Service (MAPS) in 2013 that would lay the groundwork for Joanne's most enduring legacy.





*Jo with Commissioner Grant Stevens and Arman Abrahamzadeh*

MAPS draws together numerous agencies, including SAPOL, women's safety services, Child Protection, Housing, Corrections and Health to collaborate on complex cases, protecting vulnerable victims of domestic violence (DV).

Eulogising Joanne, her long-time friend Police Commissioner Grant Stevens APM praised her dedication and drive. "Jo took MAPS from a concept to reality – dramatically improving the service provided to victims of domestic violence".

"This was a unique, first-of-its-kind concept in Australia. Its success today is a direct result of Jo's leadership, and ability to collaborate across sectors," said Commissioner Stevens.

Speaking on MAPS in 2019, Joanne remarked her 2010 secondment to Kent Police opened her eyes to the possibilities of a new DV program for South Australia.

"The exchange program meant that I was able to look at some of the programs in the UK, and to replicate a similar program here in Australia. It wasn't an easy program," she recalled.

"Every agency has their own particular way of doing things. But, what we've ended up with is, I think, a pretty fantastic Australian model, which is leading Australia in DV information sharing," said Joanne.

Her superlative performance in this role saw Joanne appointed as the first Officer in Charge of SAPOL's newly-created Family and Domestic Violence Branch in November 2014.

In 2017, she was promoted to Chief Superintendent. She earned the National Medal with Clasps, the National Police Service Medal and the South Australia Police Service Medal with Clasps.

In recognition of Joanne's superior leadership, and pioneering work in the field of DV, she was awarded the Australian Police Medal in 2019.

Her citation named Joanne as an outstanding advocate for DV victims in the community, and an influential DV voice on the local and Australian stage.

Joanne's sudden passing has left a gaping hole in the SAPOL family, and in the state's DV sector.

KWY Aboriginal and Torres Strait Islander Family Services CEO Craig Rigney said Joanne's tireless efforts in the DV

sector have had a profound impact, citing her ability to break down cultural barriers.

"She laid the foundations," said Mr Rigney. "Jo's influence on all of us will not be forgotten in a hurry. Our work in DV will continue – because it must. But, it will be different. What Jo brought to the sector, the work she did and her unique touch, will be missed forever."

His organisation will name an award in her honour.

Anti DV campaigner and founder of Zahra Foundation Australia, Arman Abrahamzadeh OAM said Joanne became a friend and mentor through her peerless efforts in the DV space.

"She was truly one of a kind – generous, compassionate and an absolute powerhouse. She tackled every challenge with a smile on her face," said Mr Abrahamzadeh.

"If you can diversify, the world is your oyster," said Joanne in 2019, of her remarkable career progression. "You're always learning, and don't know everything out there. I think that's what's so challenging about policing. You can do so much."

What Joanne did – as a friend, mentor and leader, will never be forgotten.



# Celebrating women leaders in public sector employment: the 2020 top 50 women recognised

Victoria Police Superintendent Lisa McMeeken and Assistant Director Rena De Francesco were honoured at this year's Institute of Public Administration Australia (IPAA Victoria) Top 50 Public Sector Women celebration.

**T**his year's recipients were from a broad range of public sector positions including State and local government, and statutory authorities.

The IPAA awards recognise and celebrate the exceptional women leaders who make a difference in creating a better and safer society. Victoria Police endorse full support for all IPAA award recipients at a time when gender equality and empowerment are in focus for government and law enforcement.



**SUPERINTENDENT  
LISA MCMEEKEN APM**

Since starting her career in 1982, Superintendent Lisa McMeeken has held a range of frontline and specialist roles.

In 2006 she was appointed to Superintendent and led reforms delivering increased representation of women in the Legal Services Department.

Lisa has a long history of advocacy, dedication and commitment to reform projects around family violence and ethical standards.

She also has led the reform around sexual discrimination, harassment and predatory behaviour among Victoria Police employees. This included assisting government to establish the Victoria Police Restorative Engagement and Redress Scheme.

Lisa was awarded the Australian Police Medal in 2018 and in 2019 she was selected as the State's Visiting Fellow at the Australian Institute of Police Management.

Throughout her distinguished career, Lisa has encouraged, supported and mentored colleagues and community partners. She remains a visible and effective advocate for gender equality and values-led behaviours.

Lisa is recognised for breaking down barriers to women achieving their full potential and to positioning Victoria Police to become the diverse, inclusive and respectful workforce it needs to be to effectively deliver policing services to our diverse community.

## ***What advice would you give to women aspiring to leadership in the public sector?***

Leadership roles in the public sector can lead to a really rewarding and satisfying career choice. The roles can be large or small, they can involve large and complex systems, or they can be moderately focussed on frontline delivery.

Either way, they give you a great opportunity to shape and influence what Victoria is going to look like and how this is going to impact on all of us. So, grab the opportunities when they come up, pick something that you are passionate about and really make a difference for the community.

## ***What makes you proud to be a leader in the public sector?***

I have worked with remarkable people and teams that have made a difference. Consistently, I have seen people work selflessly and with humility to deliver a safer and more just society.

My career journey has seen significant change, particularly in the way policing is done and with how it is seen by the public. I am proud that I was able to be part of this change and I look forward to seeing the next wave of women leaders influence tomorrow's society as one of inclusion, diversity and respect.



### RENA DE FRANCESCO

Rena has contributed significantly to improving the lives of women, children and families. Her commitment to women's safety, gender equality and work in the fields of sexual offending and child abuse has been critical to improving Victoria Police culture and its organisational response to the community.

Rena's early career at the Office of Women's Policy provided the foundations of her understanding and commitment. Over the last 14 years at Victoria Police she has established herself as a transformational leader, developing

and implementing organisational strategies and cultural reform projects.

She has driven reforms collaborating with senior leaders and Government agencies to develop improved gender-based policy options and policing responses. This included coordinating Victoria Police's sexual offence and child abuse reforms, which led to the establishment of 27 Sexual Offence and Child Abuse Investigation Teams (SOCIT) across Victoria Police.

Currently, Rena continues her leadership role at the Gender Equality and Inclusion Command, a centre for excellence supporting the organisation to achieve gender equality in its practice and culture.

#### ***What advice would you give to a young woman who wanted to become a public sector leader?***

To thrive in the public sector means being driven by a desire to make a positive contribution to the community.

A leadership role provides an opportunity to drive and shape how Government agencies serve Victorians. Young women interested in making this contribution should consider what they are most passionate about as this personal connection with work will energise them and allow them to forge past any challenges. They should also

surround themselves with people with whom they have a shared purpose and set of values and who will help them grow and learn. This growth requires an openness to new ideas and a commitment to self-reflection and to listening and learning. Women leaders also have an amazing opportunity to create a path for other women to follow and for working with their male colleagues to create gender equality in their workplaces.

#### ***What makes you proud to be a leader in the public sector?***

I am proudest of working in a policing organisation that is genuinely transforming how it responds to violence against women, both within the community and our own workplace. It is a privilege to help lead this change within Victoria Police and I am inspired every day by all the women and children who come forward and our members who support them. Being a leader in the public service has given me great professional and personal satisfaction as it has allowed me to do work that I am passionate about. Working at Victoria Police has given my career a clear purpose and an opportunity to collaborate with and learn from so many inspiring and capable leaders and colleagues.

**Victoria Police Assistant Commissioner Libby Murphy, who was a Top 50 winner in 2019, offered some advice on leadership. She said the key learning she had taken away was the importance of people.**

**"Learning from others is a great leadership approach, as some people will have better ideas and experiences than us," AC Murphy said.**

**"It is important to challenge yourself through the thinking of others. By truly listening to people, you can understand what they say and don't just hear what they say.**

**"It's about bringing your people along for the journey and developing and growing them. We are much stronger as a collective."**





# Women of the Australian Border Force



## Belinda Cranston

Public Relations Officer

Few leadership roles were available to women in border protection in the 1980s but several decades later, negotiating standoffs in detention centres, quelling riots and offshore deployments have proved to be both satisfying and career enhancing for many ABF women.

From overseeing an infrastructure upgrade at Perth airport to addressing the COVID-19 concerns of up to 400 immigration detention detainees, Australian Border Force (ABF) Superintendent Sharan Brown is well aware opportunities like these were largely unavailable to women when she was at the start of her career.

"Being female in customs and immigration in the 1980s was a bit rough," she recalls. "There were very few leadership roles available to women."

Superintendent Brown began her working life in Port Headland, in Western Australia's Pilbara in the 1980s, performing routine customs duties and administrative tasks ahead of undertaking part-time work for 15 years while raising a family.

When she was ready to return to full-time work she was living in Perth and quietly determined to excel in her career. Now in charge of Immigration Detention Centres across Western Australia and at Christmas Island, Superintendent Brown's project management, negotiation and conflict resolution skills have seen her rise to challenges including a three-month protest at Yongah Hill Immigration Detention Centre, a compound being set on fire, and a risk assessment exercise in the Solomon Islands.

The Yongah Hill protest included up to 70 detainees moving their bedding into a central area and announcing they were going to stop eating.

"This is a complex role," she said.

"Managing myself and my staff, when we are dealing with a situation this like is particularly challenging."



*Superintendent Sharan Brown with Commissioner Michael Outram, receiving recognition for the work she did at Perth's Qantas terminal.*

In 2018 Superintendent Brown performed a very different role when she was involved with an infrastructure upgrade at Perth's domestic airport.

"I was the operational lead standing up international operations at the Qantas Terminal," she said.

"It was demanding dealing with an airline for this project as we would normally deal with the airport corporation regarding infrastructure upgrades. There was also a very tight timeframe for completion of the project."

Superintendent Brown's Queensland-based counterpart, ABF Superintendent Tracey Hambridge, draws on 20 years immigration experience to manage complex operational situations at locations including Brisbane Immigration Transit Accommodation and Nauru's former regional processing centre.

As a program coordinator in Nauru between July 2014 and May 2015, she

worked with the Nauruan government when it began allowing detainees to come and go from the island's processing centre during the day.

"We had to make sure there were transport and other support arrangements in place. And that everyone had sufficient I.D.," Superintendent Hambridge says.

"There was a lot of negotiation with the Nauruan community because people who had been in the processing centre were allowed to come and mingle with the community during the day.

"So we had to make sure all the support that was required to do that was in place."

Superintendent Hambridge held a similar position on Manus Island between 2016 and 2017, when it was decided by the PNG government the regional processing centre would close, and transferees move into accommodation in the community.

"The PNG Government, with the assistance of the ABF, was conscious of being very careful about moving to this arrangement," she said.

"It involved a lot of communication with transferees and how we managed this change.

"There were people who didn't want to go into the community. They said they didn't feel safe, so that was quite difficult and required a lot of discussion and reassurance."

A career highlight includes leading the team that reviewed people in Australian-run detention centres in the early 2000s, when community detention was introduced by former Minister Amanda Vanstone.



"We prepared cases and submissions to go to the Minister, to start the process of releasing people out of immigration facilities into community detention," Superintendent Hambridge said.

More recently, strong negotiation skills saw her manage the drawdown of a rooftop protest at an immigration detention facility in Moreton compound.

"The first thing I did was set up an Emergency Command Centre with all stakeholders. We just kept negotiating with the protesters, and eventually the situation was resolved without incident."

In Victoria Superintendent Jenny Green's background as a social worker led to working as a case manager and later a settlement officer, in various branches of the Department of Immigration between 2009 and 2013.

She was a little hesitant when a six-month stint on Christmas Island involving case management was offered to her in 2016. At the time she was in charge of up to 90 people across Victoria. On Christmas Island she would be returning to a more standard case management role while overseeing the work of a smaller team.

"I didn't want to go back to just case management at the time," she said.

"I had already done that. It ended up being the best thing I have done. Because it led to having an amazing experience working on a remote island, being promoted to the role of Superintendent and staying for three and a half years."

The normally very private, now Melbourne-based officer needed to quickly adjust to the role of Superintendent. Good relationships with everyone from Christmas Island's administrator to locals, to the Australian



*Superintendent Jenny Green at Christmas Island Detention Centre (centre) showing Prime Minister Scott Morrison and others around, amid new Medevac laws being announced.*

Federal Police (AFP) and SERCO staff was imperative.

"All eyes are on you because it is such a small island," Superintendent Green said.

"I would have locals tell me what time they saw me going for a run, and when I went to the gym."

The detention centre was closed in late 2018, but reopened in early 2019 amid new Medevac laws allowing for former boat arrivals on Manus Island and Nauru to be transferred to Christmas Island. Superintendent Green found herself showing Prime Minister Scott Morrison and Immigration Minister David Coleman around for the official announcement. It was a surreal moment.

They were flanked by media and AFP security for the PM and up until that moment, due to the visit being confidential, few knew about it.

"We only had a few days to prepare," Superintendent Green said.

"I got texts from my Mum saying she had seen me on television."

Superintendent Green encourages anyone seeking to advance their career to be receptive to new opportunities.

"I think what has served me well is 'being prepared for anything and being open to anything. And sometimes doors open that you might not think you want, but could lead to something really good.'"

For Superintendent Brown, self-confidence is crucial for job satisfaction and success.

"Because there are always people who will doubt what you can and can't achieve," she said.

"So you have to actually believe you can achieve anything."

Finding the right people to lend support is also important.

"I could not have progressed my career without some really good people behind me, helping me out," she added.

By supporting those in a position to help her achieve her own goals, Superintendent Hambridge developed her own sense of confidence.

"I think we can all be very self-critical. And we shouldn't do that so much," she said.



*Commissioner Michael Outram, Steve, Prime Minister Scott Morrison, Superintendent Jenny Green, ? Furini and ?*





# International Women & Law Enforcement Conference

## Auckland New Zealand

17-21 Sept 2023



## Breaking News!

### Save the Date

### 17-21 September 2023

**H**istory will be made in 2023 when a combined International Association of Women Police (IAWP) and ACWAP conference is held on New Zealand soil for the first time. The conference will be hosted by New Zealand Police and will offer attendees of all genders a great opportunity to attend a world class conference/ professional development opportunity.

ACWAP president Debbie Platz says "ACWAP has already successfully run a joint conference with IAWP two times in Australia – the last time being in Cairns 2017. Now is time for a conference to be held in New Zealand. Bringing together IAWP and ACWAP in a joint conference strengthens the training and development opportunities for all attendees. We know that the New Zealand Police will host a superb conference – bringing the spirit of manaakitanga and providing attendees with a unique experience"

More details to come once website and registration details are finalised.







# NZ School Police Recruitment Initiative wins Diversity Award

An initiative designed to increase the number of young Maori and Pacific applicants joining New Zealand Police has won a national diversity award.

**T**he Police Pathway programme for Year 13 students took out the 'Emerging Diversity and Inclusion' category at the 2020 Diversity Awards in NZ in Auckland in September.

The awards celebrated organisations across New Zealand that demonstrate diversity and inclusion in the workplace.

An NZQA elective course offered in partnership with New Zealand Police, the programme provides an opportunity for students to gain up to 26 NCEA Level 3 credits by completing standards in areas such as interviewing skills, team work, physical activity, mental health and wellbeing, communication skills, and legislation.

Rotorua police and Royal New Zealand Police College worked with Rotorua Boys' and Girls' High Schools to pilot the programme in 2018.

It's now offered at 61 schools around New Zealand, providing young people with an invaluable understanding of what it means to be a police officer.

Deputy Chief Executive People and Capability Kaye Ryan says the Pathway Programme was brought about to challenge some of the traditional hiring pathways within the New Zealand Police.

"This initiative provides opportunities for young people to understand career opportunities within New Zealand Police and has resulted in positive changes in the perception of Police by young people in the programme.

"The programme kicked off quickly but has gained momentum and impressive growth, to the extent it now has buy-in from across Police districts."

"We're honoured to receive this award which highlights the success of this programme so far."

2020 Diversity Awards NZ Judging panel says the New Zealand Police are



Deputy Chief Executive People and Capability Kaye Ryan and Schools Programme Lead Vinesh Sima accepting the award at 2020 Diversity Awards ceremony

not only growing a community-centric talent pipeline throughout the regions to sustain their workforce in the future, but also opening up an honest discussion about the attitudes young Kiwis have towards the organisation and how it deals with rangatahi and their whānau.

Talent Resourcing and Delivery Manager Paula Hill says the team are already planning for the future, and striving to make the programme to more accessible all schools across New Zealand.



Constable Merihera TIPENE (Family Harm Intervention Team; Counties Manukau East) with students from Wesley College and Papakura High School at the Papakura Careers Fair



Senior Sergeant Wayne Paxton (Youth and Community – Counties Manukau South) speaking to students around road safety and prevention



Inspector Tony Wakelin (Area Prevention Manager – Counties Manukau South) addressing students at the Papakura Careers Fair



The Specialist Protective Service, led by CMD Linda Champion, has many areas of expertise including Canine, Tactical Response, Discreet Response, and Specialist Response (SR).

**D**et Supt Susie Ball oversight Specialist Response with responsibility for Search and Rescue, Bomb Response Team, Maritime and the Crisis, Hostage Negotiation Operations (CHNO).

As a Negotiator in the Crisis, Hostage Negotiation Operations (CHNO) team, LSC Jess Roche attends jobs where people are threatening suicide, mental health incidents, barricaded offenders, kidnapping and hostage situations, high risk search warrants and protests.

While the concept of negotiation is similar to what everyone sees on tv the reality is a little different. Crisis Negotiation is really a team effort where the performance of everyone is critical, not just the "star" that is doing the talking.

In fact, some of my most memorable jobs have been supporting my team members to deal with someone in crisis, ready to help them out at the cue of a sideways glance.

Our days begin early as we start at the gym for a quick workout before the real work starts. Maintaining physical fitness is important for everyone but as a negotiator it gives us an edge to perform mentally at high levels for long periods of time. It is also handy for when we are carrying heavy equipment, wearing body armour and standing in stairwells for hours on end during a siege.

While the consequences when something goes wrong can be really high in our job, a successful negotiation is just an amazing feeling. Talking to someone who is ready to end their life and you get them to reconsider and realise that they

do want to live, is the greatest reward.

This was also evident in a recent job where we were called to a knife wielding POI that also happened to be an elderly lady whose schizophrenia had taken a turn for the worse. The threats of violence were the sign of someone that was terrified and distrustful of a system that has let them down multiple times in their life, not the threats of a violent criminal. We convinced her to take her anti-anxiety medication that meant when she exited the house on her own resolve two hours later she was co-operative and calm, a completely different person.

While Specialist Response is still predominantly a male workplace, we now have females in all of these teams and they get on with the job just like everyone else.





There are physical gateways to make these teams however they are all achievable by anyone that works hard and sets their mind to it.

SC Carmen Tootell, works with Bomb Response as part of the Rapid Appraisal Officer (RAO) Coordination Team.

Her role includes co-ordination and training of some 140 RAO members across the country who are based at major airports and critical infrastructure.

I have been fortunate enough to become a member within BRT and to be working with the RAOs. The role has led to a lot of travel and various opportunities very unique to policing. Previously, I was a member of Search and Rescue (SAR) also within SR.

Skills I have learnt over the years from SAR have proven to be invaluable and transferable to BRT. Search skills, incident coordination and rescue planning, working in confined spaces and using breathing apparatus to perform tasks under pressure are just a few.

Fitness gateways for entry into the area, maintaining physical agility and strength in SR have been critical to for my safety and ability to perform my role. From the arduous search of a missing bushwalker, the prolonged stretcher carry of an injured minor to safety during a torrential storm, to the extraction of an injured tourist at 1400m elevation, I have been required to perform at peak on these physically demanding jobs.

It has also been the unassuming tasks, like getting in and out of roof spaces, equipment prepping and deployment whilst having to climb fences or other

obstacles, that I have appreciated the value of such physical conditioning.

Before commencing my SR journey, I could not perform a single chin up. It took me about two months training on a \$10 chip up bar from Big W with some resistance bands before I started witnessing results.

I believe everyone has to start somewhere and I am living proof that with training discipline, anyone can achieve anything they put their mind to if they really want it. And fortunately for me, the journey continues.

Most recently, I have undertaken BRT selection to progress my interest in becoming a bomb technician. Another physically and mentally exhausting process which has taken much time and commitment in preparing for, but one

that excites me by learning what we are capable of through such challenges. I work within a highly technical, specialised team and I am driven to be able to gain operational experience within this unique field, to further assist the RAOs and be able to contribute to the professional output of the technician 'side of the house.'

Working in Specialist Response gives you a breadth of opportunities within the one role including response, design and delivery of training, working with other state and territory police colleagues, and implementing new ideas to continually improve the capability.

The best part for us, as with many aspects of policing is that you never know what your next job will be.







# Tasmania Bomb Response Group



Photographer Sgt Katrina CHIVERS

Senior Constable Michelle Rybarczk joined Tasmania Police in 1999 as a 19 year old and has experienced various specialised roles in both her primary and secondary duties. She works and lives in Burnie far from her home town in Southern Tasmania. It is here on the beautiful North West Coast of Tasmania with her police officer husband Jason and their two boisterous boys, aged 4 years and 21 months that Michelle combines the juggles of work and life. Here is Michelle's story ....

**4** years in general duties after graduation, I transferred to the Crime Management Unit (CMU), and then to then Criminal Investigation Branch (CIB).

During 6 years in this investigative role, I specialised in child victim crimes and saw the implementation of unprecedented vulnerable witness interview techniques. I subsequently instructed on specialised courses to other investigators in this new technique. This was both an exciting and rewarding time and it has been satisfying to see the change in mindset from female detectives historically being allocated these types of investigations.

In 2005 the Bomb Response Group (BRG) was actively recruiting, and a respected colleague and good friend, took it upon himself that I try out for the squad.

I had no idea what BRG did and after relentless hounding by him, I went along to see what it was about. I passed the selection process, including

claustrophobia and acrophobia tests and knew that I had found an exciting career path. I completed the necessary training and have been a member of the BRG for 15 years.

In Tasmania, BRG, along with many other specialised groups, is a secondary role. There are numerous designated training days, 24hr on call periods and a requirement to self-manage workloads and proficiencies in primary and secondary roles. BRG has an expansive cache of equipment and skillsets to maintain, including weapons, Remote Positioning Vehicles (RPVs or robots) and diagnostic equipment. With technology ever evolving, there is always new equipment become proficient in.

BRG had one female member when I joined, and I had no concern I would be treated differently to any other member, and this remains the case. Not long after I had joined BRG I participated in an exercise where Jodie Pearson (Western Australia Bomb Response Unit (BRU)) was umpiring. Seeing Jodie in that senior

role reinforced to me that I was not 'out of place' in a male dominated squad. I strongly believe that being successful in a small squad comes down to aptitude and attitude, not gender.

During the last 7 years in BRG I have specialized in Home Made Explosives (HME), which has been fascinating and has seen me attend interstate courses, present training forums for Tasmania Fire Service and facilitate and direct courses for BRG members.

Throughout my career I have been fortunate enough to have some exceptional managers and colleagues who recognise skill and aptitude. In 2010, I was approached by my colleague who hounded me to join the BRG, to consider another specialised role and I was successful with a transfer to Forensic Services. Working in Forensic Services is very rewarding and along with BRG, are the best roles I have worked thus far.

Managing my work life balance was not difficult for me up until after I had my first child in 2016.



At six months pregnant (and visibly so!) I was conducting video walkthrough interviews with police officers involved in a fatal shooting in the freezing, pouring rain in almost total darkness.



Photo taken during Basic Bomb Technician Course in 2005.

Photographer Dale WYLIE

I worked in both my primary and secondary roles until four days prior to giving birth! At six months pregnant (and visibly so!) I was conducting video walkthrough interviews with police officers involved in a fatal shooting in the freezing, pouring rain in almost total darkness. The amount of support I received from both forensic and BRG personnel during this time was tremendous.

Move forward two years to being pregnant with my second child and I found myself in a completely different and challenging situation.

Those that know me well know that I don't adapt to change without hesitation

and due to circumstances beyond my control, I found myself restricted to office duties until I commenced maternity leave.

I returned in late 2019 and found a big challenge in returning to work at reduced hours.

Without family support and in the interests of our children (and our wallet!), I requested to return to Forensic Services part time. I wasn't breaking new ground here.

After much negotiation to maintain both my roles, I was offered a contract to remain in Forensic Services and keep my BRG role. The finer details of how this is managed are still to be finalized.

Despite the issues and stress, I am very thankful to continue to enjoy these roles in a reduced hours capacity.

The balance between family and work is very important to me, as is maintaining a high work ethic. I have found that I still try to achieve the same work output, but in half the time. This is not sustainable, and I have re-evaluated my core values to find a good balance between fulfillment and productivity.

I truly enjoy the work I do, and the ongoing support I've been given, particularly by my BRG colleagues.

I cannot recommend highly enough joining a secondary role for an exciting and rewarding career!





# First at WA Police Air Wing



In a first for the WA Police Force, Rotary Wing (helicopter) Tactical Flight Officer (TFO) Senior Constable Elisha Vines has recently completed the required training for a specialised role at Police Air Wing (PAW).

Senior Constable Vines was the first female TFO at PAW, and is now the first female to become a fully qualified winch operator. The role involves an additional 205 hours of intense training – on the ground, in the air and in a simulator.

TFO Instructor Senior Constable Mal Currey said winch operations can be required day or night and in addition to rescue scenarios can also involve supply drops, recovery from vessels or water and rappelling TRG officers as required.

"Elisha is capable, proficient and skilled, has proven her ability, is highly respected and regarded by her peers

and seen as a professional and integral part of the PAW team," he said. "While she is humble and modest about her achievement, it is something she can be very proud of.

"Winch operations occur in noisy, cramped conditions – often in a high-paced environment – so it takes the right kind of person to manage this intensity and remain calm and composed. There were many times her training was interrupted due to operational necessity, aircraft availability, pilot availability or poor weather," Senior Constable Currey said. "Elisha remained adaptable and flexible, took it in her stride and rolled



with the punches, was able to maintain focus and be ready to go at a moment's notice when necessary."





SINGAPORE  
POLICE FORCE

# Trailblazing the Path – Sgt Anna

At 28 years old, Sergeant (Sgt) “Anna” holds the distinction of being Singapore’s first female Counter Assault Unit (CAU) operator.



**T**he elite unit specialises in mitigating threats directed towards VVIPs. For many, the sheer body strength needed to complete many tasks on the job are incomprehensible, and even more so for a lady.

Yet, Sgt Anna went forth to break gender stereotypes, surviving the rigorous training regime that pushes their physical and mental endurance to the limit.

In 2016, Sgt Anna joined the Singapore Police Force (SPF) and shared that being an officer in blue has been her childhood dream. She recounted her first experience with police officers, where they responded to her mother’s ‘999’ call of a suspicious character loitering outside the corridor of their residential unit.

From this encounter, it dawned upon her that the Police will always be there

for the citizens, and she wanted to be part of it. As she went about her career with the SPF, Sgt Anna became curious on how the Police would respond tactically towards armed and terror attacks.

Sgt Anna wanted to contribute to the efforts against security and terror threats.

During the gruelling CAU training, the course had not only equipped her with the necessary skills but also the knowledge to be a formidable operator. On top of the standard assault gear that weighs more than 20kg, operators such as Sgt Anna are also expected to carry mechanical breaching tools, which can exceed 23kg in weight.

Despite being the only female candidate, no exceptions were made for her. She was expected to undergo training and perform tasks similar to that of her male counterparts in CAU.

Sgt Anna shared that she is very thankful for the encouragement from her peers and her family; especially her mother who never fails to cheer her on during the process.



*Sgt Anna on the left*



# State of Disaster

## Victoria Police's unprecedented response to an unprecedented bushfire emergency.



The devastation of the bushfires in East Gippsland and the north east made the summer of 2019/2020 an historic emergency response challenge for Victoria Police.

Reflection by:

**Leeanne Trusler** Acting Detective Sergeant

**O**n 29 December 2019 I received a call from my Inspector to say that I was being deployed to the fires in East Gippsland. I was told to pack for 3 days and make my way to Doncaster Police Station. From there I drove three hours to Bairnsdale with Sergeant Mark Morgan.

It beggared belief to see the number of families with caravans heading in the same direction – even after all the warnings and a state of emergency being announced.

The Incident Police Operations Centre was set up at Bairnsdale and we had a quick briefing. The fires were getting worse, the weather was not in our favour

and Gippsland region police were doing it tough. You could see it on the face of the Acting Inspector and the others in the station that it had been challenging.

That night, we stayed about five minutes from the station in tent city at Swan Reach. There were approximately 400 tents set up by the State Emergency Services that were housing Country Fire Authority, Ambulance Victoria, St John's Ambulance and the Department of Environment, Land, Water and Planning. It looked very impressive. I had never slept in a tent before, so this was a new experience for me. I tossed and turned for most of the night and must have nodded off at around 5.30am.



*Tent City at Swan Reach*



*Orbst – Red glow at night*



Orbost – Smoke in the distance – Sergeant Mark Morgan and Acting Detective Sergeant Leeanne Trusler

## The sun and fire glow gave the sky an eerie effect.

I awoke at 7.30am in a lather of sweat. It was already 26 degrees and it was going to hit the mid-40s that day. Showers were set up in shipping containers and the makeshift dining hall even had a Christmas tree to make us feel at home.

At the 1pm briefing we were tasked to attend the Orbost Police Station where we would receive an escort into Mallacoota so we could relieve the crews there.

As we drove in convoy, the smoke thickened, and you could see smoke clouds. The sun and fire glow gave the sky an eerie effect. At about 2.30pm we arrived at Orbost Police Station where I saw that the sky was snowing ash. The day shift was surprised that we were in Orbost as the Princes Highway had just been closed. They advised us that there was no way to get to Mallacoota as the fire made it too dangerous.

We let Police Communications know where we were, and they told us we could not go any further. We were trapped at Orbost with no way out.

We travelled to the safest place in town – the Orbost Cricket Club. Several locals had already left their homes and were now camping at the cricket club. We liaised with members of the club and arranged sprinklers for the kids to play under, which also watered down the ground and buildings in case the fire came towards us. I also arranged

for a couple of police to go to the local supermarket to buy Zooper Doopers for the kids.

By 4pm the temperature was 44 degrees and the wind had picked up significantly. At around 5pm the sky started to turn black and an eerie feeling crept over the town. I could see the red glow of the fire in the distance.

At around 8pm we lost all power in the town. By then there were around 300 people at the cricket ground. We sourced bottled water and toilet paper for the residents and police. People from neighbouring Buchan and Bruthen started to come into town on mass. They looked absolutely shattered and their emotions were raw. Some had lost their homes or had got out by the skin of their teeth. I contacted the local publican and chaplain from the area to provide an extra level of support.

At around 10 or 11pm we lost phone contact. The only police radios we had were in our vehicles. Police Communications radioed that the Air Wing was on their way with additional firefighters but unfortunately the chopper couldn't land due to the thick smoke.

The fire warning siren went off in town to say that the fire was close. This was getting serious. I withdrew our traffic management points, sent a crew to wake up the day shift and had them all return to the cricket ground.

We were advised the fire was coming directly for us and to move the rest of the public to the cricket club. We had approximately 400 people in our care by now. The hot ash and embers started to rain down. One ember landed in Mark's eye, but we managed to wash it out.

I noticed that the fire had started its own fire storm and the lightning strikes were coming thick and fast on the outskirts of town. You could hear and feel the fire coming. I wanted to speak to my daughters but with no reception that was out of the question. I could not dwell on that. We had a job to do.

Luckily for us, the wind changed, and the fire moved away from the direction of Orbost. The feeling of relief was profound.

Monitoring police radios, we knew that police and community at Cann River and Mallacoota were now under attack. As we now know, the fire went through there with brutal devastation with most survivors forced onto the beach at Mallacoota.

The images of families retreating into the water stunned Victoria and the country. It was hard listening to other police on the radio, but they remained calm and professional. We were all thinking and praying for them.

The sun rose, hidden by the smoke. We took turns sleeping for a few hours in the vehicles, as accommodation was still being arranged. Some of us worked some very long shifts. We were all focused on our task and wanted to support the community of Orbost and keep them safe.

The Red Cross and local council arrived and took over the recording of the evacuees and assisting the locals that lost or couldn't get back to their homes. The council also delivered a generator and we were able to get a cuppa and some much-needed food supplied by the rotary, local hotels and supermarket.

Over the next few days, we missed New Year's Eve and New Year's Day as the days and nights merged into one.

It took three days for the power to come back on in Orbost.

I met some amazing and stoic people in Orbost. As much as it was a full-on experience, it was also a great type of policing and I remain humbled and grateful to have been able to bring some comfort and help to the community we serve.

We took a bus home on 2 January 2020 – five days after we had set off to help.





# Embracing te Reo Māori

A commitment to Māori and the Treaty of Waitangi is one of the core values of New Zealand Police.

This includes embracing te Reo Māori not only as an official language of New Zealand, but as a way to truly connect with Te Ao Māori (the Māori world view).

Every September Te Wiki o te Reo Māori (Māori Language Week) is celebrated nationally.

For some staff, the journey of learning te reo is an opportunity to reconnect with their whakapapa (ancestry) and connect with our rich history.

Constable Hope Daniels is a Kaitakawaenga (Community Iwi Liaison Officer) in Tāmaki Makaurau (Auckland). Learning te Reo Māori not only helped with her work but it changed her view of the world around her.

Hope wasn't exposed to the language growing up. Although both her parents are Māori (Ngāpuhi iwi), te Reo was not spoken at home. In addition to this, the family moved to Australia 20-odd years ago, so she grew up away from other whānau members, some of whom are fluent in te reo.

Constable Daniels graduated from the Royal New Zealand Police College five years ago, and spent three years on the front line. Although she 'chipped away' at learning te reo during that time, when Police offered the opportunity for a full immersion course at Te Wānanga o Takiura she leapt at it.

Hope says she found the course challenging, exciting, humbling and eye-opening.

"Learning te reo was a goal when I came back from Australia – not only for the language but as a way of meeting people in a new place.

"I see the world differently," she says, thinking about how much has been seen by the mountains and the trees she now sees as sharing a life force and as witnesses to history.



Rosemary Linde

In her work life she feels te reo gives her a distinct advantage over colleagues without it. This has made the past year in Police the best one yet.

"Te reo places us in a neutral place of aroha (love) and manaaki (respect). And it's amazing how a simple 'kia ora' can open a lot of doors."

Over in the South Island, Tasman Police staffer Rosemary (Rose) Linde has been on a long journey to realise the goals she set herself in the 1990s: to understand and speak te reo.

Rose is Pākehā – but on hearing te reo spoken on the radio while at home with a baby back in the 90s, she was struck by its lyrical nature and determined to find out more.

"My te reo journey has not just taught me the language, it has given me a huge understanding of Te Ao Māori."

It wasn't easy when she started. There wasn't a lot available in Nelson back then apart from a one-hour-a-week night

class at the local polytech. She enrolled. Then one week a local kaumatua (elder) took the class – he gave participants an overview of local history and "that just made me want to go further," Rose says.

For the next two years she became a Massey University extramural student, combining written assignments with cassette tapes. But it was lonely learning – she couldn't find anyone else locally to compare notes or practise with.

Her son grew up learning to count in te reo, and to sing along to waiata on cassettes, but it wasn't the peer support she craved.

That changed when the polytech restarted classes, so Rose went back to night school to learn about tikanga (Māori principles) as well as te reo.

Then Police offered her the opportunity to further her knowledge of tikanga and te reo in a three-days-a-week immersion course lasting one semester.

From 2017-2019 she was back at night school, adding to her collection of certificates and diplomas.

She laughingly accepts the label of lifelong learner and says she hasn't got enough years left to learn everything te reo has to offer.

"As a Pākehā growing up in a small provincial town (Motueka) there weren't many Māori, although we did have an association with the local marae through my dad who was a schoolteacher.

"I have absolutely loved this journey and the cultural component of what I can bring to my work each day" she says, adding that it couldn't be more relevant because of our commitment to Māori and the Treaty both as Police staff and as New Zealanders.



# Overcoming Adversity

## – Senior Constable Wendy Kelly



Police officers tend to have a heightened ability to see both sides of any situation they encounter because their on-the-job experience provides greater perspective.

**P**olice officers tend to have a heightened ability to see both sides of any situation they encounter because their on-the-job experience provides greater perspective.

However, few have the insights of WA Police Force Senior Constable Wendy Kelly who has actually lived life on both sides of the tracks.

When it comes to firsthand experience of substance abuse, homelessness, family violence or issues of race, Wendy is the real deal.

If the name Wendy Kelly sounds familiar it should after the recent television screening of the 'Our Law' series which focused on Senior Constable Kelly's role as part of the first all indigenous-run police station at Warakurna.

By chance the documentary aired at the same time as 'Black Lives Matter' campaigns exploded around the world, leading to a range of unexpected media appearances on The Drum, The Project and Studio 10.

Wendy was born in Bunbury, in country Western Australia. "I was a foster kid from 10 months of age, raised by a non-indigenous family who really did their best by me," she said. "I was left with some confusion about where I really belonged though, and it was this identity crisis which led me down a path of drinking and sleeping rough on the streets of Perth for many years."

During this period of her life, Wendy witnessed a lot of interaction between Aboriginal people and police.

The turning point in her life came one night in 1992.

"I had my throat cut by a bloke I lived with and following this went into detox," she said. "I haven't had a drink since and when I reflected on what I had seen over the years, I decided I needed to do something to help make a difference."

At the age of 36, and after hitting rock bottom, she joined the WA Police Force. "I was wearing a uniform – first as a liaison officer and then as a police officer. My motivation was simple – I wanted to help Aboriginal people – using my story to help others turn their lives around".

"My whole life had prepared me to better understand how complex things like addiction, abuse and racism truly are," she said. "So as a police officer, I listen, I tell my story and then I consider what kind of police action might be necessary."

Learning at least a little of the local language is also key. "In rural communities especially, I don't think you can police effectively if you don't at least try to learn language where you are. At Warakurna, a major barrier to communicating with the community was that most only spoke the local dialect Ngaanyatarru."

SC Kelly said, "Language builds respect and the best kind of policing involves



having a level of rapport where you can talk through problems to resolve things. If people do something wrong, you still need to investigate incidents and possibly charge someone, so that remains on the table too." But the decision not to use arrest as the default solution in many cases creates a closer bond between police, families and the wider community.

"I'm optimistic about the future of the WA Police Force," she said. "We're rebuilding trust, and encouraging young indigenous Australians to not just trust the police force, but to consider being part of it through the Aboriginal Cadet program and as police officers. My message to young people is that if I can do it – with my past – anyone can!"

Senior Constable Kelly has now left Warakurna and is currently a Youth Policing Officer in Geraldton. She was awarded the Australian Police Medal in 2019.



# Blending Medical and Wellness:

## Supporting Officers to be Tactical Athletes

**Dr Katrina Sanders**

Chief Medical Officer – Australian Federal Police

Globally the prevalence of mental illness amongst law enforcement officers is increasing whilst locally, our Australian officers also face rising rates of chronic disease: obesity, cardiovascular disease, body stressing injuries, cancer and sleep disorders.

**G**lobally the prevalence of mental illness amongst law enforcement officers is increasing whilst locally, our Australian officers also face rising rates of chronic disease: obesity, cardiovascular disease, body stressing injuries, cancer and sleep disorders.

Chronic disease is not unique to police officers, rather it reflects the steady rise of these disorders across the world's population. However, is further complicated in law enforcement settings with finite resources, shift work, not enough time to spend with family and friends, cultural nuances (fear of showing weakness and not wanting to let the team down) and most obviously – crime doesn't stop.

Tactical athletes have stamina, strength and flexibility: of the mind and the body.

They utilise a multi-disciplinary approach, unique to their needs, to achieve and maintain peak health. Police officers are not professional athletes, they do not have the luxury of a warm-



up, starting blocks or a schedule for when they must perform at their peak physical and mental ability to win the race; they are tactical athletes who are expected to act and respond without warning, for prolonged periods, all seasons, weather and time of day.

Officer wellness must evolve beyond traditional and disparate "mental" and "physical" health programs to support tactical athletes - combining the medical and wellness worlds into one.

The current approach to these challenges is richly engrained in a biopsychosocial approach to health – biological, psychological and social elements all that can cause biological changes to the human body. These elements are intrinsically linked and cannot be separate from each other.

**Police officers are not professional athletes, they do not have the luxury of a warm-up.**





## Chronic disease is not unique to police officers, rather it reflects the steady rise of these disorders across the world's population.

For example, consider the officer with a sleep disorder from years of shift work who, as a result, suffers very high psychological distress (sleep disorders are well recognised as a risk factor for multiple conditions including stress and cognitive impairment); or the officer with an injury who can no longer participate in physical training, who then experiences a deterioration in mental health due to the loss of this outlet.

The future, however, needs to include an evolution of these principles, recognising that a biopsychosocial approach to health cannot be limited to traditional medicine or methods.

The future of officer wellness is a blended model of medical and wellness worlds. Gender specific physical training programs, menstrual wellness management (the intersection of menstrual health and pain management) and de-stigmatising of menopause are only a few examples of this blended model (80% of women suffer debilitating menopausal symptoms).

Digital wellness will grow exponentially, integrating data from wearable technology and smartphones for early identification of illness or injury. The digitally enabled doctor will review the patient's digital wellness data, creating a more trusted and transparent doctor:patient relationship.

This blended model will become the norm, permeating every aspect of every day. Other advances looming in the next five years include the following:

1. Improving the gut microbiome (with prebiotic and probiotic supplements) shows promising results in support of mental health through the influence of neurotransmission.
2. The blurring of mental wellness and technology will exponentially rise, removing barriers to treatment such as stigma, time, cost and availability.
3. The use of menstrual cycle hormonal changes to improve athletic performance will create the evidence to support female tactical athletes.

4. Daily activity emphasising the mind:body connection to improve mental clarity, physical fitness, flexibility and strength.

Wellness is not a new or radical concept and many law enforcement jurisdictions will already have these programs. The challenge over the next five years is to blend the medical and wellness worlds or risk our officers turning to less trusted sources for information and intervention.

Officers are tactical athletes – they need elite, integrated, mind and body training.

They need human performance coaches to support an evidence-based, contemporary approach to their health and wellness.



# From Police Officer to President



*Atifete Jahjaga*

“Trust and believe in yourself and do not compromise your values” – these are the words of Atifete Jahjaga who, after training as a lawyer, joined the Kosovo Police in 2000. Prior to this women had been only employed in administrative roles within the police service. Over the next ten years Atifete rose through the Police ranks to become the Deputy General Director in 2010.

Following the devastating conflict in the region prior to 2000 the Kosovo Police female staff, together with the United Nations females also deployed, greatly assisted with earning the trust of the community playing a pivotal role in increasing the level of public trust in Police from 11% to 55%.

Atifete’s success in her policing role lead to her being elected president of Kosovo in 2011 becoming the youngest global head of state at 35 years of age, and she served in this role until 2016. As she has stated “I knew I had to prove skeptics wrong and, in the meantime, lift up marginalized and underrepresented citizens by giving them a voice and by fighting for their rights”.

During her presidency Atifete focused on empowering women and increasing tolerance of Kosovo’s various

ethnic groups. In 2012, she hosted an International Women’s Summit attended by 200 leaders from around the world providing the opportunity for women from the region to cross the ethnic barriers and come together to launch and promote a platform for their empowerment throughout the Balkans.

Atifete has promoted the commitment to an equal society, with the active participation of women, becoming an advocate for women representation in all walks of life and a strong voice of women’s role in survival, professionalism and peace-building.

Following her time as the president of Kosovo Atifete established the Jahjaga Foundation in 2018, focusing on meaningful engagement and representation of marginalised groups in particular women and youth in Kosovo.



While in her policing role Atifete became involved with the International Association of Women Police (IAWP) in 2004 through the “Adopt an Officer” programme and since then has spoken at several IAWP conferences including the 2019 IAWP conference held in Alaska.



*Some of the Kosovo Conference attendees*





New Zealand Police officer Dorothy McPhail with Kosovo Police Major Luljeta Mehmeti

Here she emphasised the need for leaders to listen more, as well as extending the table of decision making to include minority groups.

Atifete was also in attendance at an IAWP regional conference held in Kosovo in March 2020 in conjunction with an IAWP board meeting which was attended by IAWP board members from around the world including New Zealand Police Officer, Dorothy McPhail.

"Atifete is such a great role model for women showing what can be achieved" says Dorothy. Attending this event also gave Dorothy the opportunity to interact with Police officers from the Balkan region "This was a humbling experience - despite the economic and cultural barriers they face, their passion and desire to serve their communities is to be admired".

Atifete is not the only high profile woman from Kosovo to have worked towards the betterment of others, the Kosovo people are also understandably very proud of Mother Theresa, who was born in Kosovo.



Kosovo Conference (Second from left) Atafete Jahjaga



Scenes from the town of Prizren In Kosovo







*Flying over damaged areas of Luganville Santo*

On 6 April 2020, Tropical Cyclone Harold made landfall in Vanuatu as a category five intensity, causing widespread destruction across the Northern Islands of Vanuatu, predominantly on Santo and Pentecost.



**V**anuatu was already in a declared state of emergency which commenced in March 2020 due to the worldwide COVID-19 outbreak.

Vanuatu Police Force (VPF) members worked around the clock preparing communities for the cyclone to make landfall. The Incident Command Centre was set up, with commanding officers preparing for the forecast direct hit on the highly populous town of Luganville.

Most affected were the Northern Islands, resulting in more than 10,000 people displaced including Vanuatu Police Force members and members of the Vanuatu Women's Advisory Network (VPF WAN).

Immediately after the cyclone had passed Vanuatu Police Force members began assessing the damage to critical infrastructure which also involved deploying to other islands. Many of these officers' homes in Vanuatu's Northern Command area were significantly

damaged, or destroyed during the cyclone, however they continued to perform their duties serving the Vanuatu Community.

The Police headquarters and Criminal Investigations Department buildings were also significantly damaged.

Following this event in Vanuatu, the Australia Federal Police (AFP) National Women's Advisory Network (NWAN)

sought to identify ways they could assist and support their VPF WAN colleagues and their families during recovery in the disaster affected parts of Vanuatu.

With COVID-19 restrictions in place in both countries, AFP's International Command, Pacific Police Development Program-Regional actioned providing operational and disaster response support to the VPF through the provision



*Damage to the council offices in Luganville Santo*





VPF WAN Unpacking



VBTC interview



of Personal Protection Equipment (PPE), command post marques and equipment and supported the transporting of WAN care packages.

AFP NWAN, together with the Australasian Council of Women and Policing (ACWAP) and Uniforms 4 Kids (U4K), reached out to their members for assistance to prepare care packages to go to Vanuatu. The response was overwhelming with in excess of \$3000 worth of donations being received. Care packages of toiletries, clothing and essential household items were gathered through regional collection points. Due to COVID restrictions, financial donations were also collected allowing the flexibility for items to be purchased in Canberra and added to the shipment. ACWAP generously supported receipt of donations and added an additional \$300 to the contributions.

The VPF WAN members from Port Vila also commenced raising funds to purchase relief supplies for their fellow officers by holding a sausage sizzle at

a hardware store in Port Vila. The WAN raised 80,000 Vatu from this initiative.

In May 2020 the shipment of supplies was packed and dispatched from Australia. Due to the border closures and restrictions on the transit of goods due to COVID-19 the 1.5 tonne shipment arrived in Port Vila, Vanuatu in late July 2020.

The pallets of supplies were then unpacked and sorted by VPF WAN members, prior to being shipped via domestic ferry to Luganville, Santo.

On 21 August 2020, Acting Commissioner of the Vanuatu Police Force Robson Lavro, the chair of the Vanuatu Police Force WAN Miltus Maliu, and Mission Commander Vanuatu Australia Policing and Justice Program Detective Superintendent Melissa Northam attended the official handing over of the donated supplies to Assistant Commissioner Willie Samuels, at the VPF Northern Command Headquarters.

Within the supplies was a donation of Barbie dolls with a letter attached

written by a ten-year-old girl from Adelaide, Australia. Acting Commissioner Lavro presented the donation to a child of one of the affected Police Officers. The Acting Commissioner has also written a letter thanking the donor for her support of the families of the VPF. During the gifting of the donations, Miltus Maliu, the Chair of the Vanuatu Women's Advisory Network thanked the Australian Federal Police International Command, the AFP NWAN, the Australasian Council of Women and Policing, PPDP-R, and Uniforms 4 Kids for their support. Sgt Maliu stated "These things came from the hearts of our counterparts. Our sincere appreciation to all of them for the support."

Local Television station VBTC attended the event and conducted an interview with the VPF WAN Chair in regards to the donations, and the role of the WAN supporting members of the VPF.

The donated goods have been distributed through the VPF families by the Northern Command WAN.



# You can be what you can't see, find the path to your authentic self



Reflection by:  
**Jennifer Wittwer** CSM

Recently, an international colleague pointed out to me that in my book (*Against the Wind*, MHPublishing, 2020), in reference to male-dominated professions, I mostly cite the armed forces and police. She said, “you know, the whole world is male-dominated”.

**D**espite women being just over half the world's population, and even where women have higher participatory rates in ‘softer’ professions such as teaching, nursing and academics, the leadership is mostly male. This means there are many more opportunities for women to step up and be the first, to encourage other women to consider careers in fields which would benefit greatly from a more gendered perspective.

One of the most common expressions we hear as women is that you ‘can’t be what you can’t see’ or you have to ‘see it to be it’, because of course, as women, we need role models. Only then can we see what we can achieve. Right? Wrong. I’ve spent a good part of my journey being a role model for others. I, like many women of my generation, were the ‘firsts’ in so many ways.

**What I realized along the way was that I needed to be true to my values, and be my authentic self, to set an example.**

When I joined the Navy in 1981, I was young, naïve, impressionable and immature. I had no idea I was part of a small cohort (about 7%) of the

workforce. I didn’t understand the culture of harassment, sexism and mistreatment of women that existed at the time. I was appointed as a logistics officer when this had only just opened to women. The challenges and obstacles I faced, along with the highlights and achievements, led me to where I am today. International consultant, gender expert, author, mentor, coach, speaker – I had become what I couldn’t see back then.

What I realized along the way was that I needed to be true to my values, and be my authentic self, to set an example. When I see the fruits of my mentoring with young, professional women, often at a crossroads of their careers or lives, I am buoyed by their tenacity, spirit and determination, and their successes. Only just in the last few days, I read Sarah Pavillard’s<sup>1</sup> story, a young woman who spent 12 years in the Navy as an engineer, but who ultimately realised that engineering career progression, promotion competitiveness and service at sea was incompatible with having children and family. So, after juggling parenting, career side steps, failures and successes, she created her own engineering services company, ADROITA<sup>2</sup>, four years ago. Sarah said, “...it’s about more than the work we do. It’s about catalysing the potential of our people, including exceptionally talented women engineers in a very male dominated industry.” Sarah is, in her own words, “...able to #shapetheworld as an engineer, a CEO and a mother.”

By her very actions, Sarah had demonstrated the importance of living her values, identifying her priorities, being true to what was important to her, and making the most of her opportunities. She had become what she couldn’t see when she embarked on her training as a young engineer.

Sarah’s story is an example of the very strategies I promote to women to enable them to ‘be what they can’t see’. Much of the focus is on the ‘**what**’ women can do when they face the same challenges or cross-roads like Sarah. Like firstly, **tackling the ‘firsts’**, when you have a sense of purpose and want to make your mark. Richard Branson, business magnate, investor, author, and philanthropist, once said, “*If someone offers you an amazing opportunity and you’re not sure you can do it, say yes and learn how to do it later.*” Sarah transitioned from a military to civilian engineering career by taking that leap of faith, and by her own admission, working it out as she went along. Likewise, my entire career has been spent saying yes to opportunities that would enable me to fulfil my passion and purpose and lead me in a completely different direction.

Secondly, **finding your strengths**. If women challenge themselves to be authentic, they need to know their strengths, and then use them to their advantage. Often women can be self-defeating or focus on limitations, ruling out opportunities because they don’t feel qualified.





## Even as sexism and sexual harassment persisted, my ability to overcome these challenges slowly built my resilience.

Instead of focusing on what we do best, we're often pre-occupied with lack of experience, education, contacts – all of which can stop us from moving forward. Even Sarah admitted to failures on her path to her new role. We've heard the oft cited research that suggests women won't apply for a role or promotion etc. if they don't meet all the criteria. Men will apply even if they only meet half of them. But the reality is that productive, successful people make decisions based on their best qualities and strengths. Sarah may have been a junior engineering officer at sea, but she's now a CEO. Knowing your strengths also helps women overcome imposter-syndrome and building your self-beliefs.

Thirdly, **building your resilience**. Nelson Mandela once said, *"The greatest glory of living lies not in never falling, but in rising every time you fall."* This is so true in my case. In my second year of the Navy, when I was 20 years old, I was raped. An act of violence and intimacy that I could not comprehend. But I don't tell you this to generate sympathy, rather, an understanding of how I took that event and channelled into my life's work. We've seen this with Rosie Batty, the Morecombe's and many other ordinary Australians who have done extraordinary things.

For me, it was an opportunity for growth, for change, to live my purpose, and to live authentically. Even as sexism and sexual harassment persisted, my ability to overcome these challenges slowly built my resilience. And in my deployment to Afghanistan in 2013, in an environment of violence against women and diminished women's rights, I applauded the resilience of the police and army women I met who went to work each day in the face of threats against their lives. Helps to put our situations into perspective.

Fourthly, **taking new directions**. Turning obstacles into opportunities and saying yes is really what enabled me to take my career in a completely different direction. One that came about because of the existing challenges for women in male-dominated professions. Like me, Sarah was passionate about her field

(engineering) but wanted to use it in a way that aligned with her values – her family, lifestyle and goals. She wanted to take that opportunity to then capitalise on the talent of both women and men to produce the most innovative, sustainable, engineering solutions in industry. In her story, Sarah used International Women in Engineering Day (IWED) on 23 June, to promote her business and herself. Self-promotion is a key tool in moving directions and she no doubt allows for the success of her business to speak for itself. It's not about bragging – and this is not evident in her story – it's a leadership competency essential for communicating talent and establishing credibility. One that women often need in spades!

And finally, **thinking B.I.G** (Brave & Important Goals). One thing that is clear from Sarah's story is that while she may not have known the destination (where she finally landed with her business), she was able to change direction, by thinking B.I.G. She was extremely self-motivated which gave her the means to power ahead. She was driven by her need for stability, meeting family needs and also achieving her own aspirations. She knew what she wanted and set out to get it.

I know that I had not been self-motivated in the first 20 odd years of my career, I would not have made it. If I had given into the effects of that sexual assault, the constant sexual harassment, the intimidation and bullying just for being a woman in a man's world, I wouldn't have achieved my dream role. But here I am. Like Sarah. And part of thinking B.I.G is the continued promotion of women's achievements as though they were your own. In her story, Sarah reflected on how lucky she was to have worked with and been shaped by extraordinary women engineers which encouraged her to achieve her goals.

In closing, I wanted to share some final words from Sarah: *"I've had a divergent and non-linear career, but am thankful for the core training and skillset it gave me... Not all careers are straightforward, but the ups and downs you experience will bring you to where you want to be or are. Taking a new direction is a series of choices, based*

*on circumstances, that involve balance, change and evolution and allow you to grow".*

This is a great segue into my tips:

- Never apologise for who you are and who you want to be
- Know what you want, and ask for it
- Say yes and work out how later
- Step out of your comfort zone and use opportunities to your advantage
- Making mistakes if not failure; failing to learn from them is failure
- Don't waste your time with guilt or self-pity if something doesn't work out; find another way and keep moving forward
- Don't compromise on your values and standards
- Don't be afraid to say no; but learn when to say yes

### References

1. Sarah's LinkedIn profile is at: <https://www.linkedin.com/in/sarah-pavillard-51024714/>
2. <https://adroita.com.au>

### Biography

Jennifer is an international consultant on gender, peace and security. In 2013, she was the first Australian Defence Force officer to deploy (to Afghanistan) as a Gender Adviser for NATO. From 2013-16 she led the implementation of the Australian Government national action plan on Women, Peace and Security (WPS), and in 2016-18 was seconded to UN Women in New York as a policy specialist on peacekeeping and sexual exploitation and abuse. Jennifer contracts to UN Women in support of gender mainstreaming activities in the security sector, including Ukraine in 2018 and Jordan from 2019. She is a published scholar on WPS, has post graduate qualifications in gender, peace and security, and is a non-executive director on the board of the International Women's Development Agency. For more information on Jennifer and her book, visit [www.jenniferwittwer.com](http://www.jenniferwittwer.com) or email her at [sc@jenniferwittwer.com](mailto:sc@jenniferwittwer.com).



# Against the Wind – chart your own course

By Jennifer Wittwer, CSM

*When I let go of who I am, I become what I might be.*

– Lao Tzu, Chinese philosopher and writer

**A**re you struggling to be your real self in a workplace dominated by men? Have you become 'beige' as a tactic to blend in? Are you afraid to draw attention to your womanhood? These are questions I have regularly posed to the younger women in the security sector, such as militaries and police forces, that I have mentored and coached over the years, as they struggle with the complexities of masculinities, prevailing institutional cultures that favour men, and seemingly endless barriers to advancement and progression. So much so, I wrote a book about it!

*Against the Wind: How women can be their authentic selves in male-dominated profession*, is the compelling story of my lengthy career (some thirty-nine years so far!)

in the Australian military and how I navigated obstacles and discrimination to challenge the status quo and achieve success in my own right — by choosing to be the master of my own destiny. The stories reflect some negative and positive experiences, to be expected in an environment that was not, at least early in my career, overly welcome to women. The more I observed women's behaviour and worked with them, the more I was increasingly frustrated with their need to adopt stereotypical masculine behaviours more culturally acceptable in combat, on the streets, down the coal mine or in the court room. Was it because systemic discrimination, cultural barriers and sexual harassment made it difficult for women to achieve their full potential?

In the book, I dispute the advice given to women that they need to learn to

say no more often. Of course, women should decline routine or administrative work that men avoid. Unfortunately, in my experience, women are conditioned to say no too often, and for the wrong reasons. Women say no because they think they're not experienced enough, not good enough, because they lack confidence or suffer from imposter syndrome... So, we must distinguish when it's right to say yes. And saying YES to high-visibility projects and leadership responsibilities can give women the leverage they need to achieve their full potential. One of my key mantra's is be like Richard Branson. Say yes, even if you don't know how to do the thing. And work it out later.

*Against the Wind* is filled with practical advice to guide and stretch every woman looking to succeed on her own terms in a world that is dominated by men. The book is focused on empowering women to 'be what they can't see' and to bravely step up to tackle the 'firsts' that still remain in their profession. It shows women how to work out what they want in their career and life. How to overcome feelings of being disempowered in a masculine culture (I lost my power once and I still beat myself up about it!). How to confront self-talk that may be holding them back. How to stop being afraid of being the 'first' in something and hiding behind the notion of 'equality' as a reason not to acknowledge it. And to overcome the fear of expressing femininity and celebrate being a women leader.

*Against the Wind* provides a roadmap to chart this new course. The practical 'how to' tools to overcome the challenges, adversity, complexities and



*Against the Wind* (MHPublishing, 2020)  
Photo credit: Anna Clemann

obstacles women often face in their careers. The strategies that will empower them to step up, own their space, use their voice and be heard.

*The book can be purchased from [www.jenniferwittwer.com/book/](http://www.jenniferwittwer.com/book/) or online at Dymocks, Book Depository, Booktopia, Angus & Robertson, Woodslane, and the National Library of Australia. In Canberra, the book is available at Paperchain at Manuka, Muse at East Hotel in Kingston, and Bookface in Gunghalin.*



Commander Jennifer Wittwer, CSM, RAN, in Kabul, Afghanistan, 2013, International Women's Day.  
Photo credit: WOFF Bill Guthrie (Air Force)



Captain Jennifer Wittwer, CSM, RAN with the then Governor-General of Australia, Dame Quentin Bryce, AD, CVO, at the Investiture Ceremony at Government House, September 2013.  
Photo credit: Government House



# AFP Women, Police and Peace virtual exhibition



In 1979, three women (pictured below) were the last to join then-Australian Capital Territory (ACT) Police and the first to be sworn in to the newly-formed Australian Federal Police (AFP).

[www.afp.gov.au/womenpolicepeace](http://www.afp.gov.au/womenpolicepeace)

It was a moment that symbolises the important steps made towards gender equality by the police – and the nation – even if there were, and still are, many steps still to be taken.

The milestone is just one highlighted in a new virtual exhibition, 'AFP Women, Police and Peace', launched by the AFP on 30 October 2020 in commemoration of the 20th anniversary of the adoption of United Nations (UN) Security Council Resolution 1325, "Women, Peace, and Security".

The virtual exhibition is a pictorial retrospective highlighting the critical role of women in policing, focusing on female AFP members' experiences.

The exhibition provides a narrative on the evolution of the role of women in the AFP, including their contribution to peacekeeping and peacebuilding in conflict and post-conflict settings via UN Missions and Regional Assistance Missions.

The exhibition highlights the journey of women within the AFP, and demonstrates the transformation of women in law enforcement roles, starting with the first female Peace Officers in 1942.

During World War II, with an obvious shortage of men, it was decided to use women as Peace Officers to guard various Commonwealth buildings, although they were only paid 60 per cent of their male counterpart's wage.

In 1988, the first Australian female Police Officer was deployed to a UN Peacekeeping Mission. Kathy Burdett was deployed to the UN Peacekeeping Force in Cyprus – 32-years after the first contingent of Australian Police arrived.

From the first female officer to remain in police after marriage (1969) to the first officer to become a member of the crime scene unit (1981), the exhibition takes people back to a world that would seem unimaginable to many young people today.



## THE FORMATION OF THE AUSTRALIAN FEDERAL POLICE 1979

Pictured here are Margaret McInnes, Wendy Norris and Melita Zielonko who all joined Australian Capital Territory (ACT) Police on 23 April 1979.

However, it also shows that the AFP has worked hard to achieve gender equality, and acknowledges that women have been full, active and effective members of the AFP since its inception.

Phillipa Adams, representing the AFP at the Australian Mission to the UN in New York, said the exhibition is intended to highlight the achievements of women in policing on the world stage and demonstrate the AFP's mission to be a world leading police service in the practice of gender mainstreaming, building gender capability and the

prevention of gender-based crime wherever the AFP operates.

"It is a privilege to represent the AFP in New York and at the UN, and never more so than when being able to launch an exhibit like this – showing the proud history of the AFP, its commitment to service, its contribution to policing and peacekeeping, and its ongoing pursuit of diversity and inclusiveness to ensure it represents all Australians. It is an ethos and contribution of which all Australians can be justly proud," Ms Adams said.

The exhibition can be viewed on the Women, Police and Peace page.





## FIRST POLICEWOMAN MOTORCYCLIST

**1987**

The first policewoman motorcyclist was Constable Louise Denley. Constable Denley completed the motorcycle riders' course in December 1987.



## UNIFORMS INTRODUCED FOR POLICEWOMEN IN THE AUSTRALIAN CAPITAL TERRITORY

Until 1968, Australian Capital Territory Police (ACT) women remained in plain clothes.

The first uniform comprised a 'Junior Blue' skirt, jacket and cap of Australian pure wool, and a blue cotton blouse with black 'bow tie.'

The skirt was straight with a kick pleat and the long sleeved jacket had epaulettes on each shoulder.

Carol Francis, Gail McManus, Mary Bird and Joan Coleman (pictured) are modelling the ACT Police women's uniform, summer and winter dress.



## FIRST FEMALE TO REMAIN IN THE POLICE AFTER MARRIAGE

**1969-1970**

Dorothy Lammin was the first officer to be married while employed as a policewoman and remain in her position.

As was the requirement when a policewoman wished to marry, Ms Lammin wrote to the Commissioner for permission.

The response she received was nothing short of a dismissal notice.

It was noticed that the wording in the swearing in ceremony had specified "Constable" and had made no mention of gender.

Therefore, the Commissioner had to agree to Ms Lammin retaining her position. This signified a small step in progress for women in policing.



## ROYLE DUNDAS REPORTS

**1971**

Betty Dundas and Lee Royle (nee Kavanagh) wrote the Royle Dundas Reports, which fought for equal rights for women police. At the time they were not allowed to wear guns or carry hand cuffs and were very restricted in their duties.

"I was a pioneer of today's policewoman. The rights they have now, we had to fight for. At the time, new government policies on equal rights for women, enabled the transformation that women were treated as constables along with the men."

By 1972, the female officer would receive 100 per cent of the male wage.

Lee Kavanagh is pictured in her squad car with her partner Louise Lammin; at the time, women were still unable to be 'buddied' with male partners.



## FIRST FEMALE MEMBER OF THE CRIME SCENE UNIT 1981-1991

Federal Agent Carol Trevanion was the first female to apply for and win a position in the Crime Scene Unit (formerly Scientific Branch).



## FIRST AUSTRALIAN FEMALE POLICE OFFICER DEPLOYED TO A UNITED NATIONS PEACEKEEPING MISSION

10 April 1988

The United Nations Peacekeeping Force in Cyprus (UNFICYP), was established in 1964 and was tasked to prevent a recurrence of fighting as well as contribute to the maintenance and restoration of law and order. The first contingent of Australian Police arrived in Nicosia on 24 May 1964, made up solely of male police officers.

Kathy Burdett was the first female Australian Federal Police officer to serve on a peacekeeping mission when deployed to UNFICYP in 1988. In the 32-year period between 1957 — the first time that a woman officially served in a UN peacekeeping mission — and 1988, a mere 20 women served as uniformed peacekeepers.



## UNITED NATIONS PEACEKEEPING FORCE IN CYPRUS

As part of ongoing efforts to engage the local community, Australian Federal Police (AFP) officers deployed to United Nations Peacekeeping Force in Cyprus.

They regularly paid humanitarian visits to minorities in the island's north and monitored the welfare of Turkish Cypriots living in the south. Seen here in 2007, an AFP officer pays a welfare visit to a member of Greek Cypriot community in the north.



## OPERATION COMITY

On the evening of 11 February 2008, a 'state of emergency' was declared in Timor following separate armed attacks against the President, José Ramos-Horta, and the Prime Minister, Kay Rala Xanana Gusmão.

The Australian Federal Police (AFP) responded to a request by Timor-Leste for support by deploying a total of 70 AFP members.

The provision of assistance to Timor-Leste included restoration of security, establishing and maintaining public order and an enhanced capacity to investigate, and respond to the incidents of 11 February 2008. The majority of personnel were withdrawn during late March due to improving security in Dili and completion of investigative and forensic assistance.



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