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# WomenPolice

The official publication of the International Association of Women Police

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**New Saskatoon Police Service Building –  
Getting It Right!**

**Launch of New Global Study on Sexual  
Exploitation of Children in Travel and Tourism**

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**WomenPolice** is the quarterly magazine of the International Association of Women Police.

#### Vision:

IAWP envisions a world where police reflect the diversity of the communities they serve and human rights are protected.

#### Mission:

To strengthen, unite, and raise the capacity of women in policing internationally.

#### Guiding Values:

- Embrace diversity
- Be open, honest and fair
- Listen to our members
- Operate professionally
- Change to improve

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# Note from the Editor

Thank goodness for social media. However access to mega info can be overwhelming at times and sometimes we miss valuable details that our membership may be interested in. So, please let me know when you have news to share about a member, an interesting or unique investigative technique or project, community based initiative or a topic you think our members would enjoy. Additionally, we are always eager to learn about the activities of our affiliate organizations. Recently I learned the Bangladesh Women Police Association hosted their first awards celebration, CONGRATULATIONS. I have fond memories of the IAWP Board of Directors visit to Dhaka in 2012 and it's apparent BWAP have continued to evolve since then.

Appreciation is extended to the Emirates Women's Police Association for hosting the IAWP early board meetings in Abu Dhabi in April. Further, following the meetings many of the IAWP board members attended their third conference where the theme was Women Police in Leadership in Sustainable Development. Unfortunately my commitments at the Ontario Police College prevented me from attending.

Condolences are extended to the family of the Royal Canadian Mounted Police Constable Sarah Beckett who was killed tragically in a motor vehicle collision on April 5th in Langford, British Columbia. She had served eleven years for the RCMP and leaves her husband and two children.

Many of you know IAWP member Pat Fleishmann of the Toronto

Police Service who recently retired after serving thirty years. Over the past sixteen years Pat became an expert in Crimes Against Seniors and for many years she was the Master of Ceremonies at the annual Ontario Women In Law Enforcement awards banquet. She has agreed to write an article for Women Police regarding her area of expertise. Additionally an expression of congratulations is also extended to Superintendent Paul Thorne who retired from the Peel Police Service.

Thank you to those of you that have contributed to this issue. Your Editorial team is always pleased to receive submissions that would be of interest to our international membership.

*Myra*



## Mentors Welcome Support From Others

by Myra James

Despite the fact that I'm in my 28th year of law enforcement services and had the opportunity to mentor many women and men officers, over the past six months I welcomed the support and mentorship provided by Sergeant Marlene Murphy of the Peel Regional Police Service in Ontario, Canada. Upon my arrival to the Police Vehicle Operations office at the Ontario Police College in September 2015 I was introduced to my new colleagues that I will work closely with for the next two years. As a new instructor I relied heavily on the guidance and direction of the veteran instructors which included Marlene. I was one of six new instructors so training all of us required the attention of all the veterans. For me, Marlene's attention to detail, guidance, direction and overt support helped me manage through the first few months of my new role. She could also be seen assisting several of the other new instructors as well. I share this story with you because one day you may encounter an officer with 25+ years of service who transitioned to a new role in their career. They may have extensive experience however they would welcome the support of a mentor familiar with the role. Believe me, mentors appreciate mentors. Thank you Sgt. Murphy!



# Letter from the President



Dear Readers,

Well, my first six months in office have been a wild ride. In just six weeks I traveled to Barcelona for a site visit in anticipation of this year's IAWP Annual Training Conference; to New York City and the United Nations to present at the 60th session of the UN Commission on the Status of Women (CSW60); and to Abu Dhabi for the IAWP Early Board Meeting and participation in the 3rd Regional Conference of Police Women hosted by our Affiliate, the Emirates Women Police Association. I definitely rely on the experience and the teamwork of those around me to ensure that the organization is well represented. It is my hope that our efforts encourage the membership to engage fully in their association and new members are drawn into such a valuable network.

The team organizing Barcelona 2016 is certainly engaged. Preparations for our event are well underway and expressions of interest are now welcome. Presentations should address the conference theme "Equality and Security". Please send your application and/or your referrals directly to the Conference Organizing Committee.

During my visit to Barcelona, Conference Director Montserrat Pina introduced me to her team's working relationship with the City Council of Barcelona -- one that is unique in my experience. Many of the members of her Conference Organizing Committee, or COC, are not police officers but full-time City Staff and trained experts in their areas of responsibility. For example, the persons responsible for accommodation and transportation work with Tourism Barcelona. They have leveraged the best prices available for travel and rooms for our conference so be sure to book through the conference website!

The security planning group in Barcelona is also second to none with a full time event management center that is operational all year round. One of the features being introduced to delegates this year is a level of data security around conference registration. Once you have decided to attend, you will use a password that protects your personal details and gives you access to more sensitive conference information. I am pleased to see such a proactive process in light of the heightened risks associated with policing in today's world.

The trip to CSW60 in New York was my first visit to 'the Big Apple'. Perhaps the most memorable part of my introduction to the U.N. was the energy generated by hundreds, even thousands, of women in one place with a single purpose: to bring the world's attention to the need for diversity and inclusivity in resolving some of the greatest challenges of our time. We all have something we can contribute. I would encourage you to find your place in the UN's Sustainable Development Goals, or SDGs, in particular SDG #5 and #16. There is excellent information available online and, for IAWP's position, please read the article in this edition of **WomenPolice**.

Most recently the IAWP Board of Directors held our Early Board Meeting in Abu Dhabi in the United Arab Emirates. The agenda was, as always, robust and a great deal of business was accomplished. Our Strategic Planning Chairperson, Ms. Ellie Bird, guided us through a S.W.O.T. analysis to update our strategic direction. 3rd Vice President Sandra Martin briefed the Board on the recommendations coming out of the Conference Review Project. IAWP members will be welcomed to participate as new ideas and tools are introduced over the coming months.

Finally, it has become clear that the interactive business of the organization cannot be done well in only two days twice a year. While much is being done through electronic communications, more time is needed to accommodate project meetings, committee meetings, and future-conference negotiations. The increasing use of the IAWP Foundation as a training support mechanism has resulted in a more robust Foundation Board needing broader consultation. In light of these considerations, arrangements have been made to accommodate three full days of Board business beginning in Cairns, Australia, prior to the Conference in 2017.

I encourage members of IAWP to think of volunteering to be part of the business of the association. As you have seen here, there are many opportunities for development as a member of a project team, a committee, or just as a lifelong learner. As a member of the law enforcement community you have knowledge, skills, and abilities that would serve the mandate of IAWP to strengthen, unite, and increase the capacity of women in policing internationally. I look forward to working with you.

*Margaret*

Margaret Shorter  
President  
IAWP





# Barcelona Conference May Update

From Montserrat Pina

## The Training Conference

IAWP 2016 organisers are putting together a line-up of speakers from across Europe and the rest of the world. Training sessions will be delivered by police officers and other professionals with relevant knowledge such as academics, health professionals and politicians. The full training programme is yet to be finalised, but here is an overview of the topics to be looked at in some of the workshops already confirmed.

### Monday 10: Preventing Violence against Women

Speakers from different countries will offer their own local perspective of the problem and how to tackle it in sessions on topics such as honour killings, sexual and genderbased violence, restorative justice and measuring and analysing risk in order to prevent gender violence.

### Tuesday 11: Human Trafficking

Sexual exploitation of trafficked people, disappearance of trafficked children and adults, police approach to victims, cooperation between police forces and fighting organised people-trafficking gangs will be among the topics addressed.

### Wednesday 12: Protecting Victims in Conflict Zones

The keynote speech on the third day will be given by the Vice President of Red Cross International. The following talks and workshops will include some delivered in collaboration with UNPOL, the United Nations Police Peacekeepers. These will be on roles, experiences and expectations of policewomen in peacekeeping, protecting civilians, especially women and children and IDP camp challenges. There will be a panel focusing on recruitment and leadership in UN peacekeeping missions.

### Thursday 13: Equality in Recruitment and Career Development

The final day of the conference will include sessions given by successful women police officers and professionals working in related areas from different parts of

the world, sharing experience and best practice. There will be a special emphasis on comparing attitude to gender in recruitment and promotion including the values and procedures applied in police forces across the globe. UNPOL will offer a workshop on policewomen and leadership in a challenging and multicultural environment.

## Promotion

IAWP 2016 is being promoted widely at conferences, courses and meetings in Spain and other countries. These forums range from the Gendered Violence Conference in Riga last October to the Launch Meeting of the Gender Equality Platform for Border Security and Management set up by the Organisation for Security and Co-operation in Europe in May 2016. This activity is raising awareness of International Association of Women Police conferences in general and IAWP 2016 in particular. The Conference is also being promoted in the City of Barcelona itself through foreign consulates.

## Translation

Spanish and French simultaneous translation facilities will be available at the Training Conference in Barcelona. The opening keynote speech and two of the talks or workshops in each of the following sessions throughout the day will also be translated. The aim is to open the event to non-English speaking delegates from countries which have been represented at IAWP conferences before and to encourage officers from new countries to participate in this year's Conference. It is hoped that this will offer more policewomen the chance to share in this special event and enrich it by their presence.

For the Spanish speakers this will include Spain, countries in Central and South America and Mexico, which is already strongly represented at IAWP Conferences. For French speakers neighbouring France (Barcelona is only 150 kms from the French border), Belgium, Switzerland and Luxembourg in Europe and Francophone countries in Africa and other parts of the world.

## UN Participation

There will be increased involvement of UNPOL at this year's Conference. As well as organising a course for 50-60 of their

Peacekeepers in French and English before the start of IAWP 2016, UNPOL will also participate in the Training Conference and have a stand in the exhibition. UNPOL is committed to attracting more women to Peacekeeping missions and IAWP 2016 would like to contribute towards helping them achieve this goal.

Maria Appelblom Chief of the Standing Police Capacity UNPOL and two members of her team recently visited Barcelona as part of preparations for their course for Peacekeepers and contribution to the Conference. They explained that the UN Security Council passed a resolution in October of last year welcoming the Secretary General's commitment to doubling the number of women in UNPOL missions over the next five years. Currently it is 10%.

"By empowering women within the United Nations we are not just upholding the principles for which we stand. We are making ourselves a better organization. This is particularly true when we increase the participation of women police officers in peacekeeping. By empowering women we build stronger societies. When a crowd needs to be controlled, a house searched or a suspect questioned, a policewoman's presence can defuse tension and guard against offence".  
Ban Ki-moon, UN SG.

## European Network of Policewomen Involvement

The IAWP partner in the IAWP 2016 Conference, the European Network of Policewomen (ENP), is a foundation which numbers police organisations across Europe as affiliates. The members of the General Board appointed by these affiliates are very involved in promoting IAWP 2016, both within their organisations and countries and at international events. They have also been a rich source of suggestions and contacts for speakers for the Training Conference.

## Legacy

Holding such a high profile international event in Barcelona offers a unique opportunity to influence public perception of the role of women in law enforcement as well as to encourage young women and those from minority groups also currently underrepresented in police forces to



consider a career in policing.

IAWP 2016 organisers plan to take advantage of the presence in the city of so many policewomen from across the globe to actively promote this goal.

During the conference young people will be invited to attend workshops and panels where they can listen to our delegates share their experience and promote the idea of working in law enforcement.

We will be looking for volunteers to participate in this programme and act as role models for young people in our city and country.

## Practical information

### Accommodation

The conference organisers strongly recommend delegates to reserve accommodation through the links on the website. Barcelona is a very popular tourist destination and you can find information about many different accommodation options on the Internet. Sometimes these turn out not to be exactly as described. If you have any problems relating to accommodation booked through the links on our website we will be happy to help you. However, if you have a problem with accommodation booked in another way we will not be able to do so.

When you click on the link <https://iawp2016.org/accommodation> in the hotels section on the website you can reserve rooms in the Conference hotels where rooms are block-booked and you can also find information about other accommodation options and travel and tourist services.

Anyone wishing to stay in student residences should bear in mind that, as the Conference is being held in term time, the number of rooms available is limited. The block-booked allocation is beginning to fill up, with double rooms and the rooms in residences with cooking facilities proving to be the most popular. You can find information about how to book on the IAWP 2016 website or contact us [conference@iawp2016.org](mailto:conference@iawp2016.org)

### Security

Access to all IAWP 2016 venues will be strictly controlled, with delegate passes featuring both bar codes and photos. For this reason, when registering please remember to include a photo; a pass cannot be issued without one. Registration at the conference itself will be open at the following times:

Saturday October 8 9.00 – 21.00

Sunday October 9 8.00 -13.00

Monday October 10 From 8.00



# Launch of New Global Study on Sexual Exploitation of Children in Travel and Tourism

ECPAT International – ECPAT is a global network of 80 organisations working together in 74 countries for the elimination of child prostitution, child pornography and the trafficking of children for sexual purposes. ECPAT seeks to ensure that children everywhere enjoy their fundamental rights free and secure from all forms of commercial sexual exploitation. ECPAT International has been leading the global discussion on the commercial sexual exploitation of children (CSEC) and is recognised as a strong and cohesive child rights advocacy network speaking on behalf of vulnerable children and child victims of sexual exploitation for nearly 25 years. For more information, please visit [www.ecpat.net](http://www.ecpat.net).

A two-year global study initiated by ECPAT International reveals that more children are being sexually exploited than ever before and that this is an endemic phenomenon throughout the world. The report findings come despite a 20-year multi-sector effort to end the Sexual Exploitation of Children in Travel and Tourism (SECTT).

The study finds the extent of SECTT has increased drastically and its nature has changed dramatically. White, western, wealthy, middle-aged men are no longer the typical offender. Offenders can be foreign or local, young or old. Local, domestic, and intra-regional travelers account for most, with many being “situational” offenders, i.e. engaging in child exploitation because of an opportunity and because they feel they will get away with it.

Dr. Najat Maalla M’jid, Chair of the High-Level Task Force for the Global Study on the Sexual Exploitation of Children in Travel and Tourism, said: “We must all share the burden of ending sexual exploitation of children in travel and tourism. It is a moral obligation to act now to protect all children from this shocking crime wherever they are.”

In the last 20 years international tourist arrivals have grown from 527 million to 1.135 billion annually, providing significant financial gain for most of those involved. Even the most remote parts of the planet are now visited. Yet, with this increase in global travel comes greater risk for children.

The Study reveals that:

- There is no typical offender, they are tourists, business travellers, migrant & transient workers, expats or civil society volunteers;
- Travelling child sex offenders are usually from the region or country where the offence takes place;
- The internet and mobile technology have fuelled the increase in SECTT by creating new pathways for exploitation and reinforcing anonymity of offenders
- Most child sex offenders did not plan the crime, they commit because there is an opportunity and they feel they can get away with it

- No child is immune and victims are not only poor. Some are more vulnerable than others, such as the marginalized including minorities, street children, and LGBT
- Services for victims remain inadequate
- Enforcement and prosecution of offenders is hindered by a lack of coordination and information sharing between authorities
- There are alarmingly low conviction rates for the sexual exploitation of children, which means the majority of offenders evade justice

In 1996 the first World Congress on the Commercial Sexual Exploitation of Children was convened in Stockholm, Sweden, principally focused on what was then called, “child sex tourism.” Since then, the way in which children are sexually exploited in travel and tourism has utterly transformed, but understanding of this transformation has been limited and responses often inadequate. Twenty years later, the new UN Agenda or Sustainable Development presents decision makers across the world and across sectors with a unique opportunity and incentive to accelerate progress and finally end the sexual exploitation of children in our generation.

The Study creates the largest databank on SECTT and recommendations built on this vast body of information include:

Converting the UN World Tourism Organisation’s Code of Ethics into an international convention with worldwide ratification:

- Taking into account the issue of sexual exploitation of children in travel and tourism in the implementation, monitoring and reporting on the UN 2030 Sustainable Development Goals
- Creating reporting systems in every country so that children and others may report the incidences without fear of reprisal
- Working with online service providers to remedy the growing sale of children for sex via the internet
- Building an effective, proactive global system for law enforcement agencies to share information regarding offenders
- Expanding, and where required creating, care and support services for victims.



Dorothy Rozga, Executive Director of ECPAT International, the Global Study project's host, said: "The Global Study gives children around the world a better fighting chance against offenders on the move."

In its nine regional reports the Global Study highlighted that Southeast Asia has long been viewed as a primary region for SECTT and remains a destination for offenders today. However, today the majority of offenders in this region are local men. In South Asia, home to half of the world's poor, SECTT affects boys through street-based exploitation, and girls in brothels and other sex venues. Domestic and regional travellers are the primary offenders.

In East Asia SECTT is dominated by local men traveling within the region, with domestic travellers outnumbering foreign ones. In the Pacific Island states children are at high risk in the mining, logging and fishing industries. In Australia and New Zealand children from indigenous communities are at a higher risk. In the Middle East and North Africa a key concern is the status of women and girls

who are particularly vulnerable to child or "temporary" marriage. In Sub-Saharan Africa children are at highest risk in remote areas.

In Latin America the incidence of SECTT is very high, particularly in tourist areas near poor and excluded communities. Tourist arrivals in Latin America have quadrupled since 1980, with three-fourths of the travellers coming from the United States and Canada.

The study found the United States and Canada are source countries for offenders, who travel to other regions in order to sexually exploit children. However, child sex trafficking in business travel, major events, conferences, oil fields, transport hubs, etc. have made the United States and Canada destination countries. Europe is also viewed as a source for offenders with SECTT increasing, primarily in Central and Eastern Europe.

The Global Study reveals the extent of SECTT, outlining its global nature, what motivates it, the evolving trends and concrete recommendations for action, including a call for better ongoing data collection and more research into the issue.



## Background Information

The Global Study was funded by the Ministry of Foreign Affairs of the Netherlands through ECPAT-Defence for Children in the Netherlands.

The overall organisational funding support from the Swedish International Development Cooperation Agency (Sida) and Oak Foundation to ECPAT International, made it possible to initiate and coordinate the Global Study.

The Global Study involved 70+ contributors from the public and private sectors. It was guided by a High-Level Taskforce, with members drawn from a wide range of expertise and backgrounds, including governmental, non-governmental and the private sector. The Taskforce provided oversight for the Global Study and advice on recommendations to support evidence-based action to combat

SECTT. Members of the taskforce also advocate, each within their own sector, for widespread endorsement of the Global Study recommendations. Members of the Taskforce are:

- Dr. Najat Maalla M'jid, Chair, Former Special Rapporteur on the sale of children, child prostitution and child pornography
- Ernie Allen, Former President and CEO of the International Centre for Missing & Exploited Children (ICMEC), USA
- Marilyn Carlson Nelson, Former Chair and Chief Executive Officer of Carlson, a global travel and hospitality company, headquartered in Minneapolis, USA
- Corinne Dettmeijer-Vermeulen, National Rapporteur on Trafficking in Human Beings and Sexual Violence against Children, The Netherlands
- Milena Grillo, Executive Director of Fundación Paniamor, Costa Rica (ECPAT Representative)
- Dr. Benyam Dawit Mezmur, Chairperson of the Committee on the Rights of the Child and Chairperson of the African Committee of Experts on the Rights and Welfare of the Child (ACERWC)
- Dr. Taleb Rifai, Secretary-General of the World Tourism Organization (UNWTO) based in Madrid
- Jean-Cyril Spinetta, Former Chief Executive Officer of Air France-KLM SA.

For more information and access to the full study, visit the Global Study website: [www.globalstudysectt.org](http://www.globalstudysectt.org)

# New Saskatoon Police Service Building – Getting It Right!

by Retired Staff Sergeant Susan Grant -  
Saskatoon Police Service, Saskatchewan, Canada

The Saskatoon Police Service recently received news that the new Police Headquarters building has been certified LEED Silver (Leadership in Energy and Environmental Design) from the U.S. Green Building Council. The new building design process started in 2010 and was designed with the environment in mind – something that was rarely done in police buildings in the past, but has become more popular now. But it was also designed for growth!

Things have come a long way since 1930 when the Saskatoon Police Service built a brand new police station and court house called the Municipal Justice Building (MJB). It came equipped with almost everything a police department could ask for. A vehicle bay in the basement, firing range, detention center, everything! With the exception of one thing; they had no female officer locker rooms or showers. It was simply not thought of. The reason it was not thought of was that there were no women on the Saskatoon Police Department at that time and the people responsible for hiring had no intentions of hiring a woman to do police work. It wasn't overlooked - it simply wasn't required. Women aren't police officers!

Fast forward to January 2, 1973. The Saskatoon Police are still in the same building. But they have one problem. They have just hired three women. Joanne Balint, Monica Fisher and Noella Peron showed up for work and were issued "women's uniforms" of silk blouses, purses, skirts and nylons. But they had nowhere to put them because there were no locker rooms for women.

The next police station was built in 1977 but it was still never anticipated that the police service would hire more than just a few token women. The women's locker room, with about 10 lockers, was situated in the basement next door to the weight room. Over the years, the weight room got smaller and smaller and the women's locker room got bigger and bigger. Other areas of the building were renovated to accommodate even more locker room space for women. Female special constables who worked in the Detention and Communications Sections eventually had lockers on the 2nd floor, closer to their work areas.

Another fast forward to 2009 and Staff Sergeant Susan Grant (A woman! IAWP 2006 Conference co-chair. Now retired) was placed in charge of the project as police liaison and worked with a group of project managers, architects and engineers until June 2014 when the new station was finally opened for business.

The facilities both for male and female officers and civilian staff were designed and built with growth of staff in mind. With approximately 120 female officers in 2014, the locker room was built to hold twice that many. The station was also built with transgendered people in mind. A washroom with lockers was built to allow for those employees or guests who identify themselves as transgender a place to get changed or use the washroom facilities.

But that's just one example of how times have changed. Today people are concerned about their health, mental health and the environment in which they work.

So what exactly makes the new Saskatoon Police Headquarters environmentally friendly? The Police Service concentrated on a

number of important features that would save both energy and, in the long run, money. At the same time, Staff Sergeant Grant was writing her Public Administration Master's Thesis in regards to balancing fiscal responsibility and being environmentally friendly while building a police station. Interesting research was being gathered about the work environment and its effect on the health and wellbeing of the employees. Could a healthy environment really decrease sick time and increase happiness in the employees? The answer was YES! As a result, the police service also concentrated on a positive open concept with plenty of quality air and lots of natural light for the comfort of the employees and visitors. Here are some examples:

- Natural light available to 50-75% of the working space (hard to do when you have a detention center with no windows).
- Energy efficient quality air heating and cooling systems. (The initial extra investment pays for itself in 8-10 years and saves money after that!)
- All construction waste was recycled –concrete, wood, steel, cardboard – everything!
- Low-flush toilets and no-touch faucets. Traditionally, a building of this size would use 9 million litres of water per year. With water-saving fixtures, the new Headquarters is 35% more water efficient, resulting in 5 million litres of water saved.
- Options for non-vehicular travel to work; a bus stop was placed in front of the building, carpooling is encouraged and lots of bike racks both indoors and out were supplied.
- Heated underground parking for patrol vehicles eliminated the need for vehicles to remain running in the Saskatchewan's cold winter to keep equipment inside functioning, lessening the amount of greenhouse gas emissions.

The Saskatoon Police Service was given support by the City of Saskatoon to invest in being environmentally friendly while still meeting all of the unique needs of a police building and keeping the needs of all employees at the forefront. They really did get it right!





# Human Trafficking Network Involved In Sexual Exploitation Dismantled In Scotland

The British Police Scotland and Romanian National Police and D.I.I.C.O.T, supported by Europol and Eurojust, have dismantled a Romanian organised criminal network involved in trafficking of Romanian victims, exploited in the sex market in Scotland.

Supported on-the-spot by Europol experts, the operation was preceded by extensive and complex investigations coordinated by Europol and Eurojust.

A joint day of action by Police Scotland on 8 April 2016 resulted in four house searches, the arrest of one suspect and the referral to the prosecutor's office of a number of others suspects and the safeguarding of

8 potential victims of trafficking. During this action day, cash, mobile phones and other valuable items were also seized from the suspects.

This operation is the result of a large-scale investigation, run by the UK and Romanian law enforcement authorities, to dismantle an organised crime group actively involved in trafficking human beings for the purpose of sexual exploitation.

Europol actively supported this human trafficking operation and provided operational analytical support throughout the investigation to the countries involved. This included facilitating information exchange and analysis, organising operational meetings

at Europol and delivering real-time cross-checks of all data gathered in the course of the field action through the deployment of Europol's mobile office, and two Europol analysts in the United Kingdom to extract and analyse phone data.

At the same time Romanian authorities provided mutual assistance by deploying police officers and a prosecutor to the UK during the action day.

Europol and Eurojust facilitated police and judicial cooperation in the framework of a Joint Investigation Team (JIT) which brought together authorities from UK and Romania.

## State Dept Sponsors Girl Be Heard's First Caribbean Tour

To kick off Women's History Month in March, the Girl Be Heard theatre company was invited by the US Embassy in Trinidad and Tobago to take their award-winning performances (both Trafficked and Girl Power: Survival of the Fittest) and girl empowerment workshops to a detention centre, schools and community centres in Trinidad.

The tour marked the beginning of a ground-breaking partnership between Girl Be Heard and the US Embassy in Trinidad, Ms Brafit, Population Services International Caribbean, the Heroes Foundation, and Vital Voices. All activities were held in conjunction with International Women's Day and Women's History Month.

"Since its founding in 2011, Girl Be Heard youth has used theatre to shed light on human rights issues locally and globally," said Jessica Greer Morris, Executive Director of Girl Be Heard. "We are excited to pioneer our first tour in the Caribbean and share our Girl Empowerment Programme with youth in Trinidad and Tobago."

"A number of our girls have roots in the Caribbean," added Abigail Ramsay, Director of Global Partnerships. "So this partnership has a special significance for all of us. Our cast of five represent Antigua, Barbados, the Dominican Republic, and Puerto Rico, and my family is from St. Elizabeth and Clarendon in Jamaica."

### About Girl Be Heard:

Girl Be Heard started in 2008 as a twelve-girl performance collective. Today, the renowned theatre company supports 170 female performers aged 12-21, and is dedicated to empowering young girls and women through creative expression. Their performances of original work educate, empower, and engage audiences about issues ranging from bullying to body image. It is a global movement that has performed at the White House, United Nations, State Department, TED conferences, and in under-served communities in New York and around the world.

# SMART AID + SMART GOVERNANCE = SMART SDGs/Global Goals

## Women's Empowerment & Sustainable Development: S.M.A.R.T. Transparency Initiatives for a Corrupt-free Public Service Delivery

by IAWP President Margaret Shorter

### Background:

IAWP attended the Annual Congress of the United Nations Commission on the Status of Women in New York in 2014 and 2015. In both cases, the organization was represented by our president of the day, Jane Townsley, and in collaboration with UNWomen-UK. This partnership has served to raise the profile of IAWP. It has also served to raise the issue of women's equality in policing worldwide and the potential contributions that women police could make toward a more civil society.

### Context:

The Vision and Mission of the IAWP are totally congruent with participation in CSW. Our engagement extends our influence while demonstrating the value of an association in empowering women and women leaders. It raises awareness of the International Association of Women Police in particular.

### CSW60:

Past President Jane Townsley and IAWP Strategic Planning Chair Ellie Bird also attended CSW this year under the auspices of 'Gender Agenda International'. They graciously gave me an orientation to the labyrinthine procedures of the United Nations in getting registered for the Congress; I had gone through a separate and additional process online prior to traveling in order to have access to the UN Building.

IAWP First Vice President Deb Friedl also traveled to NY, for two nights, to take part in the orientation and support our IAWP presentation on March 16. The events in the main building are hosted by governments; non-governmental organizations and civil society groups do their presentations in a wide variety of locations in the immediate area of UNHQ. As an NGO, our session was held in the Baha'i International Community building located nearby on United Nations Plaza, but outside the security perimeter of the main United Nations building.

IAWP's presentation was titled: **IAWP: Safe-guarding Gender Equality and Security to Realize the SDGs.**

- I spoke specifically to our place under Sustainable Development Goal #5 to a) achieve gender equality and b) empower all women and girls; and to SDG #16 to a) promote peace and inclusive societies, b) provide access to justice, and c) build effective, accountable and inclusive institutions.

- I identified our two main obstacles [as women police] to achieving success: 1) capacity and 2) corruption.
- Finally, I committed IAWP to working as a stakeholder in the realization of the UN SDGs.

What this means every day is a renewed effort to execute our own strategies to:

- Enable
- Organize
- Advocate
- Mobilize
- Campaign

Our mission is to strengthen, unite and raise the capacity of women in policing internationally. Among many other initiatives, we will:

**Enable** women police through participation at training opportunities, both local and international;

**Organize** them through regional coordination, affiliation, and partnership;

**Advocate** for them through international scholarships, recognition awards and opportunities;

**Mobilize** them through proactive resolutions, taking action and making space for women police to take their own action;

**Campaign** against human trafficking, for the elimination of violence against women, for health and safety, and for policies and practices that support equality and life balance for women in policing.

### SUMMARY:

We have struck a chord because these are among the strategies being developed in all sectors working to realize the SDGs. We have 'appeared' at a time that the big 'C' word, corruption, is being brought out into the open arena at the highest levels. And we already have an association that envisions a world where police reflect the diversity of the communities they serve and where human rights are protected. I was buoyed by the energy of women from all parts of the world coming together to make a difference for each other and for their future. I hope that our connection through CSW brings some of that energy to every member of IAWP. With it, we can do things we could never do alone!



# CSW Panel Discussion on Role of Arts in Helping End Human Trafficking

An interactive panel discussion on the Role of the Arts in Helping to End Human Trafficking was organized by the United States Permanent Mission to the UN and the UN Office on Drugs and Crime (UNODC) on the occasion of the sixtieth session of the Commission on the Status of Women (CSW).

Award-winning actress Gillian Anderson (from the X-Files) speaking during the event.

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# Police Diversity in England and Wales: Urgent Action Needed to Tackle Consistent Failure, says Report

Police diversity in England and Wales is under the spotlight where the Home Affairs Committee says “urgent and radical action” is needed to tackle the gross under-representation of black and minority ethnic people in the police forces of those countries, which the police service has “consistently failed to address” over several decades.

## The Report

The facts on police diversity are stark:

- No police force in England and Wales has a Black or Minority Ethnic (BME) representation which matches its local demographic.
- 11 forces have no BME officers above the rank of Inspector.
- In 1999, 2% of police officers in England and Wales were from a BME background, compared to 6.5% of the population and 9.5% of the UK workforce.
- By 2015, 5.5% of police officers were from a BME background, compared to 14% of the population, and 11.4% of the UK workforce.
- In the Metropolitan Police Service BME police officer representation is 12.4%, compared to 40.2% of the population.
- There are no Chief Constables who are BME.
- As of October 2015, 4 police forces—Cheshire, North Yorkshire, Dyfed-Powys and Durham—employ no Black or Black British police officers at all.

The Committee called for the appointment of a national “Diversity Champion” to provide a national lead across the police service, to collect and publish data, promote best practice and oversee a diversity lead in each of the 43 forces.

## Key findings

The Committee said practical steps should be taken in each force, against which their performance should be assessed, including:

- Introducing coaching and mentoring for BME officers
- Selection panels, including for specialist posts, to receive diversity training
- More external assessors from BME background to be appointed to selection panels
- Units which deal with complaints from officers on personnel matters should receive dedicated training on diversity issues
- Establishment of a BME senior leaders’ forum, similar to the Association of Senior Women in Policing, to provide support and guidance to BME officers seeking promotion

## Chair’s comments

Rt Hon Keith Vaz MP, Chair of the Committee, said:

“The lack of black and minority ethnic representation in our police forces is stark and shocking, and no one looking at this picture

can believe it promotes effective policing. In order to police by consent in 21st Century Britain, the police service must mirror the communities they represent, in religion, race and ethnicity. If not, they will be unable to deal with the challenges of modern day policing.”

“If we compare the figures from 1999 and 2015, representation of the population in our police forces has progressed at a snail’s pace. This was unacceptable in 1999 and it’s totally unacceptable now. Despite good intentions from senior officers, diversity and representation in police forces has consistently failed to improve, we must take radical action now.”

“The Home Secretary should appoint a national “Diversity Champion” co-ordinating diversity leads in each of the 43 police forces in England and Wales. We need an immediate four step programme of training, mentoring and ongoing assessment at the stages of recruitment and retention, and support for the efforts for BME officers to rise through the chain of command.”

## One Force’s View

Responding to the report West Yorkshire Police Temporary Chief Constable Dee Collins acknowledged more must be done to increase diversity and inclusion among the workforce.

She said she was determined that the organisation should be more representative of its communities.

“We are currently recruiting police officers for the first time in five years and this gives us an excellent opportunity to increase our workforce not just by people from black and minority ethnic communities, but from all diverse groups, such as people who are lesbian, gay or bisexual.”

“The police service has been in the media headlines a lot recently, often for negative reasons. My challenge to people who may be put off by that is, come and find out what West Yorkshire Police is about in 2016. A career with West Yorkshire Police offers genuinely exciting opportunities, but we can only properly serve all our communities by building a truly representative Force and I am determined to do that.”

West Yorkshire’s Police and Crime Commissioner Mark Burns-Williamson added: “I have worked with the Temporary Chief Constable to ensure we are doing all we can to ensure communities are aware of my commitment to equality and diversity within the organisation and in the police service.”

“I have and continue to encourage applications from all under-represented groups and ensured our recruitment campaign is shared as widely as possible with key community leaders across West Yorkshire. This information also details the support available to assist candidates, from under-represented groups, to help them prepare for the recruitment process, which has included a series of ongoing recruitment support seminars.”

“We also opened a Positive Action workshop in March that was aimed at working with community representatives to help start conversations around perceived barriers to recruitment within West Yorkshire Police and establish whether there were cultural barriers within communities that we were unaware of that we could address



as my aim is, and continues to be, working with West Yorkshire Police, to promote and achieve a fully inclusive workforce to reflect the communities that we serve.”

As part of West Yorkshire Police’s push to better understand the challenges and increase representation, it recently appointed PC Amjad Ditta as the Force’s Positive Action Co-Ordinator. His role is to help attract, recruit and develop a diverse workforce.

The Force website also has a special section where people can find out more about equality in employment and how to apply.

T/CC Collins, who gave evidence before the HASC said: “It is fair criticism to say that the service has generally struggled to increase representation, both in terms of recruitment and retention

of officers. As we are now recruiting 600 officers, 300 of those additional to our current number, it is an ideal opportunity to make progress.

“I urge communities and individuals to help us make that difference.”

As of 31 March, 2016, the total number of West Yorkshire Police officers identifying themselves as BME was 237 out of a total number of officers of 4,353. This includes one Chief Superintendent, three Superintendents, five inspectors, 35 sergeants and 193 constables.

# International Women’s Day Celebration in Juba, South Sudan

International Women’s Day celebration at the Nyakuron Cultural Centre in Juba, South Sudan. Organized by the Ministry of Gender, Child and Social Welfare, the event was held under the local theme “South Sudanese Pledge for Ending Child Marriage” and the global theme “Pledge for Parity”, which calls for 50/50 gender parity by the year 2030.



Khamis Isaac, representative of Adventist, Development, and Relief Agency (ADRA), delivers remarks during the event. Image courtesy of UN Photo/JC McIlwaine

# Increase in Child Suicide Bombers Used by Boko Haram – UN Reports



The number of children used by Boko Haram as suicide bombers are up tenfold over the past year, the United Nations humanitarian wing has reported, also warning that the group's gunmen continue to carry out attacks on civilian and military targets despite the ramped up military operations in the Lake Chad Basin region.

According to an update issued by the UN Office for the Coordination of Humanitarian Affairs (OCHA), security remains volatile in many of the region's conflict-affected areas, complicating aid access to those in need. Some three million people are already food insecure. Many more are expected to face hunger as the lean season progresses.

Already in certain areas, the lean season has begun earlier than usual, while in others, thousands of families are in need of immediate assistance. Given the onset of

the lean season and rainy season, nutrition outcomes are expected to worsen and food prices will increase as roads become impassable.

OCHA estimates that some 486,000 children in Borno and 242,000 children in Yobe in north-eastern Nigeria are suffering from Global Acute Malnutrition. Moreover, some 73,000 children under two years of age in these communities need to urgently receive ready-to-use supplementary specialized nutritious foods. Food supplements for 27,000 pregnant and lactating mothers are also recommended.

Without interventions, an estimated 67,000 children aged six to 59 months with severe acute malnutrition are likely to die in Borno and Yobe states in 2016. This translates to 184 deaths every day, warns the report.

OCHA went on to report that 44 children were involved in suicide bombings in 2015, up from four the previous year.

More than 75 per cent of them are girls, according to the UN Children's Fund (UNICEF). Between January 2014 and February 2016, Cameroon recorded the highest number of suicide attacks involving children at 21, followed by Nigeria with 17 and Chad with two. Over the past two years, nearly one in five suicide bombers was a child, OCHA adds.

In Niger, Boko Haram attacks have increased since January, said OCHA. Intensified military offensives from the regional multinational force and troops from the Lake Chad Basin countries have forced the gunmen to retreat to the border areas between Niger and Nigeria where they attack villages that have little or no military presence.

Finally, OCHA noted that only 10 per cent of the \$535 million required to assist the affected populations across the region has been received.



# New Guidelines on Improving Care for Women and Girls Living With Female Genital Mutilation

The United Nations World Health Organization (WHO) has released new guidelines aimed at helping health workers provide better care to the more than 200 million girls and women worldwide living with female genital mutilation.

"Health workers have a crucial role in helping address this global health issue. They must know how to recognize and tackle health complications of [female genital mutilation] FGM," said Flavia Bustreo, WHO Assistant Director General, in a press release.

"Access to the right information and good training can help prevent new cases and ensure that the millions of women who have undergone FGM get the help they need," she added.

WHO underscored that health workers are often unaware of the many negative health consequences of female genital mutilation and many remain inadequately trained to recognize and treat them properly. As a result, many women may suffer needlessly from physical and mental health consequences due to the procedure.

The guidelines build on and contribute to international efforts to stop female genital mutilation, underlining the recognition that action must be taken across sectors to stop the practice and help those who are living with its consequences.

The recommendations focus on preventing and treating obstetric complications; treatment for depression and anxiety disorders; attention to female sexual health such as counselling; and the provision of information and education.

The guidelines also warn against the so called "medicalization" of the practice – for example, when parents ask health providers to conduct it because they think it will be less harmful.

"It is critical that health workers do not themselves unwittingly perpetuate this harmful practice," said Lale Say, WHO Coordinator, Department of Reproductive Health and Research at WHO.

## **Global strategy to stop health-care providers from performing FGM**

In 2010, WHO published a Global strategy to stop health-care providers from performing female genital mutilation in collaboration with the UN Population Fund (UNFPA) and UN Children's Fund (UNICEF) Joint Programme on Female Genital Mutilation/Cutting and other partners.



One fundamental measure to prevent medicalization of the practice is the creation of protocols, manuals and guidelines for health providers, WHO said. These include what to do when faced with requests from parents or family members to perform female genital mutilation on girls, or requests from women to perform re-infibulation after delivery.

The agency noted that the new guidelines also highlight the need for more research to improve evidence-based practice, so that health workers can better manage the complications arising from FGM, and the health community is better informed about the associated health risks, which also can contribute to effectively working towards the elimination of the harmful practice.

In particular, recommendations include: de-infibulation to prevent and treat obstetric complications, as well as to facilitate childbirth, and prevent and treat problems with the urinary tract system; mental health including cognitive behavioural therapy and psychological support to treat depression and anxiety disorders; female sexual health covering sexual counselling to prevent or treat female sexual dysfunction; and information and education for all women and girls who have undergone female genital mutilation, and health education and information on de-infibulation, where appropriate, for both health-care providers and for women and girls.

# Lone Refugee and Migrant Children “Falling Between the Cracks”

New data reveal that a record 96,500 unaccompanied refugee and migrant children applied for asylum across Europe in 2015, the United Nations Children's Fund (UNICEF) has said, calling for urgent measures to protect these children from the serious risks of abuse, exploitation and trafficking.

“Unaccompanied children are falling between the cracks,” said Marie Pierre Poirier, UNICEF Special Coordinator for the Refugee and Migrant crisis in Europe, in a press release.

“Many simply run away from reception centres to join their extended families while they wait, or because they have not had a full hearing to determine their best interests or have not had their rights explained to them,” she added.

UNICEF highlighted that, according to Interpol estimates, one in nine unaccompanied refugee and migrant children is unaccounted for or missing, and that the figures are believed to be far higher.

In Slovenia, for example, more than 80 per cent of unaccompanied children went missing from reception centres, while in Sweden up to 10 children are reported missing each week. Earlier this year, some 4,700 unaccompanied children were recorded as missing in Germany, the agency said.

UNICEF's call comes as European Union member States begin negotiations aimed at creating a fairer and more sustainable system for dealing with migrants and refugees. The agency

stressed that any decision affecting children should be based on the best interests of the child, and called for this principle to be strengthened in the Dublin Regulation currently under discussion.

UNICEF also stressed the importance of speeding up decisions involving a child, pointing out that children currently have to wait up to 11 months between registration and transfer to a country that has agreed to accept them. The agency said the waiting period should be no longer than 90 days, and there should be immediate appointment of a guardian and accelerated family reunification. Such measures are key to protecting unaccompanied children and preventing them from going missing, UNICEF stressed.

The 96,500 unaccompanied children applied for asylum in Europe in 2015 represent about 20 per cent of the total number of children who sought asylum.

The majority were teenage boys from Afghanistan, while Syrians were the second-largest group. A significant number were under 14 years of age, and travelling alone without the protection of adult family members or guardians, the agency noted.

In addition, UNICEF said that in some countries, unaccompanied children made up more than half of all children who arrived in 2015. In Sweden, lone adolescents accounted for 50 per cent of all child refugees, while in Italy 12,300 unaccompanied children arrived and a further 4,000 were with their families.





# Somalia: Sexual Violence Must be Subject to Criminal Justice, Says Expert

A United Nations human rights expert has called on the Government of Somalia to enhance the capacity of the judiciary and police force in handling cases of sexual and gender-based violence, and to prohibit the handling of such cases by traditional clan elders.

"I call on the Government to prioritize the creation and implementation of a twin strategy: to enhance the capacity of the judiciary and the Somali Police force, and to prohibit clan and traditional elders from resolving or adjudicating such cases," said the UN Independent Expert on the situation of human rights in Somalia, Bahame Tom Nyanduga, in a press release.

"There is also a crucial need to create human rights awareness among clan elders and religious leaders about women's rights, as one way of facilitating change within communities," he added.

Mr. Nyanduga began his visit to Somalia on 16 April. During his mission, he visited Mogadishu, Kismayo and Baidoa, and met the Speaker of the Federal Parliament, Federal Government authorities in Mogadishu, representatives of Jubbaland state, and the South West state.

At the end of his third mission to the country, Mr. Nyanduga noted that the Xeer Somali traditional dispute resolution system continues to play a key role in the country, given that rule of law institutions are still being established. He was concerned to learn that traditional elders adjudicate sexual and gender-based violence cases, such as rape, due to the absence of a fully functioning criminal justice system in many parts of Somalia.

He called for the adoption of the Sexual Offences Bill during the forthcoming session of Parliament to further guarantee the protection of women's rights and also urged the Government to implement the recommendations arising from Somalia's 2016 Universal Periodic Review before the Human Rights Council, including the adoption of a moratorium on the death penalty.

Mr. Nyanduga commended the Federal and regional authorities and Parliament for committing themselves to holding elections later this year, widening the electoral base and ensuring that a 30 per cent women representation is met. However, he expressed concern that representation of youth, minorities and persons with disabilities, is not similarly guaranteed.

The Independent Expert also reiterated the need to address the human rights challenges that journalists and media in Somalia face. He warned that the Media Law must not be used as a tool to harass journalists, but rather to ensure respect for the rights to freedom of opinion and expression.

He noted with satisfaction the Government's commitment to adopt the National Human Rights Commission Bill, establishing an independent National Human Rights Institution before the end of its tenure, and urged that this commitment be met.

"However, another bill, the Counter Terrorism Bill, could potentially negatively affect the enjoyment of human rights," Mr. Nyanduga said. "I urge the authorities to ensure that this bill conforms to international human rights guarantees in accordance with Somalia's international human rights obligations and the revised Federal Constitution. To be effective in fighting terrorism, the law must be firmly entrenched in human rights."

## AMISOM's role in Somalia

The Independent Expert commended the African Union Mission in Somalia (AMISOM) for the role it continues to play in the country. He noted its commitment to comply with human rights and international humanitarian law, including ensuring accountability for violations committed by its forces.

He welcomed the plan by the UN and AMISOM to hold the first UN Human Rights Due Diligence Policy implementation review workshop on 26 and 27 April, urging that stronger collaboration on the ground will foster compliance with human rights and international humanitarian law, which is a shared objective for both the United Nations and the African Union.

Independent experts or special rapporteurs are appointed by the Geneva-based Human Rights Council to examine and report back on a country situation or a specific human rights theme. The positions are honorary and the experts are not UN staff, nor are they paid for their work.



# IAWP and Taser International Inc. Become Corporate Partners



## TASER

We are delighted to announce that Taser International Inc. has become a corporate partner of the International Association of Women Police, also making them corporate members of our organisation. This is a great step forward for IAWP in that the partnership will allow us to influence the development of personal protective equipment to take account of women's specific needs as well as cultural considerations. The support provided by Taser International will also allow IAWP to continue with its other projects and help ensure the organisation is sustainable.

Natalia Villett, Senior International Marketing Manager for Taser International said, "TASER first got involved with IAWP at the conference in Cardiff in August of 2015, where we were surrounded by hundreds of brave and strong women from all over the world.

"After hearing many stories of success and bravery from around the globe TASER knew we needed to be aligned with such an organization... An organization that celebrates women and recognizes the commitment they make to make our communities safer. A statement TASER recognizes and lives by."

"At TASER we strive to protect life, protect truth and make communities safer. We are honoured to be a part of IAWP and would like to extend our thanks and gratitude to everyone in law enforcement who go out and risk their lives everyday for us."

IAWP President Margaret Shorter said: "This partnership is of great importance for IAWP. We will be able to take an active part in the future development of equipment designed to protect those working in law enforcement. When law enforcement officers are protected, they are better equipped to protect their

communities and keep them safe. We are excited about the future opportunities our partnership with Taser will provide. Our members look forward to building on the relationship we have begun with this global corporation."

### About TASER International, Inc.

TASER International makes communities safer with innovative public safety technologies. Founded in 1993, TASER first transformed law enforcement with its electrical weapons. TASER continues to define smarter policing with its Axon brand which includes a growing suite of connected products and services from body cameras and digital evidence management tools to mobiles apps. More than 159,000 lives and countless Euro's have been saved with TASER's products and services. Learn more at [www.taser.com](http://www.taser.com) and [www.axon.io](http://www.axon.io).

## Spanish Guardia Civil Tackles Online Child Sexual Exploitation

Europol has supported the Spanish Guardia Civil in their recent operation Plus Ultra II. The action against offenders in EU Member States was facilitated by Europol through the transfer of information on targets and checking of connections to known online activity. Intelligence packages were distributed on 23 targets within the EU and investigations are ongoing.

The initial notification to the Guardia Civil came from the U.S. National Centre for Missing and Exploited Children (NCMEC). Europol works closely with NCMEC and U.S. Immigration and Customs Enforcement (ICE) in distributing to date more than 30,000 such notifications to 19 countries in the EU enriched with

data from Europol's own databases.

The behavior of the offenders in the cases targeted in Operation Plus Ultra II including organising to make access to child abuse easier among themselves and using security and other measures to conceal their identities and offending behavior is consistent with that being seen by law enforcement. Such behavior has been noted by Europol and its partners in recent strategic products such as the iOCTA 2015, the European Financial Coalition's Strategic Report on Commercial Child Sexual Exploitation and the recent Virtual Global Taskforce Child Sexual Exploitation Environmental Scan 2015



# FBI and Europol Strengthen Joint Fight Against Foreign Terrorist Fighters

The Federal Bureau of Investigation (FBI) and Europol, the European law enforcement agency, have signed in Washington a mutual agreement that will considerably intensify the common fight against foreign terrorist fighters. The agreement, signed by FBI Deputy Director Andrew McCabe and Europol's Deputy Director of Operations Wil van Gemert, enables the FBI to join Europol's Focal Point Travellers.

Focal Point (FP) Travellers is a specialist team of analysts and experts that coordinates EU Member States'

investigations into, and data analysis on, foreign terrorist fighters. In response to the concerted efforts of EU Member States, with the assistance of Europol the amount of data on foreign terrorist fighters within FP Travellers has increased substantially since early 2015. "The FBI's active involvement in FP Travellers will give Europe's response to foreign terrorist fighters an extra boost," says Wil van Gemert, Deputy Director of Operations of Europol. "Europol is helping to coordinate an effective international response to the current terrorist threat we are facing. The FBI is a very important partner in this global fight against

terrorism. By sharing information on a more multilateral level, we believe we will become more effective in our investigations into foreign terrorist fighters."

"The FBI is proud to join with our partners at Europol to better combat the foreign fighter phenomenon. This agreement will improve the FBI's ability to share data more readily with Europol and its partner organisations," says Andrew McCabe, Deputy Director of the Federal Bureau of Investigation. "In today's era of terrorist threats, close partnerships are essential to protect the citizens of all our nations."





# My Story, by Annita Clarke

**Annita Clarke, Police Inspector at Bedfordshire Police and winner of the IAWP International Officer of the Year Award in 2013, shares her fascinating leadership journey and how she strives to make people safe and ensure those she works with achieve their highest potential.**

My life has never felt straight-forward or easy. I grew up in Salford, Manchester, not far from Moss Side prior to the city rejuvenations that have since taken place. My father had Multiple Sclerosis but was my rock. I never saw him upset or wallowing in his own situation which I feel has created my own positive 'can do' attitude. It was a massive personal loss to me when he died. I was 12 years old. I had been deaf whilst growing up and had attended a 'deaf school' or School for the Hearing Impaired as they are termed nowadays. After numerous operations, I was able to leave this school and attend a state school at the age of eight. Although this was a massive step forward, it wasn't without its torments. I had been taught to sign and lip-read but reading and writing was still a bit of mystery to me and it was no mean feat to attend an unfamiliar school, with a slightly funny voice and a large battery and harness covering my chest attached to two hearing aids. To say I was bullied was an understatement.

Struggling through education, I managed to attain eight 'O' levels at school and attended college with absolutely no idea of where I wanted my life to go. I successfully obtained a further 'O' level and 3 'A' levels, then happened across the police as a potential career.

I think this was due to the studies I had completed within my 'A' levels.

Having made enquiries with the police in Manchester I knew I was too young to join in the city so had to look at more provincial forces. As I needed to leave home anyway, I had a map of England and Wales, closed my eyes, landed on Bedfordshire, applied and was accepted. That was nearly 27 years ago.

Being in the police has been the making of me although I will never lose the memory of being cold at night, with coats on the bed. I feel I was a better and more empathetic police officer as a result. I began my career in Luton and worked for the first five years on patrol. Back then, things were very different for women in the police. We had skirts as uniform issue, along with a handbag and a 12 inch long truncheon, which had more entertainment value than public control.

There was also an implicit expectation that women officers would look after and deal with any women and children who were brought into the police station, irrespective of the reason for their attendance or our experience of dealing with children. I realised very early on that officers could literally turn up, clock in and clock out, achieving very little but this didn't feel right to me. From that moment, I knew that I was going to push myself to contribute as much as I could.





Wanting to provide support and guidance to newer recruits, I became a tutor within 16 months of my service. I was then trained to take rape statements and child abuse interviews. Also, to support colleagues experiencing difficult and stressful situations. To reinforce the learning, I completed several internal and external counselling courses. It was at this point in my career that I received a number of force certifications for bravery and for the way I dealt with two teenage boys at the scene of their mothers murder. Expanding my experience, I then moved to community policing and developed effective links with partner agencies. During this time, I introduced a police badge for the Scouts and ran successful operations combatting the targeting of children by drug dealers.

I have always been passionate about self-development and the development of others, encouraging and assisting those for whom I have an influence, to achieve and even exceed their potential. I developed a training programme for the special constabulary and trained all of the Special Constables working out of Mid Bedfordshire. I also became a first contact officer for the force, predominantly working with victims of hate crime related to race and sexuality. With an aim of enhancing my communication skills further, I became one of the first accredited mediators within the force and became the Divisional Training Officer for Luton, updating managerial policies, developing and quality assuring training, earning a meritorious award for my efforts. Around this time, I was diagnosed with arthritis, which I was told would limit any possibilities for lateral or promotional development.

Wanting to pioneer the rights of women in the police I ran programmes to encourage women into the 'harder to attain' areas including firearms and dog units and enrolled into the

International Association of Women Police. I completed my sergeant and inspector exams and requested to return to the busiest station in the county as an Inspector, taking my section from the poorest to the highest performing. With a desire to assist the most vulnerable I completed my National Hostage Negotiator and Suicide Intervention Course. I completed more NVQs (level 5) in training, Leadership and Management and became the Diversity Champion in Luton. Having completed a year within Luton as an Inspector, I applied for a Temporary post as a Chief Inspector, which I did for 6 months. This was during a time of extensive change within Luton and I was able to improve performance for which I was incredibly proud.

At the conclusion of the temporary-ship, I was asked to become the tactical firearms commander within the control room. Within this position I dealt with several murders, shootings, bomb hoaxes, arsons, rapes... the list goes on. The responsibility was enormous but the pride I felt to be in that position, could not be understated. Whilst in the control room I was nominated by my team for the National Officer of the Year (British Association of Women Police) and was successful. My nomination then went to America where it was assessed against those submitted from around the world and I was successful in achieving the International Officer of the Year award 2013 (International Association of Women Police).

My desire to improve my own knowledge and capability and that of others around me has motivated me to complete a Master's degree in the psychological theory behind Coaching and Mentoring. As I have coached and mentored throughout my service, I feel that this is the gap in my knowledge and can only serve to enhance what I feel I can contribute going forward

# Countering Terrorism Threat to Food Supplies Focus of International Symposium

**Strengthening the capacity of law enforcement to prevent and respond to a terrorist attack on food supplies was the focus of an international meeting at INTERPOL's General Secretariat headquarters in France.**

Co-organized by the FBI and INTERPOL, the symposium was attended by 110 representatives from law enforcement and regulatory agencies from 25 member countries who focused on the need for early coordination and integration of their efforts and resources.

The three-day event also included a review of global terrorism trends and the implications of intentional disease outbreaks on law enforcement and epidemiological investigation procedures.

During his opening remarks, FBI WMD Directorate Unit Chief, David Beall, said: "A lot of law enforcement and public health agencies who review threats have not necessarily viewed food defence as a particular concern. We've recently worked with one of the world's largest cruise lines and they had never considered this as a

threat. In doing so, they have changed their standard operating procedures."

"In today's world, especially with terrorism, the insider threat is one of the biggest concerns. We want this group of esteemed professionals to start asking 'Who is working in these facilities that have access to food?' That's important to know. Our goal is to leave here committed to communicating about food defense concerns," Mr Beall added.

Key topics at the symposium included legislation and regulation; insider threats; communications strategies; food chain security; investigative processes; international notification and multi-agency coordination.

In his address, INTERPOL's Director of Counter Terrorism, Pierre St. Hilaire said: "In the current climate of countering terrorism we must not rule out the risk to the food chain and the capabilities of terrorist groups to commit such a crime."

Further underlining the need to collaborate and work together, he added: "We're

delighted to be partnering with the FBI, within an ideal multilateral platform, to break down the barriers to information sharing, barriers that prevent cooperation between different continents, jurisdictions and disciplines."

One of the main objectives of the symposium was to assist member countries in developing comprehensive threat based strategies on preventing and responding to potential chemical and biological attacks against the global food system through intentional contamination.

"This symposium has strengthened defence links to counter the deliberate attack on our food supply. INTERPOL plays an important role in global information sharing with early notification being the key to food defence," said INTERPOL's Bioterrorism Prevention Unit coordinator, Rebecca Hoile.

The symposium also underlined the importance of developing proactive countermeasures to enhance the counterterrorism capabilities of relevant agencies.

# Gender Equality: Women Leadership and Collaboration in Law Enforcement Workshop Jakarta Centre for Law Enforcement Cooperation

by Julia Jaeger

At very short notice last December I was asked to travel to Indonesia to speak on behalf of IAWP at their Women in Law Enforcement Workshop. Jakarta Centre for Law Enforcement Cooperation (JCLEC) is an international law enforcement training institution established by the Governments of Indonesia and Australia in 2004. It is located within the grounds of the Indonesian Police Academy, Semarang and Region 23 Coordinator, Brigadier General Tiwi Rinaldi, is the officer in charge of JCLEC. My topic was to be 'Implementing Gender Equality – Networking and Women in Law Enforcement'. All the other speakers were from Australia and Indonesia. You may recall Jane Townsley & Margaret Shorter had been there to speak at a previous conference for policewomen.

I had only three weeks to prepare my seminar and powerpoint as well as applying for a travel visa. Everything was arranged just in time and I left home in winter on Sunday 6th December. 25.5 hours and three flights later I arrived exhausted in summer at JCLEC. Quite a change! One of the first people I met was Tiwi and it was so good to see her and be welcomed into her college.

The next day was the Opening Ceremony. This took place in the centre's auditorium with welcoming speeches from Ms Wiwiek Setyawati Firman (Senior Advisor – Indonesian Ministry of Foreign Affairs), Brigadier General Soepartiwi & Supt. James Stokes (Executive Directors JCLEC), Assistant Commissioner Justine Saunders (Australian Federal Police), and Elizabeth Brayshaw (Assistant Secretary – Australian Attorney General's Department).

Obviously there was an official Group Photograph to record all the delegates and speakers which was taken in the glorious grounds of the Centre. There were 49 delegates, all Police Officers, from all over Indonesia.

Over the next two days top class seminars were delivered by Justine Saunders on inspiring leadership models showcasing her own career progression, Ms Sri Prihantini Lestari from the Indonesian Ministry of Women Empowerment and Child Protection on the UN's Sustainable Goals for women, Elizabeth Brayshaw on Enabling Opportunities for Women in Inter-agency Cooperation, Tiwi on the Situation of Women in Leadership in Law and Justice Agencies in Indonesia, and Dr Dede Farhan on Strategic Roles of Women in Law Enforcement and Women Empowerment. As well as my own input on Women Police networks worldwide and the benefits of affiliating to IAWP.

It wasn't all listening as there were workshops running alongside as well to help the delegates think through what they were hearing and how to apply it to their own careers. Judging by the chatter going on, everyone was participating and enjoying themselves. I'm sorry I wasn't able to stay to the end as the last event was to be a gala dinner with local dancing which I'm sure I would have enjoyed. Reluctantly I flew back on Thursday evening taking 26.5 hours to get home. I was very sad to leave having met so many lovely ladies, hearing about their work and achievements whilst encouraging them to develop their careers and set up a network for women in the Indonesian Police Force. I look forward to hearing how they progress setting up their own network and future delegates at IAWP conferences.

## Comment from Tiwi Rinaldi (Co-Coordinator IAWP Region 23) For the result of Women in Law Enforcement Conference, 7-9 December 2015

JCLEC cooperated with Australian Attorney General Department conducting a conference for women in Law Enforcement on 7 – 9 December 2015. That strategic conference was attended by 44 participants from Indonesian National Police, Attorney General, Ministry of Foreign Affairs, and Ministry of Women Empowerment and Children Protection. The theme was "Gender equality: Women leadership and collaboration in Law Enforcement".

The objective of that activity was to share experience for career improvement and build relationship among women from Indonesian Law and Justice, also to promote gender equality by establishing

women networking within the agencies and inter-agencies in law enforcement. At the end of the conference, the participants resulted working program and action plan to implement gender equality.

The presence of high level presenters such as Ms. Julia Jaeger represented the President of International Association of Women Police (IAWP) indicated that this event has a strategic impact to the implementation of the law enforcement from gender perspective. Other presenters attended the conference were Indonesian Police Brigadier General Soepartiwi Rinaldi (Co-Coordinator IAWP Region 23), Mrs. Wiwik S. Firman (the expert staff of the Indonesian Ministry of Foreign Affairs for

Political Law and Security – who is now the Indonesian Ambassador for Finland), Ms. Elizabeth Brayshaw (Assistant Secretary of Australian Attorney General Department), and also Assistant Commissioner Justine Saunders (Australian Federal Police Chief of Staff).

It was planned that in year 2016 the same conference would be held at JCLEC with bigger target scale, regional and international. That could not be apart from the IAWP mission as international association dedicated for Women Police all over the world to enhance, unite and endorse women profile in law enforcement internationally.



# Leading the Way for Retired Police Dogs

**UK Police Dog Gimley received a retirement presentation from his Temporary Chief Constable Dee Collins.**

Gimley joined the force's Dog Support Unit in 2009 and has been a general purpose police dog for seven years. On his first shift, Gimley apprehended three burglars, and on his last shift he assisted firearms officers in apprehending a suspect after an armed robbery, tracking the offender from the scene and locating him so officers could safely detain him. Gimley also gained media attention when he fell down a 40ft ravine in Leeds in March 2014, after pursuing a man who had failed to stop for police.

Gimley is the first West Yorkshire Police Dog to receive a formal certificate of his service from the T/Chief Constable which was presented along with a special 'doggy themed' hamper from a local pet shop.

Temporary Chief Constable Collins said: "It is such a pleasure to be able to celebrate the hard work of our police dogs. They are one of the many resources used to support officers in keeping our communities safe. They are a fantastic asset and like our staff they are considered part of the police family. By recognising their service in this way I hope to highlight how highly regarded and valued they are by the force and the public."

As with all retired police dogs, Gimley will live out his senior years with his handler and family. Dog Handler Tim Yates said: "Gimley has been an outstanding police dog, and it's my pleasure to have worked him, but also to have had him as a colleague and companion. He is such an affectionate and loving dog, as well as always giving 100 per cent to whatever he is tasked with. I am delighted he is the first force dog to get a formal recognition of retirement from the Chief Constable, and know he will be happy lying in the sun and taking things easy after his many years' service."

Fireside K9 is a West Yorkshire based charity that supports handlers

with retired police dogs. The charity is there to pay for any major medical bills and hopes that handlers won't have to make the choice between an expensive medical bill and having a dog euthanized. PC Duncan Matthews, secretary of K9, said: "It is fantastic that police dogs in West Yorkshire will now be recognised for their dedication and hard work when they retire from duty. Animals working in services can sometimes get over looked as just being "tools to get the job done" but they are so much more. They give everything to their handlers and the Force, and it's great to be able to celebrate that."

Head of the Dog Support Unit, Sergeant Stewart Dunderdale, said; "Everyone gets quite excited when we have new puppies joining the unit, and in the past the older retiring dogs have tended to get overlooked. It's such a great thing that the Force recognises the dogs for the years of service they have given and the great job they have done."



## President of Ontario Women in Law Enforcement Receives Her Doctorate



Dr. Jo-Ann Savoie has completed two successful terms (6 years) as President of Ontario Women In Law Enforcement. During her tenure as President she also completed her Doctorate in Business with a concentration in leadership from Walden University. Her 4.0 perfect average resulted in a prestigious invitation to the Golden Key International Honours Society. Additionally she was nominated for the Frank Dille Award for Doctoral Study which is bestowed upon a Walden student whose doctoral study is judged at the highest level of academic excellence. At the time of this article, she has not been advised of the results of the nomination. Dr. Savoie's dissertation was a multiple case study that utilized a dual conceptual framework: Gender Theory and Transformational Leadership. Of particular interest to IAWP is the research study that examined the skills women require to become a Chief of Police. You will have an opportunity to read about some of Dr. Savoie's research in future editions of **WomenPolice**.

# Women Empowerment in Bangladesh: A Tale of Success

by Rawshan Sadia Afroze

Graduated in Policing, Intelligence and Counter Terrorism with Int. Security Studies, Macquarie University, Australia

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Police Staff College Bangladesh



The IAWP is pleased to include extracts from Rawshan Sadia Afroze's research in this edition of **WomenPolice** magazine. Her essay investigates how the stereotyped view towards women has changed and how this influences the empowerment of women in Bangladesh. To read Rawshan's full essay, including her research on the factors that drive women to be empowered visit [www.iawp.org](http://www.iawp.org)

Bangladesh is a male dominated society where prejudicial or stereotyped views on women and a poor understanding of their needs are very common hence women's concerns are often ignored and their role is not considered as important as men. This culture emphasizes moral but dependent and less competent images of women. This passive image of women reduces their acceptance to and ownership of all social activities.

However, under this male centric context, women's situation in Bangladesh is progressing. Women's participation in our various nation building processes reflect the country's increasing positive approach towards women. Since the status of women in a society is a true index of its cultural, social, religious and spiritual level, and it is one of the most important criteria for precise estimation of the degree of civilization attained by a particular society in various periods of its history, there is increasing realization that the process of development will be left incomplete without the active involvement of women.

Female leaders within the police service of Bangladesh are in a minority, although their numbers are increasing. Women police in Bangladesh started their journey in 1974. In that year, Bangladesh Police first inducted 14 women as constables and sub-inspectors. Now the figure is 8769, including 212 female officers in cadre

posts. The proportion of female police is now around 6.02%. The number is increased from just below 1%.

Bangladesh started recruiting women in the cadre posts in 1986. The proportion of cadre female officers is quite satisfactory; it is almost 10% (9.97%). Ms. Fatema Begum, Addl Inspector General of Police (Addl IGP), Police Staff College Bangladesh is the first female cadre officer in Bangladesh Police. And Ms. Mily Biswas ppm, Deputy Inspector General (DIG) Finance, PHQ is the first female police of Bangladesh to have served in the UN peace keeping mission. She led a 39-member Bangladesh Police contingent in the UN Mission in East Timor in 2000.

## Leadership Role in the Police Units

- One female Addl IGP leads Police Staff College Bangladesh
- One female DIG is contributing to the police policy making issues in Police Headquarters (PHQ) as DIG (Finance), another female DIG is in the Criminal Investigation Department (CID) and two female Addl DIGs are leading other units.
- Two female SsP are leading District Police Office.
- Two female Inspectors were appointed as Officer in Charge in two different Police Stations in 2009. Policy has been taken to appoint inspectors in the Police Stations (PS).

Noteworthy that currently in Norshingdi District, the three functional bodies of the government: the Executive, Judiciary and Police are run by the female Personnel. The District Commissioner, the District Judge and the SP are all dynamic women and run

the district effectively and efficiently.

## Women Police in the International Platform:

### In UN Mission:

Bangladesh is the top most contributors of female police officers to the United Nations Peacekeeping Missions. Currently 190 female police in varying ranks are working in different UN Missions (Source: PHQ website, updated July 2015). In Haiti and Congo Missions, two female police contingents headed by female Police leaders are now operating. Bangladesh first sent its all-female police contingent of 160 women personnel to the UN peacekeeping mission in Haiti on May 16, 2010. It was headed by a female Additional Police Commissioner.

### In International Leadership

Women in police leadership positions offer a significant contribution to the international arena to address gender equality, women empowerment and to fight violence against women globally. International Association of Women Police (IAWP) is a global platform of women police. Bangladesh women police are proud to work under such a platform on global agendas and lead its regional committees. Ms. Amena, SP led the Asia Region of IAWP for two terms as Region Coordinator and Ms. Mily Biswas ppm, DIG, is currently leading South and Central Asia of IAWP as Regional Coordinator. Under the able leadership of Ms. Mily Biswas ppm, DIG, Bangladesh Police Women Network (BPWN) were affiliated to IAWP.

This is a short extract from Rawshan Sadia Afroze's essay on her study. You can find the full article at [www.iawp.org](http://www.iawp.org)



# Turkey Hosts Interpol Training On Fake Document Detection



**Enhancing border security through the detection of fake documents was the focus of an INTERPOL training course held in Turkey in April.**

With fraudulent travel documents often used by terrorists and criminals, especially human traffickers and people smugglers, to evade detection, the three-day (12-14 April) course included practical exercises to develop the technical skills needed to spot forged passports and other IDs.

Participants were also updated on INTERPOL's support to member countries in identifying and interdicting foreign terrorist fighters travelling to and from conflict zones, including through the use of its wanted persons and Stolen and Lost Travel Documents (SLTD) databases.

Containing more than 57 million records from 172 countries, the SLTD database also holds details of some 250,000 stolen and lost Syrian and Iraqi passports, of which more than 190,000 were reported

stolen as blank.

Among those is the Syrian passport found at the Stade de France following the attempted suicide bombing during the November 2015 Paris attacks, which had been recorded in the SLTD database in April 2014 as part of a batch of 1,452 stolen blank passports.

"Ensuring that frontline officers, such as border and immigration officials, and forensic document examiners have the skills and access to the information they need is essential to prevent the fraudulent use of travel documents which is often linked to more serious crimes," said Rafet Ufuk Önder, Head of the INTERPOL National Central Bureau in Ankara.

The SLTD database is just one platform available to help law enforcement officials identify if a person is travelling on a fake document; other capabilities include Dial-Doc (Digital INTERPOL Alert Library – Document).

Launched by INTERPOL and the G8 in 2013, Dial-Doc makes it easy for officials in any of INTERPOL's 190 member countries to check if a travel document is fake, through comparison with images of recently detected counterfeit documents provided by countries worldwide.

In addition, the Edison database, also accessible through INTERPOL's secure global communications network, allows frontline officers to access detailed examples of genuine travel documents, in order to detect fakes.

Participants from border control, immigration, forensic document laboratories, financial and organized crime units from four countries – Azerbaijan, Georgia, Iran and Turkey – took part in the training delivered by INTERPOL's Counterfeit and Security Documents (CCSD) Branch, supported by the terrorist networks and vulnerable communities units.

# Police Heroine Ethel Bush Dies Aged 100

A 'heroine' former sergeant of the Metropolitan Police Service, who helped catch the man behind a string of sexual assaults in the 1950s, has passed away at the age of 100.

Tributes have been paid to Ethel Violet Bush, who was one of two female officers from London's Metropolitan Police who in 1955 were the first to be awarded the George Medal for Bravery (the highest bravery award for a civilian in the UK) for their actions working as decoys to catch a sex attacker in Croydon, Surrey.

Both Ethel and her colleague WPC Kathleen Parrott, on separate occasions, were attacked and injured by the man, but he was arrested, charged and convicted at the Old Bailey court. Their evidence was crucial in identifying the suspect.

They also received a Commissioner's High Commendation and £15 from the Bow Street Police Fund. In response to their actions the Judge said: "I cannot imagine higher courage than that you showed along that footpath." A Chief Magistrate stated: "If anyone can imagine a finer story in the history of the Metropolitan Police, I shall be pleased to hear it."

In March this year Ethel celebrated her 100th birthday at the care home in Crawley, Sussex, where she lived. Beverley Edwards, Chairman, and Carol Baker of the Metropolitan Women Police Association visited to wish her a very happy 100th birthday. Although very hard of hearing and problems with her eye sight, she was so pleased that they were there and was

very happy to receive the gifts from the MWPA, an arrangement of blue and white flowers, some birthday balloons and a copy of the 'Crime Museum Uncovered' book, containing her own story from 1955.

Other special visitors who helped her celebrate her milestone birthday included Assistant Commissioner Helen King and one of the Met's youngest women officers, PC Katie Dennell. "It was a privilege to meet Ethel and thank her," said Helen. "As a woman officer just after the war who showed such courage, she helped pave the way for women of my generation to have hugely satisfying and successful careers in policing. The Met is very proud of Ethel."

Ethel's great niece, Dawn Weedon, was also there and said: "Ethel was really chuffed by Helen and Katie's visit. Being visited by an Assistant Commissioner, particularly a female one, was really gratifying for her."

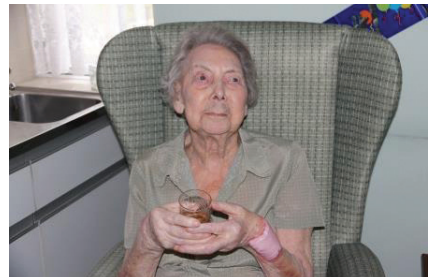
Katie added: "Having read about Ethel in the Crime Museum, it was amazing to meet her so soon after starting my career as an officer. I hope I can bring the same determination and bravery she did into my work in keeping the public safe."

Ethel was born on 10 March 1916 and worked as a seamstress before serving in the Women's Auxiliary Air Force during the Second World War, where she was stationed in India. She joined the Metropolitan Police as a constable on 16, September 1946 and was appointed to 'H' division (Tower Hamlets Borough). She was promoted to sergeant in 1953 and retired

on 19, September 1971. She became a keen gardener and moved to Crawley to be near her family.

Ethel passed away on May 22. Upon hearing of her death Assistant Commissioner King tweeted on social media: "Sad to share that retired Sgt Ethel Bush, George Medal recipient, passed away this week # neverforgotten # MetHeroine."

Priest Padre Juan posted on Twitter: "A light has been extinguished, but not forgotten. Joy in remembrance, sorry in loss. Rip Sgt. Ethel Bush."



## Bangladesh Police Launch Women Police Awards

Bangladesh police launched the Women Police Awards for the first time in the country to recognise exemplary female police officers.

The categories were:

- Bangladesh Police Women Leadership Award
- Excellence in Action
- Medal of Courage
- Community Service
- Peace-keeping Mission Special Honour Award
- Entrepreneur Women Organiser of the Year Award

The awards were presented in a programme at Bashundhara

Convention Centre on March 31. Home Minister Asaduzzaman Khan, State Minister for Women and Children Affairs Meher Afroze Chumki and Inspector General of Police AKM Shahidul Hoque, among others, spoke at the award giving ceremony presided over by DIG (Logistics) of Police Headquarters Mili Biswas, who is also president of the Bangladesh Women Police Network.

According to the police headquarters database, there are 8,824 female officers in the Bangladesh police force. Women have been recruited to Bangladesh police since 1974, when six female constables were appointed to Detective Branch. Later on, female officials were appointed to other sections.

Female police officers also take part in UN missions. The first group of female officers were sent to East Timor in 2000, while a full contingent was sent in 2010.



# Focus on Forensic Pathology – Building Capacity Internationally



by Lee-Ann Turner

**Dr. Althea Neblett is a medical doctor who lives and works in Kingston, Jamaica. She was born in Barbados raised by her grandmother and then by her aunt. She also has a brother who is also a medical doctor. Althea is currently a forensic pathology fellow by specialization. She is also an accomplished musician who enjoys a busy schedule as an oboe player and music teacher with the National Youth Orchestra of Jamaica.**

Althea graduated from Barbados Community College with an Associate Degree in physics, biology and mathematics and attended the University of the West Indies where she graduated with a Bachelor of Science in Basic Medical Sciences, Bachelor of Medicine/ Bachelor of Surgery (MBBS) and then a Doctorate in Medicine (DM) in Anatomical Pathology. Her work experience includes plastic surgery and anatomical pathology.

Althea has always had the dream and drive to become a forensic pathologist. In August 2013, Dr. Neblett had the opportunity to observe the Ontario Forensic Pathology Service located in downtown Toronto, Ontario, Canada for a period of one month. This service is now located in a new state of the art centre in Downsview, that supports the work of the Office of the Chief Coroner, Centre of Forensic Sciences, Office of the Fire Marshal, Emergency Management System and the Forensic Pathology Service. It was during this experience, downtown, and through conversations with Chief Forensic Pathologist for Ontario, Dr. Michael Pollanen, that Dr. Neblett realise her dream to specialize in forensic pathology could become her reality through attendance as a self-funded Clinical Fellow in Forensic Pathology.

Fast forward a couple years and the stars aligned when Althea was preparing to come to Canada and she became the first recipient of the G. Raymond Chang Forensic Pathology Fellowship beginning in 2015. How the fellowship began is sad as it had its beginnings in a Jamaican tragedy where in 2010, the Ontario Forensic Pathology Unit was called upon to assist in the participation of autopsies

of civilians killed as a result of what is now known as the “Tivoli Massacre”. Forensic pathology seeks the truth relating to the manner of death. Dr. Michael Pollanen, Chief Forensic Pathologist for the province of Ontario was very involved in the Tivoli cases and felt that Jamaica was in a position to grow and develop forensic pathology in order to make contributions to justice. As a result of his interest to promote justice, truth and human rights through forensic pathology, he collaborated with the University of West Indies, the University of Toronto, the Ontario Forensic Pathology Service and the G. Raymond Chang Foundation to establish a generous foundation to reform forensic and criminal investigation capacity in Jamaica and the broader Caribbean community (Pollanen, 2016).

In June 2015, Althea moved to Toronto, Ontario, Canada for a period of one year to engage in a University of Toronto Raymond Chang fellowship training program in forensic pathology and upon completion will return home to Jamaica to be a pioneer of her generation as a forensic pathologist. “My real goal is to network and collaborate with the various stake holders (Police, Scientists, University of the West Indies, Forensic Pathologists) and improve the practice of forensic science and the forensic system. The improvement of science and medicine improves justice,” she said. “I am excited to return to Jamaica and do good work in my area of specialization but I realise that I cannot do this alone. I really would like to empower others in the various fields to take on this mentality where we can make a positive impact in the Justice System. The Forensic system in Jamaica has a lot of room to grow and I know it can improve once the various arms can be strengthened. A major way of achieving this, I believe, is through education and forging relationships with other bodies that are more stabilised such as the Ontario Forensic Pathology Service Pathology, thereby teaching others how to help themselves”.

Prior to commencing her fellowship in Toronto, Althea sought employment at the Institute of Forensic Science and Legal Medicine in Jamaica, to experience the environment and work requirements. This

provided an understanding as to how she could serve the justice sector to improve services upon her return. Dr. Judith Mowatt, Executive Director of the Institute of Forensic Science and Legal Medicine was contacted about forensics in Jamaica which has population of 2.8 million. She stated last year that approximately 2075 autopsies were performed of which 1200 had been homicides. Currently there are three forensic pathologists working in Jamaica. Occasionally forensic pathologists attend the scene of death upon the invitation of police. There is a consultation on the findings and the circumstances of the case. Forensic pathologists also provide training to police recruits (Mowatt, 2016).

Programme Director of the Anatomical Pathology Programme at the University of West Indies, Mona Campus in Jamaica, Dr. Nadia Williams, has this to say about Dr. Althea Neblett. “She is one of the most focused and multifaceted persons I have ever met. Her determination to become a forensic pathologist was obvious and research she did and completed as a resident was subsequently published in the local peer reviewed journal consisted of a seventeen year autopsy review of sharp force injuries.” Dr. Williams goes on to remark on her “academic prowess and unwavering determination to become a forensic pathologist”.

Dr. Williams has this to say about Althea’s determination and stamina. “Althea has a pioneering spirit and has the courage to make changes. I have no doubt she will make a significant contribution to legal medicine upon her return to Jamaica. Her contributions to forensic science will not just be for Jamaica, but also for the wider Caribbean. Her involvement will not just be in service but will also be in academia to support staff and pathologists who follow. Her training will have a wide impact on the delivery of justice for the citizens of Jamaica and the Caribbean. If, upon return a post with the Ministry of National Security is opened, and Althea is offered it, she will be the first Caribbean national and the first female with this level of training to return to work in Jamaica.” Congratulations to Althea on her commitment to truth, justice and medical science!

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Halifax NS B3J 2H1 Canada  
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### **Emirates Women Police Association**

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### **Guyana Association of Women Police (GAWP)**

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592-609-5059 (Mobile)  
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### **Iowa Association of Women Police**

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### **International Police Association - USA**

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### **Kentucky Women's Law Enforcement Network**

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### **Kenya Association of Women in Policing**

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### **Los Angeles Women Police Officers and Associates**

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### **Massachusetts Association of Women in Law Enforcement**

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### **Mid-Atlantic Association of Women in Law Enforcement**

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### **Minnesota Association of Women Police**

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### **Mississippi Women's Law Enforcement Association (MSWLEA)**

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### **National Law Enforcement in Occupational Safety and Health Association**

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### **Nebraska Association of Women Police**

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### **Ontario Women in Law Enforcement**

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### **South African Police Service Women's Network**

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### **Trinidad-Tobago Association of Women Police**

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### **Wisconsin Association of Women Police**

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Located in IAWP Region 7

### **Women's Association of North Wales Police**

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WANWP Secretary Police  
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### **Women Police of Alaska**

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## **Committee Chairs**

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#### **Election**

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#### **Nominations**

Vacant

#### **Strategic Planning**

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## **Future Conference Committees**

#### **54th IAWP Conference**

2nd - 6th October 2016:  
Barcelona

#### **55th IAWP Conference**

2017: Cairns  
Conference Director  
Debbie Platz  
Email: 2017CairnsConference@police.qld.gov.au

#### **56th IAWP Conference**

26th - 30th August 2018: Calgary  
Conference Directors  
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Email: jward@calgarypolice.ca  
Sueanne FORD  
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## **Friends of IAWP**

### **Australasian Council of Women and Policing (ACWAP)**

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Anne Macdonald APM  
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### **European Network of Policewomen (ENP)**

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### **National Association of Women Law Enforcement Executives (NAWLEE)**

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Located in IAWP Region 8

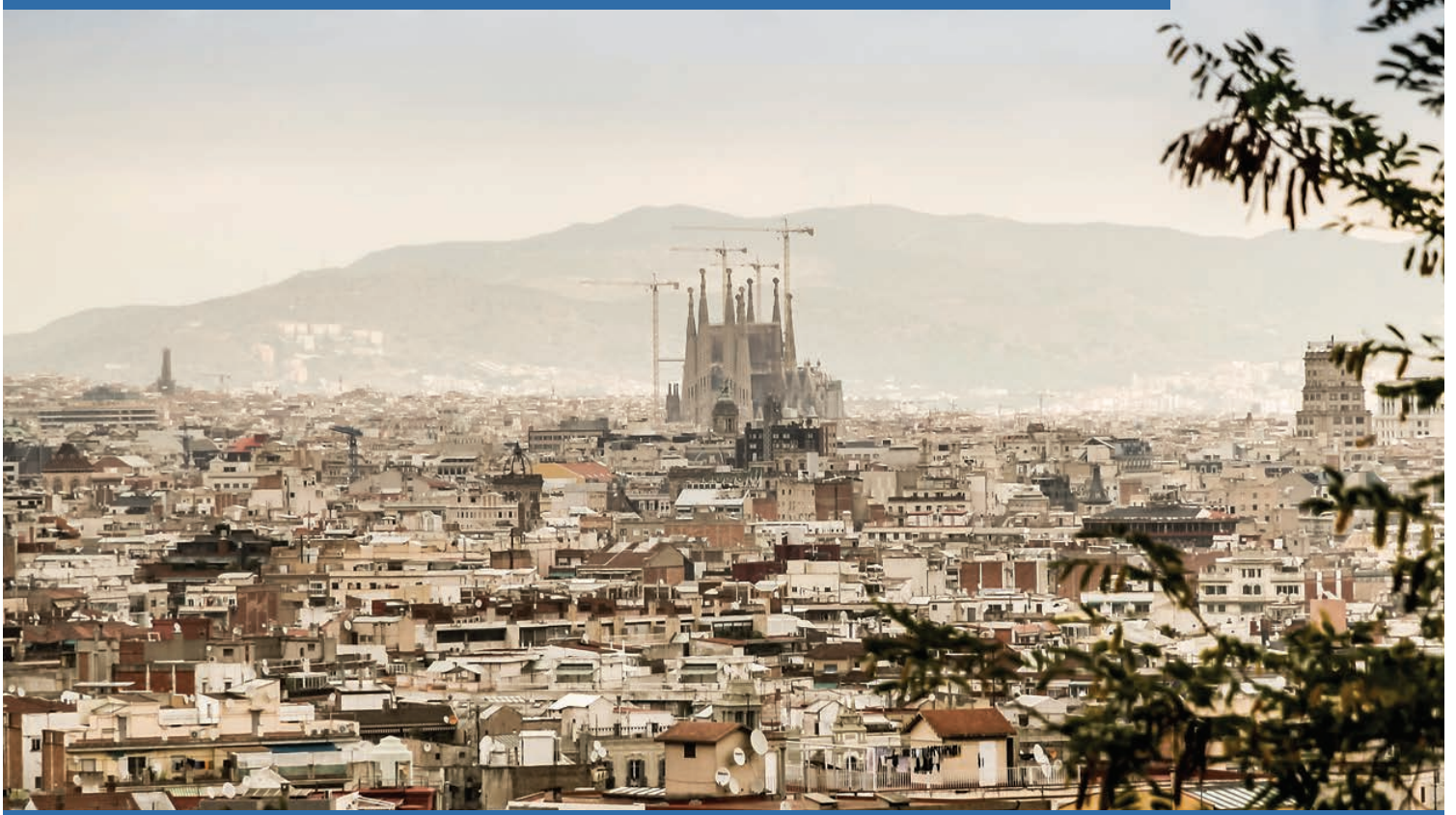
### **Women in Federal Law Enforcement (WIFLE)**

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Women in Federal Law Enforcement, Inc.  
WIFLE Scholarship Fund  
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301-805-2180  
Email: wifle@comcast.net  
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Located in IAWP Region 3

# 54th IAWP Barcelona Training Conference



EQUALITY & SECURITY  
9th-13th October 2016



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