

## EDITORIAL

2007, the 'Year of equal opportunities for all' has almost gone by and my first period as President of the European Network of Policewomen has ended. The last two years have been a continuous and sometimes painful learning process, facing challenges I've never faced before, developing new skills and strategies and putting all my efforts into the management, maintenance and further development of our organisation and the realisation of its mission and goals. This, in fact, is a very valuable experience for my future career within my police organisation. On the other hand I got the opportunity to meet many charismatic, dedicated and supportive people.

Let me review the activities the ENP has set within the last business period: Beside the 'regular' board meetings the ENP has organised conferences in Andorra and Vienna and the ENP Career Development Seminar in Budapest; I have represented the ENP on several occasions at conferences and workshops, feeding back the results to our organisation. It was a busy time and quite a lot of travelling but reaching out is a crucial instrument for sharing experience and expertise and for maintaining mutual support. For me however - reaching out to this extent - wouldn't have been possible without the incredible support of my police organisation, the Austrian Federal Police.

Can the ENP show positive results and improvements? Yes indeed, we can. We have re-invented the periodical Newsletter, we have established an important link to the OSCE and strengthened the cooperation to other related organisations, we have welcomed the national network of The Netherlands Antilles as a partner and the Turkish and Lithuanian National Police to our General Board, the ENP Facts & Figures study is almost ready to be published and last but not least we have produced the ENP business plan for the period 2008 - 2010.

We have noticed that information was lacking in regards to the goals and concrete activities the ENP intends to perform. Full transparency is inevitable for constructive cooperation and support.

We will continue to cooperate with the European Police organisations and I hope the European Police Chiefs understand the importance and necessity of having a diverse, professional work force for their organisation's benefit!

We, the European Network of Policewomen, have dedicated our work to achieving gender balance and equality within police and law enforcement, considering all other aspects of managing diversity, in order to contribute to a professional police service throughout Europe. Even though in some countries the gender aspect is no longer at the top of the agenda we still feel and see the need for promoting gender equality within Europe.

I appeal to all European Police Chiefs to take our message seriously and so support our continuous work! Some positive signals and feedback from several countries show that we are on the right track.

Let me inform you that I will continue in office for another two years period. My thanks go to the Austrian Federal Police in particular which is amazingly supportive and enables me to go on with what I have started. My thanks also to every organisation that has acknowledged the importance of our work and who are already actively supporting the ENP. I am convinced that working in close partnership with all of you will eventually result in what our mission is formulating: a safer, better Europe to live in!

**I wish all of you, your families and your staff a peaceful Christmas and a Happy New Year!**



*Erika Wietinger  
ENP-President*

PHOTO COPYRIGHT: BMJA/TUMA

*Our thoughts are with the victims of the school shooting at Jokela High School, Finland, on Nov. 7, their families and friends, our colleagues and all helpers at the scene.*

## INFORMATION

# The new General- and Executive Board established!

The ENPs bi-annual elections were held on 27th November 2007 in Stockholm, Sweden. For the coming function period 2008 - 2009 the Presidency will continue being held by Austria, supported by Vice Presidents from the UK and Spain (Mossos d'Esquadra).

The ENP is very glad to inform about the future participation of the National Turkish Police and the Lithuanian Police as well as the 'MUA' (Network for Women in Uniform and Arms - Netherlands Antilles, Curacao) within the European Network of Policewomen.

Our thanks to all organisations who have nominated representatives!

*Remaining and new incoming EB and GB members at the Police Headquarters in Stockholm*



*New General- and Executive Board members:*

*Front (Left to Right): Poland, Spain (GC), Austria, Estonia, Italy;*

*Mid (Left to Right): Switzerland, Luxembourg, Turkey;*

*Back: Ireland.*



## 'A label for (E)quality' An example of good practice



For the first time in 2007 the Minister for Social Integration and Equal Opportunities and the Belgian Minister for Employment and Computerization have launched an 'equality and diversity' label which aims to enhance the promotion of diversity at work and to combat discrimination and stereotyping.

This label, which is intended for all companies in Belgium whether public or private has been awarded to ten of these in March 2007. The list of winners includes the Federal Police, which have been rewarded for developing a policy in this field. This policy has been developed since 2003 in close cooperation with the Local Police. The Equality and Diversity Service at the Federal Police has been asked to set up, to stimulate and to coordinate the various actions carried out in this context in order to enhance diversity within the police.

By doing so, the police also work together with as many social workers as possible as far as diversity is concerned.

### ACTIONS

The policy set up includes a set of actions spread over different domains and implemented in both internal and external partnerships.

### Specific key issues are:

*Recruitment* - information and awareness raising, cognitive aptitudes assessment and preparatory training.

*Integration* - equal treatment (equity) is laid down in the staff statues, assessments in order to improve, mentoring programme, creating corporate culture, network of police members as regards diversity (Federal and Local Police) in order to exchange information and experience.

*Ethics* - Diversity as part of the corporate culture, several principles linked to diversity and equal opportunities have been developed and mentioned in the 'code of ethics', handed over to each staff member (dignity and non-discrimination).

*Education* - any mind change is linked to education, initiatives set in cooperation with the Centre for Equal Opportunities and Opposition to Racism (discrimination and racism issues tackled from the very beginning - basic training, specific training sessions for awareness raising toward other cultures - intercultural communication), more professional functional training for field officers.

*Field support* - a set of actions implemented in the framework of the services offered to citizens (conflict resolution in conflicts between police and young people, gangs or in inter-/intra communities conflicts, mediation together with field interveners, parents associations or municipal prevention services, the police initiate, stimulate and coordinate preventive and reactive projects at local, supra-local and/or federal level.



*The award receiving team!*

### APPROACH

The diversity policy is based on a multidisciplinary approach. The police try to best meet the various needs and expectations of both the population and authorities which depend on individual and collective variables such as gender, age, ethnical or national origin, sexual orientation, handicap, socio-professional categories, regions...

The police seek to adapt themselves by optimizing their operations on one hand and on the other hand by striving to ensure that all society components are represented in their staff.

## DYNAMIC APPROACH

All actions set are assessed on regular basis. Reflections about how to strengthen police integration in society as well as how to improve awa-

reness of employees in this matter indeed take place. The diversity approach is dynamic!

*Information provided by Belgian Federal Police*

## Going Forward by Giving Back The power of Mentoring

**Those of us who have been in the profession of law enforcement for several decades can remember the early days of our careers with mixed feelings. Some of the feelings are of pride at surviving the rigors of joining in most cases 'all male' organizations. Many of us faced challenges and setbacks because we were women - not because we were incapable of doing the job.**

Over the last four decades women have made great strides in our profession. Some have risen slowly but steadily to positions of leadership. Women who have made that journey and reached the top echelon of our profession must do everything they can to ensure that their gain, their breaking of the 'brass' ceiling is not a one time event. Not heralded and forgotten - or worse not replicated.

In 1994 a group of six women police executives gathered in a hotel room in the United States and talked about how few women were in the highest levels of leadership in policing. The six of us discussed how we could increase the numbers of women in top leadership roles and improve upon the experience for women who become leaders in the field.

The following year we founded the National Association of Women Law Enforcement Executives (NAWLEE) and had 70 women police leaders attend our very first conference. NAWLEE is the first organization established to address the unique needs of women holding senior management positions in law enforcement. NAWLEE's mission is to serve and further the interests of women executives and those who aspire to be executives

in law enforcement. The general purpose is to promote the ideals and principles of women executives in law enforcement; to conduct training seminars; to educate in areas of leadership, management and administration; to provide a forum for the exchange of information and networking.

NAWLEE provides mentoring opportunities for women in mid-level management and those new to senior management. NAWLEE also works with all law enforcement executives to retain women within the profession.

The organization is lead by women police executives who volunteer to serve. We understand that women executives and those who aspire to leadership roles still face unique challenges and we want to be able to assist them in their journey. There is a strong feeling that those who follow us should be able to count on those of us who went first to guide them and to assist them in avoiding mistakes or pitfalls along the way.

Having us serve as role models, conference presenters and mentors is fundamental to improving the odds of other women succeeding. While many of us didn't have female mentors there is no reason why we can't serve today for those who need us most. In order for women to go forward in the profession, it is vital that those of us fortunate enough to have succeeded give back. Let our legacy be that we laid a solid foundation, encouraged, mentored, assisted and cared about the future women policeleaders which resulted in greater gender representation within our organizations and profession. [www.nawlee.com](http://www.nawlee.com)

*By Chief Police Susan Riseling*



*Susan Riseling,  
Chief of Police,  
Univ of WI-Madison  
Police Dept;  
IACP Vice President  
at large*



## Healthy Body - Healthy Mind

### Sports Review 2007 'Police Station Zoetermeer' The Netherlands



Proudly presents Sergeant Monique Metselaar:  
Monique is a police officer of the police region  
The Hague, working in a community policing team  
at 'Police Station Zoetermeer' in The Netherlands.

The Dutch team was very successful and earned in total almost 40 medals.

Her early years in policing began with the police region The Hague in 1992. After police academy she started as a patrol officer and then she became a successful mentor for police students.

#### DRAGON BOAT RACING

This summer for the third time a mixed team from the police station Zoetermeer participated in the dragon boat festival organised by the association of 'The Dutch Dragons'. Dragon boat racing is a traditional Chinese sport. This year it became a very special event since the City of Zoetermeer was celebrating its 1000th anniversary.

For several years she took part in a team taking action at special events. This team is made up of representatives from the police station Zoetermeer. Monique was promoted to the rank of Sergeant in 2003.

A dragon boat race works with eighteen paddlers per boat plus a drummer (pacemaker) and a coxswain. Mixed crews must have at least eight women paddlers in the boat at the time. 38 corporate teams, recruited from local Zoetermeer companies, Law Enforcement and Fire Brigade participated in the Dragon Boat Race festival Zoetermeer. For me it was great to be the drummer of 'The Dragon Cops' again. It feels like being 'the heartbeat' of the boat. After three fast paddled heats our team qualified for the final in which we were competing with three other teams. We did the perfect race and won the golden medal we are very proud of! 2007 was a good and successful year in sports.



Sergeant Monique Metselaar is a winner!

Mary-Ann Gallée, Police Region Haaglanden,  
The Netherlands

#### ZOETERMEER 'DOWN UNDER'

Together with four colleagues from the region The Hague Monique participated in the Dutch team at the 'World Police & Fire Games' in 2007 in Adelaide, Australia. Monique trained for over a year to compete with colleagues from all over the world in boxing. In a short and explosive fight she won her first gold medal.



## BOOKS & PUBLICATIONS

### **A CHILD CALLED 'IT' - ONE CHILD'S COURAGE TO SURVIVE**

*Pelzer, Dave - Publisher: Health Communications Inc.*

*ISBN: 1558743669*

This is the unforgettable account of one of the most severe child abuse cases in California history. It is the story of Dave Pelzer, who was brutally beaten and starved by his emotionally unstable, alcoholic mother: a mother who played torturous, unpredictable games - games that left him nearly dead. He had to learn how to play his mother's games in order to survive because she no longer considered him a son, but a slave; and no longer a boy, but an 'it'.

### **SHOOT THE WOMEN FIRST**

*MacDonald, Eileen - Publisher: Random House, New York*

*ISBN: 0679415963*

"Shoot the women first" - the helpful bit of advice supposedly given to the sharpshooters in the Germany GSG-9 anti-terrorist squad - is also the title of this effort by Eileen MacDonald. She discusses women terrorists worldwide in an attempt to support her thesis that women are deadlier and more extreme as male terrorists.

### **BATTERED WOMEN: A PSYCHOSOCIOLOGICAL STUDY OF DOMESTIC VIOLENCE**

*Roy, Maria - Publisher: Van Nostrand Reinhold Co*

*ISBN: 0442272014*

Experts in the fields of psychiatry, psychology, sociology, neurology, and social-service programming discuss the problem of wife beating and provide a groundwork for preventive measures.

### **A HUMAN BEING DIED THAT NIGHT**

*Gobodo-Madikizela, Pumla - Publisher: Houghton Mifflin*

*Books - ISBN: 0618446591*

A Human Being Died That Night recounts an extraordinary dialogue. Pumla Gobodo-Madikizela, a psychologist who grew up in a black South African township, reflects on her interviews with Eugene de Kock, the commanding officer of state-sanctioned death squads under apartheid. Gobodo-Madikizela met with de Kock in Pretoria's maximum-security prison, where he is

serving a 212-year sentence for crimes against humanity. In profoundly arresting scenes, Gobodo-Madikizela conveys her struggle with contradictory internal impulses to hold him accountable and to forgive. Ultimately, as she allows us to witness

de Kock's extraordinary awakening of conscience, she illuminates the ways in which the encounter compelled her to redefine the value of remorse and the limits of forgiveness.

### **NETWORKING FOR SUCCESS**

*Flynn, Nancy - Publisher: Thomson Crisp Learning*

*ISBN: 1560526823*

This book will help you build the tools to initiate a networking plan with specific goals, establish relationships that are meaningful and long-term, use electronic media to expand your network, and develop ways to promote yourself through your networking. Knowing how to network is an important skill for everyone to have.

### **INVEST NOW OR PAY LATER - THE MANAGEMENT OF RISK IN COVERT LAW ENFORCEMENT**

*Buckley, J. - Publisher: go to [www.hsmtraining.com](http://www.hsmtraining.com)*

This book addresses the concerns of law enforcement agencies with regard to how to effectively manage the risks inherent in covert law enforcement. It outlines in clear, concise language, how risks can be accurately identified and managed. Developed following extensive consultation with law enforcement agencies from across the world, the risk process described is currently used by agencies investigating volume crime, organised crime and terrorism. It is designed to ensure that a consistent, effective and fully auditable process for the management of risk is readily available to officers of all ranks. The methodology outlined significantly reduces bureaucracy, whilst providing an unambiguous description of the risks that are present. The book presents a tried and tested process to protect, the public and the agency.



## CONFERENCES & SEMINARS

# The Nordic-Baltic Network of Policewomen Pol-E-Quality **NBNP**

**6th – 8th November 2007, Tampere, Finland:**

The NBNP has organised a conference on the subject of 'Pol-E-Quality in Diversity'. Approximately 200 Representatives out of all Nordic-Baltic countries were participating and speakers not only from the Nordic-Baltic region but also from the UK and from the ENP were covering the topics gender equality, crime against women and children, diversity and discrimination, gender-power-recognition, prostitution and trafficking in human beings, hate crimes and shaken baby syndrome, bringing in also expertise from beyond the Nordic-Baltic region. A highlight was the 'Electric Chair', a podium discussion with representatives from Finland, Sweden, Norway and Latvia in regards to 'hot' equality and diversity issues.

In the course of this conference a hand-over of the chair(wo)manship of the NBNP took place. Maria Appelbloom, Swedish National Police, chairwomen since the very beginning in 2001 handed over the office to Hanne Bergström, Danish National Police. Maria Appelbloom and her 'right hand' Eiwor Wraneus, who was the permanent secretary and treasurer since October 2001 and deputy project leader for the EU-sponsored project, have provided great leadership. Thanks, Maria and Eiwor, for your efforts in regards to gender-equality in the Nordic-Baltic region but also internationally and congratulations to the achievements the NBNP has made during your function period! We wish you all the best for the future!

### THE NETWORK

The Nordic-Baltic Network of Policewomen was established in Riga, Latvia, in April 2001. All the Nordic countries (Sweden, Norway, Finland, Iceland and Denmark) and all the Baltic countries (Estonia, Latvia and Lithuania) are members and

are actively participating in the work of NBNP.

The objectives: developing equal opportunities within the Police, achieving gender equality in all ranks and fields, encouragement of women for managerial positions and thus increasing the representation of women in higher positions; exchange of professional experiences and knowledge also concerning female leadership; extending contacts with women's networks nationally and internationally; support for creating national policewomen networks in member countries; strengthening the role of policewomen and thus improving the image of the Police in societies; strengthening the police relations between the Nordic andBaltic countries and with countries bordering the region; contributing to the fight against cross-border and other types of criminality where international benchmarking is valuable, especially criminality with women and children victims; developing respect for human rights and contributing to a diversity respecting Police; contributing to the fight against all kinds of discrimination in society, making the Police a special safeguard in this fight.

In order to achieve the set objectives, the NBNP exchanges reports, information and knowledge, gives practical support to the establishment

#### Chief Superintendent Maria Appelbloom

is Master in laws and has several other educations in economics, leadership, practical philosophy and human rights. She started her professional career within the Swedish National Police as a Chief Superintendent in the CID, was holding the function of the Head of Administrative Department and the Assistant Head of the Strategic Division of the Stockholm County Police as well as Deputy Head of District in Söderort police district. Amongst others she is expert and lecturer for trafficking in women for national and international organisations and trainer in police management for the European Police Academy (AEP). She is speaker at a number of national and international courses and conferences inside and outside the Police organisation.



# NEWSLETTER 0704

# ENP

EUROPEAN NETWORK OF POLICEWOMEN

of national networks, maintains a website ([www.nbnp.org](http://www.nbnp.org)) and an expert database, organises network meetings in different Nordic and Baltic countries at least once a year, creates an exchange programme for policewomen in order to practise within the Police of other Nordic and Baltic countries, organises conferences and seminars and conducts projects.

From December 2004 until February 2006 the NBNP was running the project 'Pol-E-Quality wanted'

which was funded by the European Union, The Nordic Council of Ministers, the Swedish National Police Board, the Estonian Police Board and the Finnish Ministry of Interior. One very clear result of this research study was that policewomen still feel disadvantaged – policemen don't see any gender differences! (read more at the NBNP website).

By Erika Wietinger

*Vesela Koleda i chestita nova godina!  
Bon Nadal i un Bon Any Nou!  
Eftihismena Christougenna, Noeliniz kutlu olsun ve yeni yili!  
Glaedelig Jul og godt nyttaar!  
Vrolijk Kerstfeest en een Gelukkig Nieuw Jaar!  
Felican Kristnaskon kaj Bonan Novjaron!  
Röömusaíd jóulupühi ja head uut aastat!  
Hyvää joulua ja onnellista uutta vuotta!  
Zalig Kerstfeest en Gelukkig nieuw jaar!  
Joyeux Noel et Bonne Année!  
Frohe Weihnachten und ein glückliches Neues Jahr!  
Nollaig chridheil agus Bliadhna mhath yr!  
Kellemes karacsonyi uennepeket es boldog ujevet!  
Gledhileg jsl og farsflt komandi ar!  
Nollaig faoi shean agus faoi shonas duit agus bliain  
nua faoi mhaise dhuit!  
Sretan Bozic i sretna nova godina!  
Buon Natale e Felice Anno Nuovo!  
Priecigus Ziemsvetkus un Laimigu Jaungadu!  
Linksmu Kaledu ir laimingu Nauju metu!  
God Jul Og Godt Nytt Aar!  
Wesolych Swiat i Szczesliwego Nowego Roku!  
Feliz Natal e um Prospero Ano Novo!  
Vesele Vianoce i na zdravie v novom roku!  
Vesele bozicne praznike in srecno novo leto!  
Feliz Navidad y Próspero Año Nuevo!  
God Jul Och Ett Gott Nytt Ar!  
Schöni Wiehnachtä und e guets Neus!  
Noeliniz kutlu olsun ve yeni yilinis kutlu olsun!  
Nadolig Llawen a Blwyddyn Newydd Da!  
Bon Pasku i felis Aña nobo!*

*Christmas is a bridge. We need bridges as the river of time flows past. Today's Christmas should mean creating happy hours for tomorrow and reliving those of yesterday. - Gladys Tabor*

ENP HEAD OFFICE  
Stationsplein 14  
3818 LE AMERSFOORT

PO Box 1102  
3800 BC AMERSFOORT  
The Netherlands

T +31 (0)33 465 40 19  
F +31 (0)33 465 40 83  
E [info@enp.nl](mailto:info@enp.nl)  
I [www.enp.nl](http://www.enp.nl)

The European Network of  
Policewomen is an NGO in  
special consultative status  
with the Economic and  
Social Council of the United  
Nations.

