

Women Leaders Making a Difference

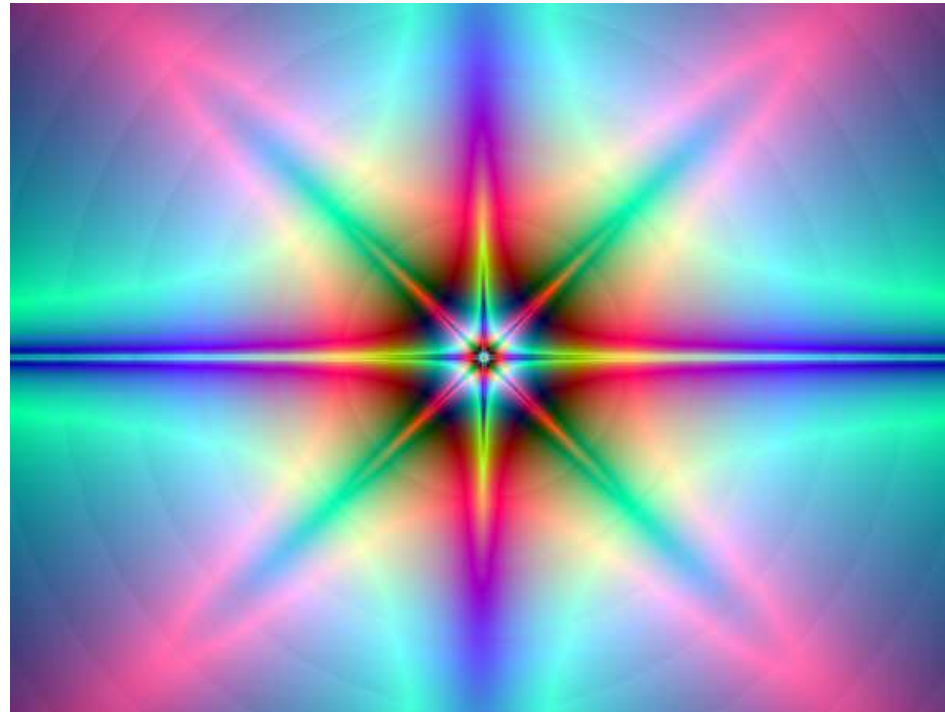
Barbara Etter APM

CEO Integrity Commission

ACWAP Conference, Hobart 2011

Objective

- To talk about how all women can make a difference, with a particular focus on women in policing



Objective

- Note the views expressed herein are the personal views of the presenter and do not reflect the views of the Integrity Commission

Introduction

- Women can indeed make a difference!
- Diversity within policing is essential, whether by way of gender, background, ethnicity, sexual preference etc.
- Particularly important in cultural reform and corruption prevention within policing and other male-dominated professions

What do Women do Differently?

- What if there had been 3 wise women?



The difference women can make!

- Importance of Emotional Intelligence and qualities such as empathy!

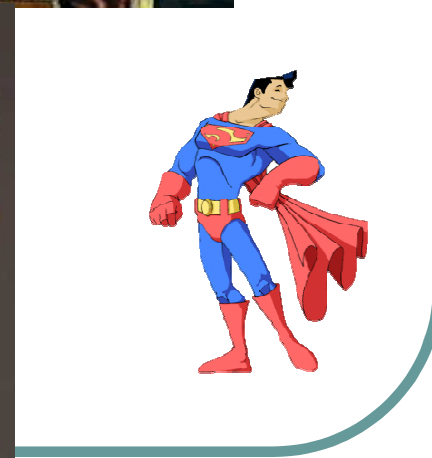


Levels of Leadership

- Personal
- Organisational
- Community/ Universal



Current theories of leadership



Quieter Leaders



Case Study – Julia Gillard

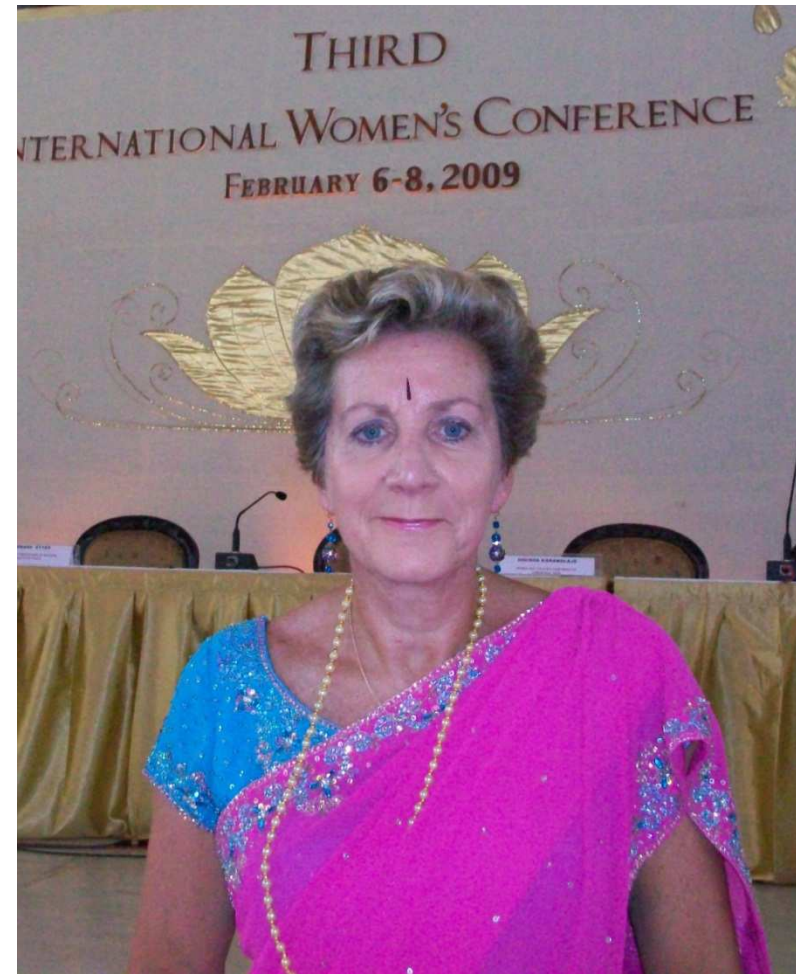


Case Study –Aung Sun Suu Kyi



Case Study – Anna Bligh





A Great Woman Leader!



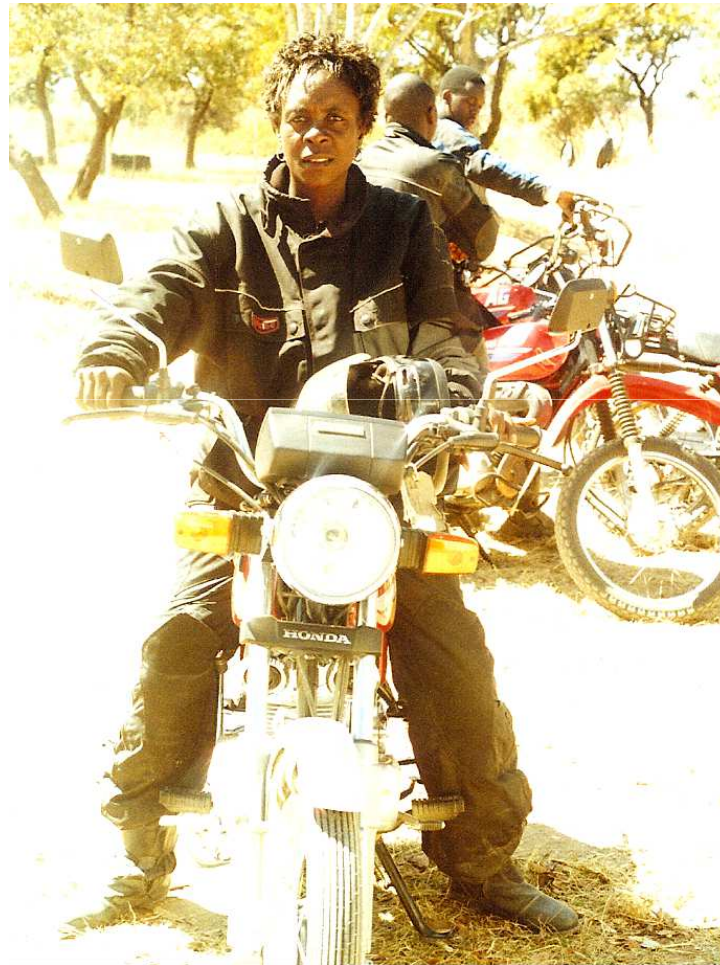
Eleanor Alfred of Zimbabwe

- Helping the AIDS orphans of Zimbabwe.
- Copy of her talk to 2009 ACWAP conference in Perth at www.acwap.com.au under “conferences” and “2009 Making it Happen!”
- Eleanor moved us all and made one of the most memorable presentations ever at an ACWAP conference

Eleanor Alfred of Zimbabwe

- The 2009 ACWAP conference raised \$2,500 to purchase a motorbike for Mai Tafara so that Eleanor need not walk 70km once a week to deliver food to the furthest orphans at Caledonia Farm.
- She still has \$500 from the purchase of the bike for petrol, repairs, registration etc.
- Eleanor is now looking after 200 kids! (50 more than in 2009). And there have been many more positive developments.

Eleanor Alfred of Zimbabwe





Community Leadership



Community Leadership

- Eleanor would not be where she is today without the help of Lavinia.
- Lavinia has actually built Eleanor her own respite house. You may recall that Eleanor used to live with her mother and sleep in the dirt under her mother's bed!

Other Great Women Leaders

- Aboriginal/Indigenous women....



Belinda Wright/National Geographic/Getty Images

The difference women in policing can make!

- Better community engagement – more human face to policing, more reflective of society
- Avoidance of “group think”
- Different priorities – victims of crime, dv, sexual assault
- Ethic of care (the burnt chop example!)
- Less use of force in policing (supported by research)
- More ethical? – NPRU research

The difference women in policing can make!

- Relational work and providing organisational “glue”
- Impact on organisational culture and practice – moderation of language, flexible work hours, family friendly workplaces
- Reliance on personal rather than positional power
- Can demonstrate personal, organisational and community leadership!

The difference women in policing can make!



Conclusion

- Women can certainly make a difference, particularly as leaders
- We need to celebrate and value our differences and work productively with our male counterparts
- We need to encourage and recognise leadership at all levels and support models other than the heroic leadership model
- Policewomen, especially in partnership with the community, are well placed to make a real difference to our quality of life and well-being.

Conclusion

