

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

Media Release

International Association of Women Police Position on Review of Gender Equity in the U. S. Department of Justice's Law Enforcement Components

The International Association of Women Police are currently reviewing the full contents of the Office of the Inspector General, U.S. Department of Justice report, 'Review of Gender Equity in the Department's Law Enforcement Components', published in June 2018.

We welcome this report as we have been concerned about the comparatively low numbers of women in law enforcement across the United States. In many ways, the content of the report is not surprising if we were speaking of less stable, wealthy nations. However, it is disturbing when realizing it speaks to one of the World's largest and most influential countries.

We stand ready to support the U.S. Department of Justice, its four law enforcement components, Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); Drug Enforcement Administration (DEA); Federal Bureau of Investigation (FBI); and the U.S. Marshal's Service (USMS) in addressing the recommendations made within the report. Our analysis of the issues and suggested solutions will be shared in due course, to enable these organizations to improve diversity, in particular increase gender equity, thereby improving the workplace for all and building public trust and confidence.

IAWP President Margaret Shorter – "It is encouraging to see the efforts of the U.S. Department of Justice to examine and understand the unacceptable climate of discrimination and mistrust within its structures. The recommendations provide hopeful direction for addressing concerns and negative perceptions related to gender equity in law enforcement. We continue to see the value of mentorship, both formal and informal, in the growing membership of organizations such as the International Association of Women Police (IAWP) where female officers turn for support in navigating the obstacles of their employment. Rather than the limiting 'maternal' or 'paternal' distinctions, inclusive 'family care' policies can mitigate personal pressures on *all* employees in a healthy and productive workplace. This report is an important first step; real culture change will occur when it is embraced by all employees and permeates the policies and practices of the entire Department."

President elect, and current 1st Vice President, Deborah Friedl, herself a law enforcement professional based in the U.S. - "Although disheartening to read the results, I find it promising that such an extensive analysis provides a framework to move forward. There is no simple solution but a comprehensive, sincere strategy to identify obstacles, remove roadblocks and create an internal cultural shift will ensure a more gender balanced workforce. Only when we fully represent the communities we serve can we build a confident and trusting relationship."

Our vision is a world where police reflect the diversity of the communities they serve and where human rights are protected. **Our mission** is to strengthen and raise the capacity of women in policing internationally and we are guided by **values** that urge every member to embrace diversity, to be open, honest, and fair, to listen to others, to operate professionally, and to improve through change.

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