

Women Police

The official publication of the International Association of Women Police

Special Publication -
celebrating 100 years of the
International Association of
Women Police



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In honor of its centennial year (1915-2015), the International Association of Women Police is offering new memberships as a **BUY ONE YEAR, GET ONE YEAR FREE** to the first 1,915 individuals!

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developing countries,**

or

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Tell your colleagues to go to **www.iawp.org** on February 1, 2015, click the link at the top right, and fill out the application to join and pay.

Please widely share this notice with your colleagues.

HAPPY 100 YEARS TO THE IAWP!

www.IAWP.org

WomenPolice

The official publication of the International Association of Women Police

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

This special, additional publication has been produced to celebrate the IAWP's centenary year.

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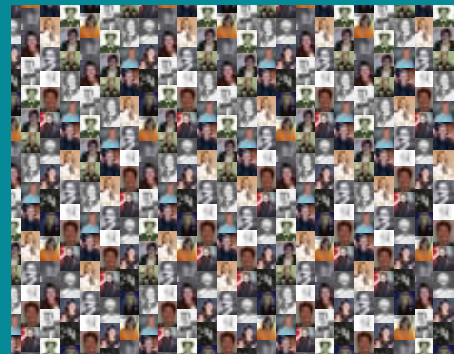
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Our History

Although women had been involved in police work in the US since 1845, when they were assigned as matrons in the New York City Police Department, it was not until 1893 that a woman was actually given the rank of “policeman,” with the powers of arrest. The Mayor of Chicago appointed the widow of a policeman, Mrs Marie Owens, as the first woman to the Chicago Police Department.

But it was in 1910 that Mrs Alice Stebbins Wells of Los Angeles, California, was the first woman to be classified as a “policewoman.” Mrs Wells, a graduate theology student and social worker, was appointed as a policewoman only after she presented a petition with many prominent signatures to the Mayor. Following her appointment, Mrs Wells pioneered prevention and protection principles related to youth. Her duties were later extended to include enforcing laws in places such as dance halls, skating rinks, penny arcades, movie theatres, and other places of recreation frequented by women and children.

The International Association of Women Police was originally established in 1915 as the International Policewomen’s Association. The International Association of Chiefs of Police lent their support to the newly formed organisation by helping to draft the original constitution and outline the association’s objectives. The charter was adopted and was incorporated in Washington, D.C. in 1926.

Unfortunately, in 1932, the International Policewomen’s Association became a “depression casualty.” Not having had a chance to be fully implemented, the programmes set into motion by the Association went by the wayside. However, its ideals remained only temporarily dormant and Mrs Wells lived to see the rebirth of the organisation.

In 1956, at a meeting of the Women Peace Officers of California, in San Diego, California, the Association was reorganised as the International Association of Police Women. Several years later the organisation changed its name to the International Association of Women Police (IAWP). Under the direction of Doctor Lois Higgins, its newly elected President, the IAWP began to change and grow. Dr Higgins, a thirty-year member of the Chicago Police Department, held the position of IAWP President for eight years and then served twelve more years as its Executive Director.

Speaking at the first biannual meeting of the IAWP held at Purdue University in 1957, Dr Higgins commented: “The advent

of women into [police] departments brought into existence the crime prevention and juvenile bureaus...These women brought a social viewpoint into police work.”

The IAWP, through its constitution and activities, promoted separate women’s bureaus in the US. Many women felt this was their only opportunity for advancement within the department. Before 1969, women were never assigned to patrol, and many did not even own a uniform. Their duties were still restricted to those performed in the early 1900’s by Mrs Wells.

Though IAWP membership remained small through the 1960’s, the IAWP began to hold annual three-day conferences in 1968. Attendance at the conferences was minimal. In 1973, by general membership vote, the clause [...to encourage] was deleted from the IAWP Constitution in the section that dealt with “the establishment of women’s bureaus in police departments...” IAWP began working towards promoting the assignment of women officers into other areas of law enforcement within police departments.

While originally established primarily for women officers, IAWP members recognised that cohesiveness, professionalism, and communication must exist between men and women in all aspects of the criminal justice system. Therefore, in 1976, IAWP began actively recruiting male officers to join its ranks as active IAWP members.

In more recent years, as the membership has grown, IAWP Annual Training Conferences have become forums for research conducted by universities and other professional organisations. The conferences have expanded to include experts from all fields of criminal justice coming together to share their views and disseminate information. Meeting for five days in a formal classroom setting, women and men from around the world assemble to broaden their knowledge through workshops and lectures. The informal exchange of information and ideas is oftentimes as enlightening as the formal sessions.

Now, 100 years after it was established, the IAWP’s influence and support for women police officers has spread across the world. The organisation now has members in almost 70 countries, provides an authoritative voice on the issues facing police women to regulatory bodies and actively campaigns on the hot topics affecting law enforcement throughout the world, including the scourge of human trafficking and ending the use of sexual violence in conflict.



Presidents of the IAWP

1915

Alice Stebbins Wells Founder and
1st President

1919 - 1932

Lt. Mina C Van Winkle

1933 - 1955

The organization was inactive
due to the depression

1956 - 1964

Dr. Lois Lundell Higgins
(Higgins-Grote)

1964 - 1966

Elizabeth Frances Mumford

1966 - 1970

Mary Rita Ostrander

1970 - 1972

Lois Becket

1972 - 1976

Felicia Shpritzer

1976 - 1980

Rosie Mason

1980 - 1982

Carolyn Bailey

1982 - 1984

Mary Wamsley

1984 - 1988

Carol Ann Halliday

1988 - 1991

Kathy Burke

1991 - 1994

Gale Buckner

1994 - 1996

Linda Cherry

1996 - 1998

Connie Maki

1998 - 2000

Laura Goodman-Brown

2000 - 2007

Terrie S. Swann

2007 - 2009

Dr. Amy L. Ramsay

2009 - 2015

Jane Townsley

2015 -

Margaret Shorter

A Pioneering Policewoman

Widely believed to have been the first policewoman in the US to hold the powers of arrest Alice Stebbins Wells was born on June 13th, 1873 in Manhattan, Kansas. Women had been employed by law enforcement agencies since 1891, but only for the care of female prisoners. Alice was the trailblazer; she was given a telephone call box key, a rule book, a first aid book, and a "policeman's badge."

After studying theology and criminology at Hartford Seminary, Alice served as a pastor and social worker before moving with her husband to Los Angeles where she is reported to have campaigned for women to be included as officers in the police force. Her perseverance paid off. In May 1910 she obtained a petition signed by 100 Los Angeles citizens calling on the Mayor, Police Commissioner and City Council to appoint her as a police officer. By the September of that year, aged 37, Alice became the first woman to be appointed to the Los Angeles Police Department.

Her policing activities were limited however, to tasks including supervising public recreation such as movie theatres, dance halls and skating rinks. Amongst her duties was the "suppression of unwholesome billboard displays, searches for missing persons, and the maintenance of a general information bureau for women seeking advice on matters within the scope of police departments."

During her law enforcement career Alice continued to campaign for more women to be included in the police service and it was in 1915 that she established the International Policewomen's Association. She lectured on why more police women would lead to a safer environment and improved social conditions. The US began to follow LA's lead and by the mid-1920s more than a dozen other cities had hired female police officers.

Alice established the Los Angeles Policewomen's Association in 1925, as well as the Women Peace Officers Association of California, in San Bernardino, in 1928. In 1934, she was appointed the official historian of the Los Angeles Police Department. After serving the police for 30 years, Alice retired in 1940, though she carried on lecturing on the need for more women to take up a career in law enforcement.

Alice Stebbins Wells, pioneering policewoman, died August 17, 1957.



Our IAWP Heritage Award Recipients

The IAWP's Heritage recognition is the highest award tribute given by the IAWP. It is an honour bestowed upon an individual member when warranted due to substantial and significant contributions to women police and the IAWP over a period of years and especially during milestones of the organisation. The honour is meant to ensure the recording, recognition, and appreciation for outstanding and dedicated service to the IAWP.

Here we look back on some of the previous recipients of the IAWP Heritage Award.

2015 - Juliann Brunzell



2012 - Linda Cherry



2009 - Hellen K Alyek



2014 - Carol Ann Halliday



2011 - Phyllis Nolan



2008 - Carolyn Williamson



2007 - L.Gayle Buckner

2006 - Tina Martin

2005 - Ann Duncan

2004 - Jeannette "Jan" Taylor

2013 - Deborah Motgomery



2010 - Connie Maki



2003 - Carolen Bailey

2002 - Kathy Burke

2001 - Jessie Stoneman

1999 - Rosie Mason

1998 - Maurine Barkdoll

Felicia Shpritzer (1913-2000)

by Kathy Burke, Past President, IAWP

Felicia was born in 1913 to Polish-Jewish parents in Gloversville, New York. As a child she was taught to be hard working and fair. She was a very determined child, always striving to do her best.

Her family relocated to New York City. Her parents owned a women's apparel shop. She attended Hunter College, where she majored in mathematics, but she had other goals in mind. After graduation she attended the University of Michigan and later, John Jay College of Criminal Justice, majoring in police science.



Felicia Shpritzer and Gertrude Schimmel -
First two Sergeants appointed to the NYC Police Dept.

She joined the New York City Police Department in 1941. As a Policewoman she was assigned to the Policewomen's Bureau. There were approximately 350 women in the department at



1971 conference in Kansas City, Missouri. Pictured are among others, past presidents Lois Higgins, Lois Beckett, Rosie Mason, Felicia Shpritzer, Carolen Bailey and Kathy Burke. Also in the photo is Jessie Stoneman (Heritage recipient), Mary Rita Ostrander (Heritage Recipient), Mary Stowe, (heritage recipient).

the time. Each day she would be assigned to work cases that predominately involved the safety and welfare of women and children. The policewomen would patrol parks, movie theaters, zoos, and any areas frequented by women and children. She would usually be paired with another woman. On occasion she would work as an undercover on cases involving abortion and prostitution.

She worked in this capacity until 1961 (while assigned to the Juvenile Aid Bureau) when the city refused to allow her to take the Sergeant's promotional exam. She charged the city with discrimination. The Police Commissioner, Michael J. Murphy, opposed her suit, declaring that "women lacked the physical strength and endurance required of a police sergeant." She would not take no for an answer, citing the City Administrative code that stated, "... any member of the JAB shall retain his or her rank and pay in the force and shall be eligible for promotion as if serving in the uniformed services." Simply stated, she could not be barred from taking the promotional exam. In 1963 the NYS Court of Appeals upheld her right to take the Sergeant's promotional exam as well as future exams. Felicia and 126 other women took the exam. This opened up promotional opportunities to all women in the NY Police Dept and to female officers across America. Felicia and her friend Gertrude Schimmel were the first two women promoted to the rank of Sergeant in the history of the New York City Police Department.

They wrote the two highest marks on the exam. And that was the beginning.



1984 Dearborn, Michigan Conference:
Mary Rita Ostrander, Felicia Shpritzer, Rosie Mason, Carolen Bailey,
Mary Wamsley, Carolann Halliday

Felicia was resented by many of her peers, who feared their benefits and assignments would be jeopardized. Their routines would be changed. They sent threatening letters to local Civil Service newspapers and to her personally, but Felicia was a woman determined.

In 1975 some 5,000 New York City Police officers including about 1,000 female officers, Felicia would once again be part of a history making lawsuit against the City of New York, charging discrimination in hiring. This case would be settled in late

1990's. And again, Felicia and the women involved would be triumphant, eliminating separate testing for men and women. Today the New York City Police Department has approximately 6,000 women in a department of 35,000.

She retired at the age of 63 (mandatory retirement age in New York City). She was a Lieutenant, assigned to the busy 9th Precinct in one of New York's toughest neighborhoods. Sadly, she was on the list to be promoted to the rank of Captain, but age would prevent her promotion, a decision that really saddened her. In the Precinct, she was thought of as the Jewish grandmother by many of the officers in the command, known for bringing in chicken soup to the clerical staff under her command.

She was very active in the N.Y.P.D. Policewomen's Endowment Association, serving on its board in the early years. She was always there to give advice and support to the women. Although she was never married, or had children of her own, she often treated the young officers, including myself, as her children.

In the mid 50's she met Dr. Lois Higgins, and became part of the engine that would re-incorporate the International Association of Women Police. Often she would talk about the early days, and how the women of the IAWP served to inspire, encourage and support her in her endeavor to fight for the rights of women. She would travel to other cities in the U.S., testifying for women in their struggles to be promoted. She would serve on the board of the IAWP throughout the years, serving as President of the organization from 1972 – 1976. Later she remained on the Board of Trustees. She attended every conference from the 1950's to her last conference in Toronto, Canada in 2000.

Throughout her career Felicia always found time to travel, spreading the word of the IAWP to women she would meet globally. To the end, Felicia was a champion of women in law enforcement, and even had time to play the violin.



Board Meeting, Dearborn, Mi. pictured: Janet Crumley, Felicia Shpritzer and Karen Allan (former board member)



Board meeting 1977. Back row: Rosie Mason, Mary Stowe, Mary Rita Ostrander, Carolen Bailey, Luan Lorensen. Front row: Kathy Burke, Felicia Shpritzer, Cathy Riggles, Ann Garcia, Janet Crumley.



The IAWP Foundation, Inc. was established in April 2002 by the International Association of Women Police Board of Directors. The IAWP Foundation, Inc. (IAWPF) was incorporated in the United States in the State of Georgia as a not for profit (501c3) corporation. The formation of the IAWPF as a charitable foundation allows tax-deductible donations for contributors.

It was created to provide fundraising opportunities to support specific IAWP educational programs such as the International Scholarship Program. We are excited about the IAWP Foundation and how it will help shape the future of the International Association of Women Police.

Your donation will support the future of Women in law enforcement / criminal justice around the world. You can donate conveniently online with your credit card, or download a form to mail with your check or money order.

Please make your donation today! Contact the Foundation Treasurer, Michele Lish, foundationtreasurer@iawp.org, for assistance.

Edith was First UK Police Woman With Power of Arrest



A BLUE plaque was unveiled in the UK town of Grantham, honouring the memory of the first UK female police officer to be given the power of arrest.

Edith Smith came to the Lincolnshire town in 1915 to help tackle prostitution after the billeting of 14,000 soldiers to the area during World War I.

She was the first woman to be sworn in as a police constable with official powers of arrest and held the same powers as an ordinary policeman. She was employed as a member of the local police force and was answerable to the Chief Constable.

PC Smith was seen as a pioneer and the plaque was placed on the wall of the old town police station where she worked after a short ceremony.

She resigned from the force in 1918 and died five years later, having dealt with more than 380 incidents.

Former midwife PC Smith was one of 4,000 women who took on policing functions during 1915 and beyond. They were given powers for the first time to patrol their beats and deal with issues such as ensuring orderly behaviour in parks, railways stations and other public spaces.

Lincolnshire Police's assistant chief constable Heather Roach, who unveiled the plaque, described Edith as "an absolute pioneer".

In 1916, PC Smith cautioned 100 "wayward girls" in larceny cases, 16 women and 15 girls were found to be drunk. Ten prostitutes were convicted, 10 were handed over to their parents and 50 were cautioned.

100 Years Since First Female Sworn in to New South Wales Force

The IAWP is not the only organisation celebrating its centenary this year.

In 2015, the New South Wales Police Force celebrates 100 years of women in policing. The anniversary marks a significant milestone for the force and celebrates the evolution of the role of women in policing in NSW since the introduction of its' first female Special Constables in 1915.

A range of events and activities have been scheduled over the course of 2015 to commemorate this historic milestone.

Celebrations began in March at the Women In Policing expo at Darling Harbour in Sydney, with events to mark the anniversary including a baton relay which is currently travelling across NSW, a conference, dinner and celebratory parade.

The start of the relay, at Sydney Opera House, coincided with International Women's Day and for the next six months will travel across local area commands across New South Wales.

The first two female officers were sworn in back in 1915; women now make up 35 per cent of the NSW force. Almost 500 women applied when those first two positions were advertised, with Lillian Armfield and Maude Rhodes being selected to serve. They were sworn in as Probationary Special Constables and while Maude left the force after five years, Lillian did not retire until 1949 after 33 years' service. She later died at the age of 87.

They were the first female police officers in the Commonwealth but were not issued with a uniform, and had to sign an indemnity releasing the Police Department of any responsibility for their safety.

Numbers grew very slowly but in 1941, as a result of wartime difficulties in recruiting men, there was a further increase in strength from eight to 14 women police. Again, more than 500 women responded to the advertisements. Six women were selected: Rita Collins, Coralie Lucas, Catherine McRae, Nancy Morgan, Ita Taylor and Joan Weaver, who would later become Officer in Charge of the Women



Police Office.

Six years later – and 26 years after the formation of the Police Association – women were granted membership as Special Constables. Special Sergeant (First Class) Lillian Armfield was awarded the King's Police and Fire Service Medal for distinguished service, the first woman in the British Empire to receive this honour.

It was not until 1959 that women were able to initial, intermediate and secondary training alongside their male counterparts, and even then, this did not include any physical training, swimming or pistol practice.

In 1971, two officers – Del Fricker and Gwen Martin – were accepted into the Detectives Training Course, and they later became the first women detectives. Policewomen lobbied the NSW Police Association for more direct representation to improve their position within the Police Force through the establishment of a Women's Branch but were rejected.

1975's Diamond Jubilee Celebrations of 60 years of Women in Policing in NSW saw great steps towards reducing discrimination towards women and after strong campaigning, maternity leave was granted by the Premier of NSW

to policewomen, and the NSW Police Association successfully proposed to the Commissioner that policewomen be integrated into the promotional system.

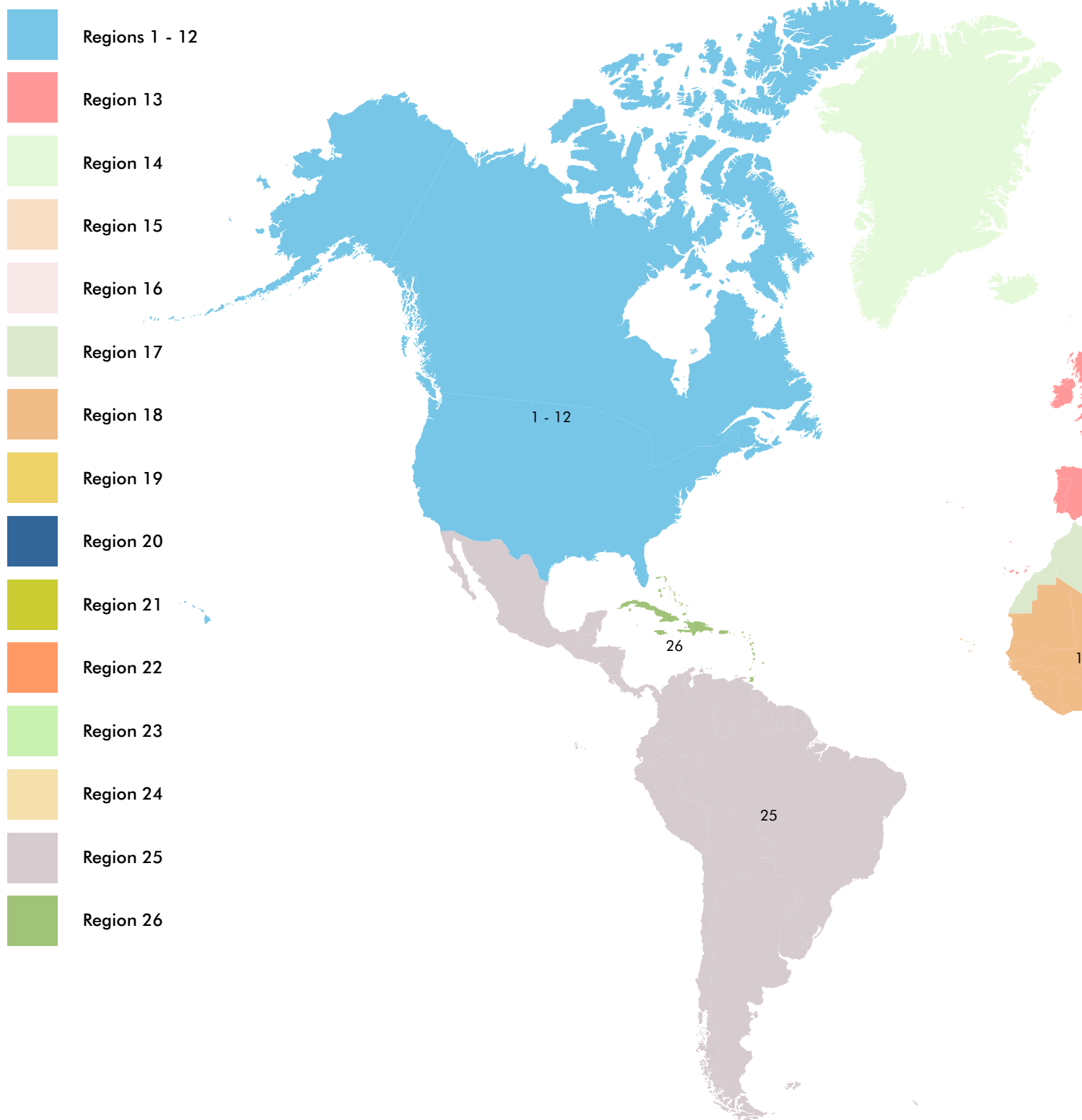
In 1979 firearms become standard issue for all policewomen, while Jill Frazer was awarded 'Policewoman of the Year' for bravery when assaulted whilst arresting an offender which ultimately resulted in the amputation of her left leg and her subsequent death.

The first female Assistant Commissioner in New South Wales, Christine Nixon, was not appointed until 1994, when the first woman officer joined the Dog Squad, Constable 1/C Debbie Lee. 2013

In 2013, Senior Constable Karen Lowden was awarded the International Association of Women Police (IAWP) Medal of Valour Award for her role in assisting Madeline Pulver, who had been fitted with an 'explosive collar'. And Juliana Nkrumah was awarded membership of the Order of Australia for significant service to the community, particularly the welfare of women and refugees.

Today, the NSW Police Force is comprised of 22, 045 employees. Policewomen represent 26.9% of sworn personnel and women make up 35 per cent of the whole force, with 13 female Superintendents.

IAWP's Global Regions



From its beginnings in the US in 1915 the IAWP now spans the globe, supporting policewomen across the world through our regional networks.

In 1956 when IAWP was reorganised there were 10 regions for the USA and 1 for Canada. In the late 70's a further region was added representing the 'Rest of the World' bringing the total to 12. Later, during the 80's, Canada was split into 2 regions and the Rest of the World became Region 13 at a time when officers from the UK began joining the organisation and IAWP's first Affiliate from outside North America, the British Association of Women Police, as it was known then, was born.

Between 1998 and 2000 the number of regions increased again in an effort to increase membership from outside North America.

Region 13 Europe including all countries of the former USSR;

Region 14, Australasia

Region 15 Asia

Region 16 Near and Middle East

Region 17 Caribbean

Region 18 Africa

This expansion did indeed start to increase IAWP's membership outside North America and that continued resulting in the need to again review the number of regions.

Following a lengthy project into the make up of our membership and the requirement for better representation across the regions IAWP history changed again and in May 2014 moved to 26 regions. This has not only improved our global reach but it has also provided the organisation with a more diverse Board of Directors.

Over the years IAWP has seen its number of affiliate organisations grow, and their diversity change too and now includes a number of affiliates from across the globe. As well as a continued strong presence of affiliates across the United States IAWP also has affiliates in Eastern Canada, UK, Kosovo, Kyrgyzstan, United Arab Emirates, Kenya, South Africa and Trinidad & Tobago. As IAWP enters its next 100 years we look forward to welcoming additional affiliates during our 2015 conference from Bangladesh, Guyana and Canada with Tunisia and Afghanistan currently working on their affiliation status.

As well as Affiliates IAWP has seen a number of sister organisations welcomed as 'Friends of IAWP' to demonstrate our shared aims and goals to develop and support women in policing. Currently these are, Australian Council of Women and Policing, European Network of Policewomen, National Association of Women Law Enforcement Executives and Women in Federal Law Enforcement.



And on to the next 100 years. From our beginnings in the USA in 1915 the IAWP now spreads across the world with a truly global network. Here are some recent examples of how we are making history by bringing networks of police women together from many countries....

The first meeting of the Emirates Women Police Association was held in the Emirates Palace Hotel in Abu Dhabi in 2012.

Around 1000 women poured into the auditorium to attend the meeting and to hear from IAWP President Jane Townsley.

For many of us, this may not sound as significant as it really is, but for those IAWP Board Members that visited the UAE in 1998 in a bid to set up such a network, this was a truly astounding sight.

Chair of the IAWP Board of Trustees,

Laura Goodman was one of those members, she said: "I visited Sharjah in the UAE in 1998 to attend a police conference that was comprised mostly of men.

"When the Brigadier learnt that the USA had generally about 14.5 percent women and they had 5.5 percent, he said they had to do a better job.

"In 1999 we visited Abu Dhabi and Sharjah and spoke with the senior managers there about beginning an affiliate for women police in the middle

east. In the Spring of 1998, the IAWP Board met in Brussels and five Sharjah police women came too. We met with their commander and drafted the first affiliate org. The Board accepted that affiliate along with 80 members at the fall board meeting in Philadelphia that same year.

"I've been involved throughout their journey and think this conference demonstrated their firm commitment to their vision articulated to us some 12 years ago and I am so pleased to see that!"



Saadia Ali Marif, Captain with Kurdistan Police said:

"Seeing women come together in this way in an Arabic country gives us hope that this is the first step for the Middle East to establish a network for women. It's incredibly empowering to women in this part of the world.

"Our Director General (a woman) has made it possible for us to come here and to learn from our neighbours. She is very empowering and with support from her, the IAWP and EWPA we may one day be able to establish our own association in Kurdistan."

Mashaal Alayen Alshami, one of three sisters in Abu Dhabi Police said:

"Having an association like this gives women the chance to complete their studies to a high standard and to gain more knowledge, skills and experience.

"The attendance of the IAWP gives us the chance to tell the world about women police in the UAE, they will know our position and development to make a women police department. Whilst we are learning from them, we hope they can also learn something from us."



During the conference, President Jane Townsley and Regional Coordinator Stephanie Harding, took the first opportunity to sign up to become members of the Emirates Women Police Association







Officers United in Dhaka

As Bangladesh Police Women's Network (BPWN) brought together hundreds of officers from across the region for Asia's first Women Police Conference in 2012, members of the IAWP Board were there to experience history in the making.

Following the conference IAWP President Jane Townsley said:

"Being a police officer is a unique and

challenging role and though the countries in which we work may be very different, we have all lived and worked through experiences that have shaped us into the officers we are today. It is by sharing what we have learned throughout our professional lives that I believe we can help and enrich each other into becoming better police officers.

"I would like to express the sincere

gratitude of the IAWP Board of Directors for being invited to attend the conference and to share in such an historic occasion."

To set out their future plans and show the level of commitment they have garnered the women at the conference signed up to a set of guideline principles known as the 'Dhaka Declaration'

The declaration says:

"We, the Women Police of Asia Region, here in Dhaka commit ourselves to strive for acquiring the leadership traits, both with individual and team spirit, and thus strengthen the profile of Asia Region Women Police Officers, through effective network building."

Included within the declaration are a set of guidelines which show the close affiliation with IAWP. The guidelines say that they will:

- Emphasise the significance of the event and the immense scope it brings in addressing human rights
- Recalling the mission of the IAWP to strengthen, unite and raise the profile of women in criminal justice internationally
- Recalling the aims of BPWN in supporting women's development in policing capacity and professional skills
- Welcoming the progress of individual efforts and their Governments to include more women in supervisory roles
- Recognising the contributions of women police that can be offered to the Asia region
- Noting that the rights of citizens are much discussed in the print and electronic media by different stakeholders and significant social progress is manifested
- Stressing the totality and objectivity of mankind and the importance of avoiding dubious role of authority for establishing free and fair women empowerment



Jane added:

"Having met with the women involved in the conference I have every confidence that they will deliver every element of this declaration, and we are proud and honoured to be able to support them."

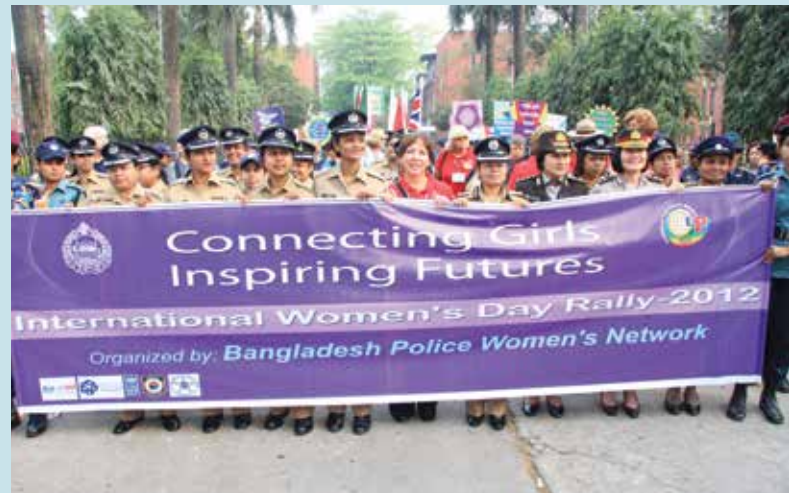
Dhaka Celebrated International Women's Day

Hundreds of women gathered outside government buildings in Dhaka on 8 March 2012 to celebrate International Women's Day, and the IAWP Board of Directors were there.

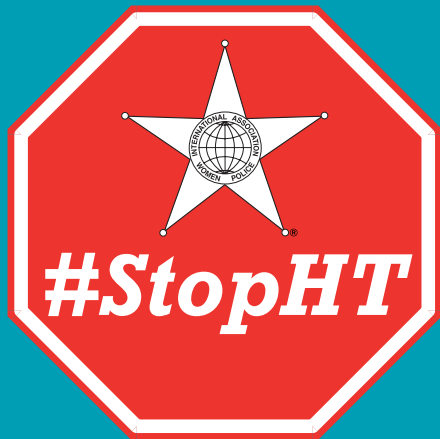
The group carried banners promoting

the role of women police and marched with their international women police colleagues. Flanked by female police motorcyclists and followed by police horses and police band, the group marched for a mile and a half to ensure their voices were heard.

During the parade, IAWP President Jane Townsley conducted numerous media interviews to add the international voice of women police to the plight of the women in Bangladesh.



The world continues to change and 100 years on from our founding the issues the IAWP is actively campaigning about in 2015 include the scourge of human trafficking, calling for an end to the use of sexual violence in conflict and the risks faced by women police in Afghanistan



The shameful practice of human trafficking around the world knows neither borders nor gender. Vulnerable children, women and men are all victims of this illegal and horrendous practice which deprives their rights, freedoms and imposes various forms of labour and sexual slavery. As leaders of progressive change in law enforcement, the International Association of Women Police (IAWP) recommends that law enforcement agencies link together within the profession and communities in a collaborative effort to achieve consistent, efficient and effective results in combating human trafficking.

In July 2014 the International Association of Women Police (IAWP), launched its campaign to highlight the risks that police women in Afghanistan take every day. Even though Afghanistan is often described as one of the most dangerous countries for women, there was only one female police officer for every 10,000 women

Because these women choose to serve their communities by becoming police officers they are often shunned and this stigma has even led to women being abused and ultimately killed because of their work. The IAWP stance is: If you cannot safeguard the women in the police, how can you possibly improve the situation for women in the community? Steps must continue to be taken to protect police women working throughout Afghanistan.



Whilst co-chairing the Global Summit to End Sexual Violence in Conflict (London, June 2014) Angelina Jolie, Special Envoy for the UN High Commissioner for Refugees, and UK Foreign Secretary William Hague thanked the IAWP for the work they do for women around the world.

They took time out of the busy summit schedule to visit the IAWP's exhibition stand at the event and spoke with members of the organisation.

IAWP President Jane Townsley said: "We were delighted to



speaking with William Hague and Angelina Jolie about the work the IAWP does to support policewomen around the world. Greater visibility of women police officers reassures female citizens that their specific needs will be met. Policewomen in many countries can now enjoy equal status to their male counterparts but, unfortunately, that is not the case everywhere. This is why the IAWP promotes greater female recruitment alongside strategic policy making with the emphasis not only on grassroots visibility for women, but lobbying influencers and decision makers for change."

Over the Years:

High calibre Training for IAWP Members

The International Association of Women Police's first annual training conference was held in 1956 and since 1968 it has been held annually. These unique and celebrated events bring together women police officers from across the world, providing training and a programme of high calibre speakers.



Our IAWP annual training conferences across the decades:

2015 IAWP CENTENNIAL CELEBRATION
1915-2015, Cardiff Wales United
Kingdom, Theme "100 Years of Policing"

2014 52nd Annual Training Conference
Winnipeg Manitoba Canada, Theme
"Strength of Many"

2013 51st Annual Training Conference
Durban, South Africa, Theme - "Global
Empowerment of Women in Policing"

2012 50th Annual Training Conference
St. John's, Newfoundland and Labrador,
Canada, Theme - "Journey to the Edge"

2011 49th Annual Training Conference
Lexington, Kentucky, Theme - "Racing to
the Future"

2010 48th Annual Training Conference
Minneapolis, Minnesota, Theme -
"Strength in Unity"

2009 47th Annual Training Conference
Seattle, Washington, Theme - "Rising to
New Heights"

2008 46th Annual Training Conference
Darwin, Australia

2007 45th Annual Training Conference,
Denver, Colorado

2006 44th Annual Training Conference,
Saskatoon, Saskatchewan, Canada

2005 43rd Annual Training Conference,
Leeds, England

2004 42nd Annual Training Conference,
Boston, Massachusetts

2003 41st Annual Training Conference,
San Francisco, California

2002 40th Annual Training Conference,
Canberra, Australia

2001 39th Annual Training Conference,
Edmonton, Alberta Canada

2000 38th Annual Training Conference,
Toronto, Canada

1999 37th Annual Training Conference,
Philadelphia, Pennsylvania

1998 36th Annual Training Conference,
Anchorage, Alaska

1997 35th Annual Training Conference,
Dallas, Texas

1996 34th Annual Training Conference,
Birmingham, England

1995 33rd Annual Training Conference,
Milwaukee, Wisconsin, Theme - "World of
Experience - State of Excellence"

1994 32nd Annual Training Conference,
Pittsburgh, Pennsylvania, Theme
- "Building Bridges Through New
Partnerships"

1993 31st Annual Training Conference,
Vancouver, Canada, Theme - "Global
Policing - A Spirit of Unity"

1992 30th Annual Training Conference,
Miami, Florida, Theme - "On the Move
Meeting the Challenge"

1991 29th Annual Training Conference,
San Antonio, Texas, Theme - "The
Evolution of Authority"

1990 28th Annual Training Conference,
St. Paul, Minnesota, Theme - "To the
Future"

1989 27th Annual Training Conference,
San Jose, California, Theme -
"Communicating Beyond Words"

1988 26th Annual Training Conference,
Atlanta, Georgia, Theme - "Rise to the
Challenge"

1987 25th Annual Training Conference,
New York, New York

1986 24th Annual Training Conference,
Denver, Colorado

1985 23rd Annual Training Conference,
Anchorage, Alaska, Theme - "Frontier
Spirit"

1984 22nd Annual Training Conference,
Dearborn, Michigan, Theme - "Polishing
the Skills Beyond the Badge"

1983 21st Annual Training Conference,
Vancouver, British Columbia Canada,
Theme - "Police Work Environment"

1982 20th Annual Training Conference,
Chattanooga, Tennessee

1981 19th Annual Training Conference,
Portland, Oregon, Theme - "Women in
Law Enforcement: A Turning Point, A New
Dimension"

1980 18th Annual Training Conference,
Albuquerque, New Mexico

1979 17th Annual Training Conference,
South Bend, Indiana USA, Theme
- "Career Officers Prefer Schooling
(COPS)"

1978 16th Annual Training Conference,
Minneapolis, Minnesota, Theme -
"Update 78"

1977 15th Annual Training Conference,
Tucson, Arizona

1976 14th Annual Training Conference,
Seattle, Washington

1975 13th Annual Training Conference,
Baltimore, Maryland

1974 12th Annual Training Conference,
Kalamazoo, Michigan, Theme - "Progress
through Professionalism"

1973 11th Annual Training Conference,
Long Island, New York

1972 10th Annual Training Conference,
Portland, Oregon

1971 9th Annual Training Conference,
Kansas City, Missouri

1970 8th Annual Training Conference,
Algoma College, Sault Ste. Marie,
Canada, Theme - "Women Police in
Modern Law Enforcement"

1969 7th Annual Conference, Madison,
Wisconsin, Theme - "Policewomen and
the NOW Generation"

1968 6th Annual Conference, Chicago,
Illinois USA (was Cancelled)

1966 5th Annual Conference, Portland,
Oregon

1964 4th Annual Conference,
Hollywood-by-the-Sea, Florida

1962 3rd Annual Conference, Honolulu,
Hawaii

1960 2nd Annual Conference,
Springfield College, Springfield,
Massachusetts

1958 1st Annual Conference, Purdue
University, Lafayette, Indiana

1956 - Annual Conference, San Diego,
California

The IAWP has been part of, and witnessed, vast changes in the roles of women police officers for 100 years. From our beginnings in the US in 1915 our support network now spans the globe. We look forward to the next 100 years, working with policewomen throughout the world, providing mentoring, training, professional development and recognition.



CELEBRATING 100 YEARS OF IAWP



The International Association of Women Police turns 100 in the year 2015. Founded in 1915 by Alice Stebbins Wells of California, the organization has grown to include women all over the world. The 2015 celebration will take place in Cardiff Wales, iawp2015.org.

But you can own a piece of IAWP commemorative memorabilia now by purchasing the coin shown below. The coin can be yours for only \$15 USD each. Order today. This historic anniversary will never be repeated! Don't miss your opportunity to own a piece of history.

IAWP Keepsake Challenge Coin marks the centennial in 2015.

Why Wait? Order Today.

www.iawp.org/100years/coin.htm

Questions? Contact the Marketing Chair, Stephanie Harding by email: godeebacks@yahoo.com

Show your support by wearing our logo with pride!

Profits from our online store help the International Association of Women Police carry out our mission and goals.

We have a range of items available featuring our iconic IAWP logo and many can be personalised.

Choose from T-shirts, hoodies, baseball caps, bags, keyrings - even babies' bibs!

Check out the full range here:

www.iawp.org/logoshop.htm



SISTERS IN LAW

IAWP - Supporting policewomen across the world for 100 years

Mentoring
Support
Training
Networking
Professional Development
Recognition

The International Association of Women Police represents the interests of policewomen around the world and is committed to further enhancing our members skills through training, professional development and peer support. Join us and benefit from all our organisation has to offer.

For further information visit www.iawp.org

or write to -
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IAWP®