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Inventory of Female Staff Associations Reviewed for the Occasional Paper “Female Staff Associations in the Security Sector: Agents of Change?”



Geneva, August, 2011



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Occasional Paper “Female Staff Associations in the Security
Sector: Agents of Change?”**

Geneva, August 2011

This document is a companion to the DCAF Occasional Paper “Female Staff Associations in the Security Sector: Agents of Change?” and provides additional background information on all the associations referenced in the paper.

About the author

Ruth Montgomery is a Canadian policing and criminal justice consultant. She has over 30 years of experience leading police, justice and public safety development and education initiatives nationally and internationally. Ruth retired as a Superintendent from the Edmonton Police Service after 27 years of service and established a consulting firm. She has directed policing and public safety policy and process development initiatives, conducted applied research, and has designed, developed and facilitated educational programmes. Many of her efforts have focused on leadership and management development, and on improving services and support for women.

Editor: **Kathrin Quesada**, Gender and Security Project Coordinator, DCAF

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Cover images (from left to right): Japanese junior officers from the Japanese Maritime Self-Defence Force (JMSDF) during a wreath ceremony at the National Memorial Cemetery of the Pacific in Honolulu, Hawaii on June 9, 2010 © Sgt. Cohen A. Young; Seaman Writer Kim-Jade Martin from HMAS Tobruk meets a Papua New Guinean boy at a small coastal villiage in Rabaul during Pacific Partnership September 8, 2010 © Australian Department of Defence; Royal Air Force (RAF) and Fleet Air Arm personnel parade of RAF Cottesmore in Rutland March 31, 2011 © Cpl Fran McKay.

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POLICE STAFF ASSOCIATIONS*

Atlantic Women in Law Enforcement (AWLE) (Canada)

Address: RCMP "H" Division, 3139 Oxford St. Halifax, NS B3J 3E9 Canada

Telephone: + 1 902 869 2316

Email: paula.raymond@rcmp-grc.gc.ca

Website: www.awle.org

Scope: Canada Atlantic Region – Prince Edward Island, New Brunswick, Nova Scotia, Newfoundland

Institution status: Independent, regional affiliate of IAWP

Date of foundation: 1998; meetings and preparations for launch 1992-1998

Mandate/purpose: To provide an annual forum for training and development, foster professional and inter-agency associations, and promote a common understanding of issues surrounding women working in the policing environment.

Organisation/structure: Elected board

Funding sources: Membership fees

Membership criteria and rules:

Active members: Peace officer status or retired peace officer status. Fees: \$25CDN/yr.

Associate members: Non-peace officer status. Fees: \$20 CDN/yr.

Number of members: 98

Major activities:

- Organising annual training conferences
- Providing recognition and networking opportunities
- Giving awards for mentoring, community service, leadership, excellence in performance, medal of valour and police officer of the year

Affiliations/associations: International Association of Women Police (IAWP), police agencies in the region

* The author would like to thank Martin Marzidovšek, Aiko Holvikivi and Anthony Drummond for their review and support in preparing the inventory.

Australasian Council of Women and Policing, Inc.

Address: P.O. Box 1485, Woden, ACT, 2606
Telephone: +61(0) 3 9247 5455 or +61 (0) 417 231838
Email: inquiry@acwap.com.au
Website: <http://www.auspol-women.asn.au/>

Scope: Australia, New Zealand, Papua New Guinea, East Timor, and Malaysia, Micronesia, Melanesia and Polynesia

Institution status: Independent, incorporated under the Australia Incorporations Act, 1991

Date of foundation: August 1977, as an outcome of the 1st Australasian Women in Policing Conference

Mandate/purpose: To improve policing services provided to women, to improve opportunities and outcomes for women, and to participate in the global network of policing through advocacy, networking, recognising and awarding, and expanding, participating and building capacity.

Organisation/structure: An elected committee (president, vice-president, treasurer/secretary and 3 at-large members) manages and controls the council and directs the activities of its sub-committees.

Funding sources: Membership fees and donations

Membership criteria and rules: Membership is open to *anyone committed to improving policing for women*. Candidates must be nominated by a council member and approved.

Membership categories: Individual (fees: \$35/yr); corporate (fees: \$60/yr); life (fees: \$300)

Major activities:

- Giving annual National Excellence in Policing Awards
- Organising series of conferences on Australasian Women and Policing
- Publishing the Journal of Women and Policing
- Keeping members informed through an email discussion list
- Providing advice and data to a range of stakeholders, researchers and students

Bahamian Association of Women Police¹

Scope: National

Institution status: Restricted staff association, reports to police commissioner

Date of foundation: 2005

Mandate/purpose: To provide a forum for female officers to come together to address issues that affect them.

Organisation/structure: The board of directors and trustees make up the executive management committee.

Funding sources: Membership fees and support from the Royal Bahamas Police Force

Membership criteria and rules: Membership is open to all female police officers in the Royal Bahamas Police Force.

Number of members: 600

Major activities:

- Organising and hosting professional development meetings and conferences
- Offering networking opportunities
- Lobbying for policy changes that empower women and help to ensure equal treatment with their male counterparts in regard to advancement, promotion, and holding of office
- Drafting policies for consideration and approval by the executives on issues ranging from maternity and paternity leave to uniforms for pregnant members

Affiliations/associations: Association of Caribbean Commissioners of Police (ACCP), International Association of Women Police (IAWP)

Belgian Association of Women Police

Address: Gwen t.a.v. Merckx, Police Rupel, Antwerpsestraat 40, 2850 BOOM, Belgium

Telephone: +32 (0) 477 6066 45

Email: info@womenpol.be

Website: <http://www.womenpol.be>

Scope: National

Institution status: Independent, non-profit; seat on the board of the European Network of Policewomen (ENP)

Date of foundation: May 1994, following the Third European Conference for Police Women in Belgium

Mandate/purpose: To optimise the position of women employed by the Belgian police force by promoting increased recruitment of women in the force, facilitating their smooth integration into the force and advocating for equal rights and opportunities for their police careers.

Organisation/structure: Governed by a general assembly, comprising a 5-member board (president, vice-president, secretary, treasurer, information officer) and representatives of the 15 national, regional, and local police agencies.

Funding sources: From 1994 to 1997, the association was completely dependent on project grants. It also received some grants in 1998-2001. Membership fees also comprise part of the funding.

Membership criteria and rules: Membership is open to individuals and institutions professionally involved in the work of women in a police force. Fees: 25€/yr.

Major activities:

- Organising seminars and working lunches
- Establishing contacts and building and maintaining a mailing list; maintaining website
- Sharing knowledge and experience of policewomen in Belgium with other police forces in Europe
- Promoting mutual support between Belgian policewomen and policewomen elsewhere in Europe
- Promoting research on the optimal operation of policewomen
- Seeking good relations with the political world

Botswana Women Police Network²

Scope: Botswana

Date of foundation: February 2009; catalyst was the South African Police Chiefs Cooperation Organisation

Mandate/purpose: To develop a common understanding of the challenges faced by women in the Botswana Police Service; advocate for an environment that affords equal opportunities for female and male police officers; overcome challenges faced by the Network, including lack of understanding by men and some women about its mandate/purpose and duties that remain male-dominated; empower women to engage in senior management positions; and foster meaningful relationships with other organisations locally, regionally and internationally.³

Organisation/structure: Botswana Police Women Network Champion

Affiliations/associations: South African Police Chiefs Cooperation Organization (SARPCCO)

British Association for Women in Policing (BAWP)

Address: Regus, Dorchester House, Station Road, Letchworth, SG6 3AW, UK

Telephone: +44 (0) 779 0505 204

Email: coord@bawp.org (Tracey Moynihan, National Coordinator)

Website: <http://www.bawp.org>

Scope: National Association

Institution status: Independent

Constitution: available at: <http://www.bawp.org/search.php?strSearch=constitution>

Date of foundation: 1987

Mandate/purpose: To enhance the role and understanding of the specific needs of women employed in policing.

Aims:

- Raise awareness and understanding of issues affecting women within the police service
- Facilitate and contribute to discussions on issues of concern to all officers - providing wherever possible the female perspective
- Develop a network of professional and social contacts between officers nationally and internationally
- Facilitate information sharing on issues affecting the service, and women in particular
- Contribute to the continuous professional development of all members

Organisation/structure: The association is managed by a volunteer, elected executive committee (president, vice-president, secretary, treasurer and at least 3 other at-large members) of serving and former police officers and staff from across the United Kingdom. The executive committee may delegate powers to working committees as it sees fit.

The national coordinator is a full-time paid position, partially funded by the Home Office. The administrative secretary, editor and marketing officer are part-time paid positions.

Funding sources: Partly self-funded through fees, speaking engagements, event sponsorship, and courses. The association receives an annual grant from the Home Office.

Membership criteria and rules: Membership is open to all sworn and civilian staff in policing and related organisations in England, Scotland, Wales, and Northern Ireland. This also includes members of the Royal Air Force Police, the Association of Police Authorities, police staff associations, and commercial and academic organisations.

Full membership: Open to all police officers, both male and female serving in the United Kingdom, as well as to retired officers and to police support staff in those same forces. Fees: £20/yr.

Associate membership: Open to people with a professional interest in criminal justice. Fees: £20/yr.

Corporate membership: Open to any organisation wishing to demonstrate that it supports the aims and objectives of the association. Fees: £350/yr.

Number of members: 500 individual and 80 corporate members

Major activities:

- Acting as a consultative body representing female interests to Home Office ministers and their staff, and inviting Home Office representatives to speak at association events
- Addressing organisational sustainability issues (structures, service delivery, pricing) in changing economic and political environments
- Played an active role in developing the Gender Agenda from its initial launch on 21 August 2001 to its relaunch as 'Gender Agenda 2' in October 2006, and remains active in its continuing evolution
- Organising twice yearly Professional Development Days on topics ranging from body armour for policewomen, and building alternative working practices to violence against women
- Working collaboratively with Her Majesty's Inspectorate of Constabulary (HMIC), the Police Federation of England & Wales, Police Superintendents' Associations, the National Black Police Association, the Gay Police Association, the National Disabled Police Association, the National Transgender Police Association, and the National Association of Muslim Police on issues of mutual concern
- Publishing the Grapevine magazine for members

Affiliations/associations: International Association of Women Police (IAWP), European Network of Policewomen (ENP), Women's National Commission, the Equality and Human Rights Commission, the Police Federation, the Association of Chief Police Officers (ACPO), and the Superintendents' Association

Caribbean Association of Women Police⁴ (CAWP)

Website: <http://www.accpolice.org>

Scope: Caribbean nations of Anguilla, Antigua & Barbuda, Aruba, Barbados, Belize, Bermuda, British Virgin Islands, Bahamas, Cayman Islands, Dominica, French Antilles, Guyana, Grenada, Jamaica, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent, Suriname, Trinidad & Tobago, Turks and Caicos Islands, US Virgin Islands

Institution status: Independent association linked with the Association of Caribbean Commissioners of Police

Date of foundation: 29 March 2006; currently inactive

Mandate/purpose: To promote and maintain unity and empower all women police in the region through advocacy, training and networking, thus enhancing the quality of policing in the community and the quality of life and service of these policewomen.

The main objectives of the association are to address the unique needs of women police officers within the region with an overarching goal of focusing on their recruitment, retention, and advancement. These objectives are to be achieved by:

- Mobilising female officers from the region to work towards shared aspirations
- Looking at best practices that will help create an environment conducive to increasing the potential of female officers that will in turn enhance their respective organisations
- Fostering collaborative efforts through information sharing, training and cross training

Organisation/structure: A representative was identified by each national police service to serve on the association council.

Funding sources: Caribbean Police Services

Membership criteria and rules: Membership is open to all female police officers in member countries.

Major activities: None since 2007 conference in Trinidad and Tobago

Affiliations/associations: Association of Caribbean Commissioners of Police (ACCP), International Association of Women Police (IAWP)

Estonia Police Women's Network⁵

Scope: National

Date of foundation: After an initial unsuccessful attempt in 1998, the association was founded in November 2003. It joined the European Network of Policewomen in 2000, and assisted in establishing the Nordic-Baltic Network of Policewomen in 2001.

Mandate/purpose: To empower women police, to promote women's confidence in their potential, to encourage them to pursue managerial positions by researching and evaluating the professional activities of women in the police forces, to exchange professional knowledge and experience, to support the enhancement of professional skills and self-esteem, and to develop networking and training.

Membership criteria and rules:

Active members - women working in the police agencies

Supporting members - female and male employees of police agencies

Honorary status - bestowed by management based on merit

Number of members: 95, representing 9% of women in the police (2005) and including 1 male

Major activities:

- Organising seminars to acquire knowledge and practical expertise as well as training days on topics ranging from the application of equal rights to protocols for State visits, English language courses, ethics and the prevention of corruption
- Promoting joint activities, projects, studies and initiatives with other women's organisations
- Conducting a study on opinions and prejudices related to policewomen's networks
- Organising official, social and charity events

Affiliations/associations: European Network of Policewomen, Nordic-Baltic Network of Policewomen

European Network of Policewomen (ENP)

Address: P.O. Box 1102, 3800 BC Amersfoort, The Netherlands

Telephone: +31 (0) 33 465 40 19

Email: info@enp.nl

Website: <http://www.enp.nl/>

Scope: International (Europe)

Institution status: Independent non-profit organisation

Date of foundation: Agreement to establish association concluded on 23 March 1989 at the International Conference for Police Women. Founded under Dutch law in 1994. The ENP was officially granted NGO status in 1996. This enables it to designate official representatives to UN Headquarters in New York and to the UN Offices in Geneva and Vienna.

Mandate/purpose: To raise awareness and understanding of issues affecting women within European Police Services; facilitate and contribute to discussions on issues of concern to both male and female police officers; provide female perspectives wherever possible; stimulate and contribute towards equal representation of men and women at all levels of the police organisation; exchange best practices within the police and/or law enforcement organisation on issues, new approaches, initiatives and measurements; contribute to the continuous professional development of all members; support and assist in the establishment of new national networks; deliver customised support to associated countries; function as a European Expertise Centre in the field of gender mainstreaming, management of diversity and equality issues; and stimulate and synchronise cooperation between police organisations and relevant European networks on related issues.

Organisation/structure: The 34-member general board is responsible for general management and appointment of the president and the executive board. The executive board consists of a president, 2

vice-presidents, 3 liaison members, and 1 deputy executive board member, and conducts daily management with the assistance of the head office (Netherlands). All board members are European representatives.

The ENP head office functions as the administration and information coordination and exchange centre and provides the executive board with advice about the ENP's short and long-term policies. It strives to second temporary staff members from the associated countries to work on special projects.

Country contact persons act as communication channels between the country in which they live and work and ENP headquarters. They are requested to:

- Research and submit information and new material for the newsletter and the International Information and Documentation Centre
- Organise and encourage national/local meetings
- Involve other members in their country by delegating tasks
- Maintain contacts with the media and inform them about the ENP and its activities

Funding sources: Membership fees, member organisation funding of general board member activities, and contributions

Membership criteria and rules: Each police and/or law enforcement organisation in Europe can apply for membership, and nominate a candidate to the general board and/or executive board. The member organisation:

- Provides financial support for the representative to fulfil the role of general board member
- Facilitates attendance at the annual board meeting
- Facilitates attendance of at least one ENP development activity per year, in addition to the annual board meeting
- Gives the member time to fulfil tasks relating to their membership
- Supports ENP activities

Supporting members: Supporting members (individuals or organisations) endorse the objectives of the ENP and contribute to the realisation of its goals. Supporting members pay fees, which vary according to their financial means from 250€ to 4,500€/yr.

Number of members: 23 countries; 34 country representatives; 7 executive board members

Major activities:

- Providing information through the ENP website, publications, including the ENP-News magazine
- Exchanging knowledge, information and experiences within the European police organisations
- Bi-annual publication of facts & figures and general information about European police services
- Promoting and supporting the establishment of national networks of policewomen in associated countries
- Organising network training
- Promoting international research and training to maximise the experiential learning for all police officers in Europe

- Organising roundtable meetings for both policewomen and men to promote the exchange of best practices, new initiatives, information and learning
- Organising career development seminars for middle management
- Organising training to strengthen the management position (management toolkit)
- Organising a bi-annual conference
- Delivering customized support for each associated country to address the specific needs of each individual network and/or organisation
- Stimulating and encouraging cooperation between the associated countries
- Establishing cooperation with related organisations worldwide

Affiliations/associations: Australasian Council of Women and Policing, British Association of Women Police, Belgian Association of Policewomen, European Confederation of Police, European Police Association, European Women’s Lobby, European Police Learning Net, International Association of Chiefs of Police, International Association of Women Police, International Police Executive Symposium, Nordic-Baltic Network of Policewomen, Nederland’s Centrum Internationale Politiesamenwerking, National Center for Women and Policing (USA), Polizia in Europe, SAMESHIELD

Ghana Police Ladies Association (POLAS)

Website: <http://www.ghanapolice.info>

Scope: National

Institution status: Staff Association of Ghana Police

Date of foundation: August 1989

Mandate/purpose: To deliberate on issues pertaining to the welfare of the police service, with emphasis on matters that affect policewomen.

Organisation/structure: Representation from 11 regions of the country

Major activities:

- 90 women serving in international peacekeeping missions
- Domestic violence service-related roles for victims have assisted in establishing domestic violence as a crime
- Promoting women working in roles traditionally reserved for men

Affiliations/associations: West African Police Women Association

Home Office Women (HOW) (UK)

Scope: United Kingdom

Institution status: Home Office staff support network – self-governing

Date of foundation: Established in 2005 as a group for women in the Senior Civil Service. Disbanded and re-established in spring 2010 as an association for women of all grades in the Civil Service.

Mandate/purpose: To inspire women to achieve their potential by helping them develop their careers, recognising their achievements, and assisting in making their voices heard in the Home Office; to support development and implementation of policies that promote gender equality and address discrimination.

Organisation/structure: Set up and run by staff from the Home Office. The chair, deputy chair, and treasurer work from London; the 14-member national executive committee is made up of women from all grades throughout the UK.

Funding sources: Home Office

Membership criteria and rules: Membership is open to all women working in the Home Office and its associated agencies. Associate membership is available to retired civil servants, men and women in other departments, and non-civil servants.

Number of members: 600

Major activities: (Planned)

- Training and development sessions on self defence, women's health and management skills
- Collaborating with British Firewomen and Policewomen networks to host an event in celebration of 100 years of International Women's Day in March 2011

International Association of Islamic Police Women

Note: Currently inactive

Website: <http://www.iipwc.af/>

Scope: International

Institution status: Independent

Date of foundation: October 2007, following the 1st International Muslim Police Women's Conference, Kabul, Afghanistan. Currently inactive, pending revitalisation.

Mandate/purpose: To work towards establishing security and the rule of law, and creating and maintaining security and peaceful, stable nations by including Muslim women's participation in police work.

Affiliations/associations: Initial conference support from the Canadian International Development Agency (CIDA), the German Federal Ministry for Economic Cooperation Development (BMZ), the German Association for Technical Cooperation (GTZ), the Norwegian Agency for Development Cooperation (NORAD), UN Women, and the Canadian Association of Chiefs of Police (CANADEM)

International Association of Women in Police (IAWP)

Head office address: 1417 Derby County, Crescent Oakville Ontario, L6M 4N8 Canada

Telephone: + 1 905 825 9724

Email: wjw4905@aol.com

Website: <http://www.iawp.org>

Scope: International

Institution status: Independent non-profit organisation

Constitution: Available at <http://www.iawp.org/about/constitution.htm>

Date of foundation: 1926; registered in Washington, DC; IAWP Foundation, Inc. established in 2002 to permit receipt of donations

Mandate/purpose: To strengthen, unite and raise the profile of women in criminal justice internationally by drawing attention to gender issues among organisations/governments, improving women's ability to excel by providing professional development opportunities, recognising women's contribution to criminal justice and society, encouraging networking and peer support and embracing diversity, and listening to members and being responsive to their needs.

Organisation/structure: The business and property of the association is directed and managed by the board of directors, comprised of an elected president, 1st vice-president, 2nd vice-president, 3rd vice-president, secretary, treasurer, sergeant-at-arms, historian, chaplain, 18 regional coordinators, chair of the board of trustees and appointed members – executive director, editor, business manager, public information officer, webmaster, and chairs of standing committees.

The board of trustees comprises past presidents and past executive directors.

Affiliates⁶ are independent, self-funded organisations incorporated in their respective countries or regions, which have applied and been accepted by the board of directors as IAWP affiliates.

Paid positions: The business manager is a full time paid position. The president, treasurer and executive director receive an annual honorarium.

Funding sources: Membership fees, donations to the IAWP Foundation, annual conference registrations and sponsorships, advertising in Women Police Magazine

Membership criteria and rules:

Active: Law enforcement officers, including retired and job sharing members. Fees: Developing countries⁷ \$25 USD/yr; all others \$40 USD/yr.

Life: Active member may become a life member upon payment of lifetime dues. Fees: \$500 USD single payment.

Associate: All others engaged in law enforcement/criminal justice/security activities or as determined by the membership committee. Fees: Developing countries \$25 USD/yr; all others \$40 USD/yr.

Corporate: Any organisation that sells products or provides services of interest to law enforcement/criminal justice entities. Fees: Determined by the board dependent on level of participation.

Honorary: Persons of distinction whose vocations and interests are similar to those of women in law enforcement/police services, upon the recommendation of the Board of Directors. Fees: None.

Sustaining: Any individual interested in fostering the aims and objectives of this association may, upon an annual monetary contribution, become a sustaining member.

Affiliates: Affiliates are independent organisations incorporated in their respective countries or regions, which have applied and been accepted by the board of directors as IAWP affiliates. Fees: \$50 USD/yr.

Number of members: Approximately 2,000 in 55 countries worldwide, with the majority in Canada, the UK and the USA. The number of international members is increasing. Approximately 40-50% of members are at the supervisory/management level.⁸

Major activities:

- Annual conference – this training programme brings together 40-65 speakers and 400 + delegates and is the primary outreach and networking initiative of the association
- Outreach – the association is dependent on regional coordinators to reach out to women and female staff associations in their region to promote the annual conference, identify promising practices, and establish and promote linkages and relationships
- Scholarships and awards – the association sponsors annual scholarships and awards for Officer of the Year, mentoring, leadership, community service, excellence in performance, medal of valour, civilian achievement, international efforts and IAWP affiliate recognition. Award details, criteria, and application forms available at <http://www.iawp.org/awards.htm>
- Women Police Magazine - published and mailed quarterly

Current priorities: Organisational sustainability, improving internal and external communications, extending outreach, expanding networks and collaboration, and enhancing association marketing

Affiliations and associations: PoliceOne, Calibre Press

Los Angeles Women Police Officers and Associates (LAWPOA)

Address: P.O. Box 531067, Los Angeles, Calif. 90012, USA

Telephone: + 1 213 228 9199

Email: lawpoa@sbcglobal.net

Website: <http://www.lawpoa.org/>

Scope: Local – Los Angeles and environs

Institution status: Independent, non-profit, incorporated in California, USA

Date of foundation: 1925

Mandate/purpose: To develop and encourage professional standards for all employees; provide a support network for active and retired law enforcement employees; increase the representation of women in leadership positions; provide training and development assistance to members; enhance police/community relationships and generate lasting partnerships between sworn and civilian employees.

Organisation/structure: Board of directors - president, 1st, 2nd, and 3rd vice-presidents, secretary, and treasurer are elected for a 2-year term. Administrative secretary is paid an honourarium.

Funding sources: Self-funded through membership fees and sponsorship of major conferences.

Membership criteria and rules: Membership is open to male and female staff, sworn and civilian.

Active – LAPD employees, police or related law enforcement personnel. Fees: \$3USD/every 2 weeks deducted at source.

Affiliate – members in organisations affiliated with law enforcement. Fees: \$72 USD/yr.

Emeritus – retired members. Fees: \$15 USD/yr.

Number of members: 525; membership has been increasing steadily over the past 3-5 years.

Major activities:

- Monthly lunch hour training opportunities – Chief permits all attendees to be shown as “on duty” during these sessions
- Major annual training and development symposium
- 3 \$1,000 training scholarships offered annually
- 2 leadership awards offered annually – 1 for sworn and 1 for civilian members
- Training tuition assistance offered for persons wishing to enhance their promotion prospects

- Annual fundraiser for community organisation project/s (e.g. homeless shelter for women)
- Quarterly newsletter

Affiliations/associations: other LAPD staff associations, IAWP

Mozambique Police Women's Network

Scope: National

Date of foundation: 2006

Mandate/purpose: To ensure the implementation of the Southern African Development Community Declaration on Gender and Development and to reduce the level of discrimination towards female police officers in the Service.

Major activities:

- Conducting capacity building workshops for female police officers
- Conducting workshops on the role of female police officers during elections

Namibia Police Service Women's Network⁹

Scope: National

Date of foundation: 2008 - officially launched 28-29 October 2009

Mandate/purpose: To work towards 50/50 female/male representation in the Namibia Police Service.

Organisation/structure: Female police officers have been appointed as coordinators in all 13 regions of Namibia to carry out a plan of action.

Major activities:

- Conducting workshops for men and women to assist them in gaining an improved understanding of the need for and importance of the network
- Deployment of 79 female police officers to Darfur, Sudan

National Association of Muslim Police Women's Group (NAMP) (UK)

Website: <http://www.namp-uk.com/female-focus.html>

Scope: United Kingdom

Institution status: Women's Group of the National Association of Muslim Police (NAMP)

Date of foundation: 2008

Mandate/purpose: To address issues faced by Muslim women in the Police Service in the UK, to increase the number of Muslim women in the Police Service, and to support and mentor Muslim women in the Service.

Organisation/structure: Chair directs women's group activities. Group works collaboratively with NAMP.

Funding sources: Home Office and National Police Improvement Agency through NAMP

Membership criteria and rules: (proposed for consideration) UK police employee, female, immigrant

Number of members: 11

Major activities:

- Hosting conferences focused on issues identified by members in 2008 and 2009
- Setting up mentoring and coaching initiatives
- Determining and addressing issues in alignment with NAMP and national policing priorities

Affiliations/associations: Quarterly meeting with Ministerial Women in Policing Committee brings together all UK police groups and associations aimed at supporting women.

National Association of Women Law Enforcement Executives, Inc. (NAWLEE)

Address: P.O. Box 746 Green Harbor, MA 02041, USA

Telephone: +1 781 789 9500

Email: info@nawlee.org

Website: www.nawlee.org

Scope: International, US-based

Institution status: Independent non-profit, incorporated

Date of foundation: March 1996

Mandate/purpose: To promote the ideals and principles of women executives in law enforcement, to train and educate women executives and those aspiring to executive positions in law enforcement in areas of leadership, management, and administration, and to provide a forum for the exchange of information concerning law enforcement.

Organisation/structure: Elected volunteer board of directors consisting of a president, 1st vice-president, 2nd vice-president, secretary, treasurer, immediate past president, associate member at large, and an executive director. President recruits and selects committee chairs.

Work is accomplished by a number of committees which report to the board of directors: Awards, marketing and public relations, membership, mentoring, nominating/search, organisational structure, professional development, and publications.

Funding sources: Membership fees, sponsorship, and conferences

Membership criteria and rules:

Executive: Rank of Lieutenant or above, or its equivalent. Fees: \$100 USD/yr.

Associate: Supervisory staff employee of a federal, state, county, municipal, campus, or railroad law enforcement agency below the rank of lieutenant or its equivalent. Fees: \$75 USD/yr.

Supporting: Non-supervisory employee of a federal, state, county, municipal, campus, or railroad law enforcement agency. Any person or corporation, business, group, organisation, or association of good standing that shares and supports the concerns and objectives of NAWLEE. Fees: \$50 USD/yr.

Number of members: 380

Major activities:

- Mentoring programme – pairing of NAWLEE members to enhance professional development
- Organising annual professional development and networking conference
- Sponsoring Law Enforcement Executive of the Year and Glass Ceiling awards
- Publishing a quarterly newsletter
- Posting-job opportunities and professional development opportunities

Affiliations/associations: Commission on Accreditation of Law Enforcement Agencies (CALEA), International Association of Chiefs of Police (IACP), International Association of Women Police (IAWP), International Association of Campus Law Enforcement Administrators (IACLEA), Mid-Atlantic Association of Women in Law Enforcement (MAAWLE), National Centre for Women and Policing, National Criminal Justice Reference Service, National Institute of Crime Prevention, National Institute for Women in Science, Trades and Technology, Police Executive Research Forum (PERF) and Women in Federal Law Enforcement

National Transgender Police Association (UK)

Telephone: +44 (0) 7799 885 440

Email: Geneng@ntpa.org.uk

Website: <http://www.ntpa.org.uk>

Scope: United Kingdom

Institution Status: National non-statutory staff association

Date of Foundation: January 2008, official launch 17 March 2010

Constitution: Available at

<http://www.ntpa.org.uk/Downloads/National%20Trans%20Police%20Association%20Constitution.pdf>

Mandate/purpose: To provide support to serving and retired police officers, police staff and special constables with any gender identity issue and police officers, staff and special constables who are dealing with people with a gender identity issue; to represent the views of its members on matters of policy concerning trans police officers, police staff and special constables; to assist in and encourage their recruitment, retention and progression within the UK police service; to speak for the wider trans community on police-related matters; and to help foster better relations between the UK police service and the trans community as a whole.

Organisation/structure: Elected committee consisting of chair person, vice-chair person, treasurer, secretary, membership secretary, events coordinator, media communications coordinator, Scottish representative, Welsh representative, Northern Irish representative.

Funding sources: Supported by Association of Police Authorities (APA), Association of Chief Police Officers (ACPO), Association of Chief Police Officers in Scotland (ACPOS), and National Police Improvement Agency (NPIA).

Membership criteria and rules:

Full: Directly employed or previously directly employed but retired, by a recognised United Kingdom police authority or chief police officer. All full members must declare their transgender status to the association and agree to their name being added to its official membership list.

Associate: Working in the transgender and gender variant community arena or not willing to divulge their transgender status.

Major activities:

- Transgender training
- Transition guidance
- Policy review and guidance
- LGB&T recruitment fairs

- Participation in events that increase the profile of the association in the service and the greater community and public

Affiliations/associations: Association of Police Authorities (APA), Association of Chief Police Officers (ACPO), Association of Chief Police Officers in Scotland (ACPOS), and National Police Improvement Agency (NPIA)

Nordic-Baltic Network of Policewomen (NBNP)

Website: <http://www.nbnp.eu/>

Scope: International, Nordic countries (Denmark, Finland, Iceland, Norway, Sweden) and Baltic countries (Estonia, Latvia and Lithuania) are members

Institution status: Non-profit international network headquartered in Stockholm, Sweden

Date of foundation: April 2001 in Riga, Latvia

Mandate/purpose: The association works with female staff, management and police unions in the Nordic and Baltic police organisations. The objectives of the network are to strengthen professional relations and contacts between the participating countries and to improve equal opportunities within the national police organisations.

Aims defined in the 2008 – 09 Business Plan¹⁰ are to:

- Develop equal opportunities to enhance the number of women in managerial positions in police organisations
- Support the building of national networks of policewomen and extend contacts with other women's networks
- Exchange experience concerning female leadership
- Strengthen the role of female police officers and improve the image of the police
- Strengthen the police relations between the Nordic and Baltic countries
- Exchange professional experiences and knowledge

Organisation/structure: The network is managed by a board, consisting of 1 contact person and 1 deputy contact person from each of the Nordic and Baltic countries. The working language of the NBNP is English. Its seat is currently in Copenhagen, Denmark.

The board appoints its chairwoman, deputy chairwoman and, if needed, a permanent secretary and a treasurer, each for a period of 2 years. These appointments are rotated among board members and can be renewed.

Constitution: available at

http://www.nbnp.eu/index.php?option=com_content&view=section&layout=blog&id=8&Itemid=55

Funding sources: The police organisations and/or the networks of policewomen in each country pay their own expenses for work related to the network.

All other activities decided by the board are financed through national or international subsidies, scholarships and/or foundations or by sponsorship from the police organisations.

Membership criteria and rules: All policewomen from the Nordic and Baltic countries are, on a voluntary basis and without formal application, members of the network, as long as their country's police organisation and/or their national network of policewomen is a member of the NBNP.

Major activities:

- Supporting the building of national networks to exchange information and knowledge, creating an exchange programme for female officers, and arranging multi-country conferences and seminars
- Working to increase the number of women in leadership positions within Nordic-Baltic police organisations; collecting information on barriers to leadership careers; hosting an international seminar for mid-level leaders to enhance their abilities to serve as role models for other female officers, and to assist them in motivating others to pursue leadership careers. Denmark is piloting a project in this area involving male and female leaders
- Countering bullying and sexual harassment - abuses affecting women in varying degrees in several member countries
- Preparing for the 4th NBNP Conference in Copenhagen in 2011

Affiliations/associations: European Network of Policewomen, International Association of Women Police

Pacific Islands Chiefs of Police Women's Advisory Network (PICP- WAN)

Address: PICP Secretariat, P.O Box 3017, Wellington, New Zealand

Telephone: + 64 4 470 7346

Fax: + 64 4 470 7103

Email: picp@police.govt.nz

Website: <http://www.picp.org/picp-womens-advisory-network/>

Scope: International – 21 member countries

Institution status: Advisory body to Pacific Island Chiefs of Police

Date of foundation: 2003; Catalyst for formation was the 2002 International Association of Women Police conference in Canberra, Australia

Mandate/purpose: To promote equality for women in all facets of policing without gender discrimination for both sworn and non-sworn police employees and to encourage greater participation of women in police leadership, management and delivery of policing services in the Pacific Islands; to provide advice to the Chiefs of Police of the Pacific Islands and develop strategies to boost the contribution of women in policing, and to help them realise their full potential by maximizing opportunities, removing barriers and promoting value diversity.

Strategies aim to improve police ethics and integrity, increase the levels of regional cooperation between women in police and expand and strengthen the policewomen's network throughout the Pacific Islands.

Constitution: The constitution was developed in 2005 when there were only 7 member countries. It is currently under review, and an updated version was expected in late 2010.

Organisation/structure: Police commissioners in each country select a representative to the PCIP-WAN. 1 woman is elected as the chair and 1 as the vice-chair of the group for a 1-year period. The vice-chair replaces the chair when her term expires.

Members of the PCIP-WAN are encouraged to work with their police commissioners to adapt the regional model and develop local WANs in their country to help ensure that women have a voice at the executive level of their police organisation and can promote and support change initiatives. At present, all members except the Federated States of Micronesia, Commonwealth of Northern Marianas, Marshall Islands, New Caledonia and French Polynesia have established a local women's network.

Funding sources: All funds for the PICP-WAN are channelled through the secretariat. The New Zealand Aid Programme (NZ Aid) funds exchanges, sponsors the annual PICP-WAN conference, and the secretariat officer's position. Australia's Aid Programme (AusAID) provides project funding. The New Zealand Police hosts the permanent PICP-WAN secretariat in its facilities. The Australian Federal Police funds a secretariat position and sponsors 1 project officer from 1 country annually.

Membership criteria and rules: Members represent American Samoa, Australia, Commonwealth of Northern Mariana Islands, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, New Zealand, Niue, Papua New Guinea, Palau, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

Number of members: 21¹¹

Major activities:

- PICP-WAN has observer status and makes a presentation at annual PICP meetings
- Organising annual conference for members
- Organising 6 staff exchanges per year

Activities in 2010:

- Reviewed policies on pregnancy leave and professional standards

- Examined policies and management procedures on equal employment opportunity and HIV/AIDS and present recommendations to chiefs
- Promoted the WAN Exchange Programme and the Sister City Programme
- Assisted local WANs in developing their local WANs and related strategic plans
- Established a WAN members page on the PICP website
- Conducted annual WAN conferences
- Engaged additional stakeholders in a coordinated and systematic way

Associations/Affiliations: The Pacific Prevention of Domestic Violence Programme (PPDVP), New Zealand AID (NZ AID), Australia AID (AusAID), police agencies in each country, civil society NGOs (e.g. Vanuatu Women Against Crime), UN HIV/AIDS and Human Rights Managers, and gender equity groups

South African Police Women's Network (SAPS Women's Network)

Website: <http://www.saps.gov.za/womensnetwork/default.htm>

Scope: National, provincial and station levels

Institution status: Organisational staff network

Date of foundation: October 2003; existing gender structures were merged with the network.

Mandate/purpose: The key objectives of the network are to:¹²

- Align its activities with the Strategic Business Plan of the service and government initiatives to improve the quality of women's lives
- Provide support structures for women employees of the service
- Facilitate the career development of women through mentorship
- Market career opportunities through service career centres for women in order to develop a fully representative workforce
- Engage male employees of the service to assist in achieving gender equality
- Serve as a motivational structure that increases awareness and contributes to changing attitudes and stereotypes on gender issues
- Establish an active working relationship and share best practices with stakeholders (not limited to NGOs) including churches, the Department of Education, women's organisations, the Office on the Status of Women and any other women's organisations that may be identified to ensure improvement in the overall quality of women's lives

Organisation/structure¹³: The national women's network is championed by 5 senior female commissioners. These champions liaise, on an *ad hoc* basis, with all relevant internal and external stakeholders, including line functionaries from both the support and operational environments.

Patrons of the network are the lieutenant general and major generals of each province. A provincial champion heads the network in each province and participates in the Provincial Network Forum with champions of the cluster stations. Each Provincial Network Forum has an executive committee consisting of a chair, deputy chair, secretary and/or treasurer and up to 5 employees.

Funding sources: South African Police

Membership criteria and rules: All women in the South African police service are involved in this initiative.

Major activities: The initial work of the women's network focused on empowering women within the organisation and proactively addressing the concerns of women. More recently the leadership extended its functions to include:

- Reviewing the conditions of service, including equality in the workplace, rights equality, productivity and health
- Training mentors at national level that then provide support to other women. This process will eventually be replicated at all levels of the South African police service
- Regional forums for the Women's Police Network
- Launching the prestige awards
- Social responsibility and various outreach programmes

Affiliations/associations: South African Regional Police Chiefs Cooperation Organisation (SARPCCO) Women's Police Network

South African Regional Police Chiefs Cooperation Organisation (SARPCCO) Women's Network Sub-Committee

Scope: Member countries of the South African Regional Police Chiefs Council Organisation (Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Tanzania, Zambia and Zimbabwe)

Institution status: Umbrella organisation for national policewomen's networks in SARPCCO countries

Mandate/purpose: The Female Police Officer Network is an organ linked to the Southern African Regional Police Chiefs Cooperation Organisation (SARPCCO), which aims to sign up all female police officers from member countries of the region.

Major activities:

- Organising seminars aimed at promoting information sharing, knowledge development and networking opportunities for participants

Southeast Europe Women Police Officers Network (WPON)

Website: <http://www.sepca-see.eu>

Scope: International – Regional: Albania, Bulgaria, Bosnia and Herzegovina Federation, Bosnia and Herzegovina Republic of Srpska, Croatia, Macedonia, Moldova, Montenegro, Romania and Serbia

Institution status: Semi-independent network representing police agencies of the Southeast Europe Police Chiefs Association (SEPCA)

Date of foundation: Establishment approved by the SEPCA in October 2008; established in 2010.

Mandate/purpose: To raise awareness on the position of women in police forces in Southeast Europe and women's human rights; develop capacity for gender-responsive policing practices in Southeast Europe and replicate the regional network at national levels.

Organisation/structure: Governed by a council of 20 representatives who select an executive committee of 3 members.

Funding sources: The project is financially supported by the Ministry of Foreign Affairs of Norway, the Swiss Agency for Development and Cooperation (SDC), the UNDP Gender Thematic Trust Fund and UNDP Serbia. Support to the project is also provided by the Organization for Security and Co-operation in Europe (OSCE) Office for Democratic Institutions and Human Rights (ODIHR), and DCAF.

For 2010-2012, WPON and UNDP – through the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC) – will act as the secretariat, which will comprise a project manager and an administrative assistant.

Membership criteria and rules: 2 national representatives are nominated by each chief of SEPCA for a renewable 2-year mandate.

Number of members: 20

Major activities (proposed):

- Networking and exchanging information through conferences and thematic events, supporting research, and developing national level networks and networking
- Providing professional development opportunities including training, international positions, and exchange of information on scholarships and other educational opportunities
- Advocacy through promoting awareness of policewomen's organisations and WPON at national levels, within police services and the community; recommendations to SEPCA on best practices; advocacy for gender-sensitive police education; liaison with international, regional and national organisations on gender equality issues; and advice to SEPCA member police services on women in police services and gender equality

- Promoting and disseminating information related to WPON and leveraging of existing public relations initiatives to promote WPON's mission

Affiliations/associations: SEPCA, British Association of Women Police (BAWP), International Association of Women in Police (IAWP)

*Tanzania Police Female Network*¹⁴

Institution status: Organisational staff association

Date of foundation: 2007

Mandate/purpose: To empower women in the service and in the community.

Organisation/structure: The network patron is the Inspector General of Police. The network chair is the most senior female.

Membership criteria and rules: Membership is open to all women in the Tanzania police service.

Major activities:¹⁵

- By September 2008, the network had established gender units and victim-support units in 18 police stations to address issues of sexual and gender-based violence
- Working with NGOs, schools, prisons, and other community-based organisations to connect the police with the community to help ensure safer spaces

United Nations Mission in Sudan Women Network and the Government of Sudan Police Women's Network

Scope: National

Institution status: These informal networks are managed and supported by the UN Mission in Sudan, the Government of Sudan, and the Southern Sudan police.

Date of foundation: 2008 by peacekeeping forces to improve living conditions so that female peacekeepers are better able to work in difficult environments.

Mandate/purpose: To improve work environments for female officers (e.g. accommodation, safety and security, ablutions) and develop strategies, policies, and practices for implementation to move women's issues forward. To this end, assist local police in building viable and sustainable systems and processes, support Government of Sudan police and Southern Sudan policewomen colleagues, promote

community involvement in safety and security, bridge the gap between female police officers in Sudan and elsewhere in the world and promote gender mainstreaming.

Organisation/structure: Informal networks supported and maintained by the UN Department of Peacekeeping Operations (UNDPKO). Chief of staff is chairperson. Efforts supported by local police chiefs and their agencies.

Funding sources: Integrated in UN peacekeeping operations; local NGOs

Membership criteria and rules: Membership is open to peacekeepers and female officers interested in advancing women's issues and the role of women in building and enhancing peace and security.

Major activities:

- Organising quarterly meetings, open forums, training, conferences, social events, recreational activities, and philanthropic endeavours – e.g. fundraising for orphanages and helping women in camps
- Training women to take on new responsibilities in fields such as traffic control, sexual assault and child abuse investigations
- Working closely with police and NGOS to increase awareness of issues and develop sustainable community problem-solving skills and abilities

Affiliation/associations: Local NGOs, Pearson Peacekeeping Centre

West African Police Women Association (WAPWA)

Address: Abuja, Nigeria¹⁶

Organisation/structure: Member countries are Ghana, Guinea, Ivory Coast, Mali, Nigeria, Sierra Leone, and Liberia.

Women in Federal Law Enforcement, Inc. (WIFLE) (USA)

Address: 200 Wilson Boulevard, Suite 102 PMB-204, Arlington Virginia, 22201-3324, USA

Telephone: +1 703 548 9211

Email: wifle@comcast.net

Website: <http://www.wifle.org/>

Scope: Federal law enforcement organisations

Institution status: Independent, incorporated, non-profit organisation. Operates in tandem with the WIFLE Foundation, Inc., (2006) to provide the Annual Leadership Training Conference, the Scholarship Programme, research, and other programmes, and the WIFLE Scholarship Fund, which sponsors scholarships for students pursuing educational opportunities in law enforcement-related fields. All 3 organisations have federal tax-exempt status.

Date of foundation: June 1999. It is an outgrowth of the former Interagency Committee on Women in Federal Law Enforcement created in 1978 to recruit and retain more women in federal law enforcement.

Mandate/purpose:

- Promote and support women in federal law enforcement by assisting agencies in the recruitment of women and developing better retention rates for them
- Provide training to help promote women in federal law enforcement agencies
- Identify barriers to hiring, promoting, and retaining women in law enforcement professions
- Monitor the progress of law enforcement in the hiring, promotion and retention of women, and recommend methods for improvement in this regard
- Enhance the image of law enforcement in the communities served
- Promote the value of collaborative and cooperative leadership styles
- Conduct research on issues affecting women in law enforcement positions, and establish and maintain an information-sharing network in this connection

Organisation/structure: Managed by an executive committee, consisting of a president, vice-president and treasurer. WIFLE Foundation is managed by an executive committee, comprising a president who functions as the executive director, a vice-president who functions as the deputy executive director, and a general counsel.

Funding sources: Membership fees, annual conference and sponsorship

Membership criteria and rules:

Regular: Law enforcement officers who are active members or retired or separated members of a federal, state or local law enforcement agency, or other police agency, or who are employed in a position that by statute is empowered to exercise arrest or law enforcement powers and are of permanent rank; all active federal, state and local prosecutors. Fees: \$50 USD/yr.

Associate: Active or retired law enforcement/regulatory personnel whose primary function is/was directly supportive of a law enforcement mission, and all criminal justice professionals who do not meet the eligibility criteria for regular membership. Fees: \$35 USD/yr.

Supporting: Persons and/or corporations interested in furthering the goals of WIFLE that do not meet the criteria for regular or associate membership. Fees: \$250 USD/yr.

Lifetime: Persons who meet regular or associate membership criteria and who choose lifetime membership. Fees: single payment of \$500 USD.

Major activities:

- Conducting leadership training and advanced skills seminars

- Providing news about new career opportunities, networking, and job-related and life-related information for women in federal law enforcement
- Running a scholarship programme, and a reduced rate, online masters degree course in public administration through Marist College
- Running a reduced rate professional liability programme
- Providing access to free counselling and legal consultation

Affiliations/associations: Maris College, FEDS Protection, US Marshal's Service, WIFLE Columnist, Police 1/Calibre Press, 911 Cell Phone Bank

Zambia Police Service Women's Network¹⁷

Institution status: Organisational staff association

Date of foundation: August 2009

Mandate/purpose: To meet the recognised need for equal and full participation of women and men at all levels of national development by increasing representation of women in the service to 30%; empower women and uplift disadvantaged women by advocating for the welfare and training of women police officers, and for their participation in cross-border operations.

Organisation/structure: Supported by the Inspector General of Police

Membership criteria and rules: Membership is open to all female police officers in the Zambia police service.

Major activities:

- Working to remove barriers preventing equal and effective participation of women and men in the formal and informal education and employment sectors

Zimbabwe Republic Police Women Network¹⁸

Scope: National

Date of foundation: 1 April 2009

Mandate/purpose: To provide a platform and structure to enhance cooperation, coordination, and the sharing of best practices, expertise, skills, challenges and solutions on gender issues in the police force; create an equitable arena for both men and women in the force to work together in harmony, and

dissipate societal prejudices towards policewomen; contribute towards women's empowerment and quality service delivery in the police force.

CORRECTIONS STAFF ASSOCIATIONS

Association of Women Executives in Corrections (AWEC)

Address: 5527 Scenic Drive, Sault Ste. Marie, MI 49783, USA

E-Mail: info@awec.us

Website: www.awec.us

Scope: US-based; 1 member from Nigeria

Institution status: Independent, non-profit organisation. Designated a public charity by the Internal Revenue Service and incorporated in Michigan, USA in 2008.

Date of foundation: 1995, following the vision of graduates of the first 2 Executive Women's Leadership programmes (1994) to advance and benefit women executives in corrections. Chartered in 1996.

Mandate/purpose: The Association of Women Executives in Corrections is the active voice of women executives in corrections working towards reasoned change and the development of future leaders. Its goals are to:

- Provide leadership development for executive women, to support the career advancement of women in corrections, and to promote informed discussion of correctional issues in an atmosphere of mutual respect
- Develop and enhance retention strategies and executive management training and development
- advance sound correctional techniques, particularly in the areas of programme development, staff training, and correctional management
- Garner public support for and understanding of the criminal justice system with particular emphasis on the corrections function
- Conduct research in management, leadership, and sound correctional practices

Organisation/structure: Elected board of directors includes all past presidents. The executive committee comprises the president, president-elect, vice-president, treasurer, secretary and immediate past president. The executive director administers the organisation on a day-to-day basis with direction from the executive committee, which conducts monthly meetings via conference call. The executive committee also has 1 planning meeting in the spring, usually on a weekend in the host city of the next autumn conference site. The president and executive director work closely together and have frequent phone and email contact.

Work accomplished by the volunteer board and committees: Awards, capital development conference, constitution and bylaws, membership, national voice, and two ad-hoc committees dealing with research

and telecommunications/technology respectively. A nominating committee is activated prior to elections of officers.

Funding sources: Membership fees, AWEC Believe Fund, AWEC Build Fund, and private business sponsorship. A list of sponsors is available at: <http://www.awec.us/sponsors>. Two restricted memorial funds are used for annual awards and scholarships. Occasionally technical assistance grants may be available for the National Institute of Corrections (NIC).

Membership criteria and rules: Regular membership is open to former or current full-time executive and senior managers in corrections and related agencies, and to any federal state, local, private and international correctional agencies/corporations or senior managers and in educational or business entities working in the corrections field.

Individual membership: 100USD/yr

Agency membership (1 to 4 members): 300USD/yr

Agency membership (5 or more): Number of members x 100USD/yr – 20% discount

Sustaining membership (optional for regular members who retire): 50USD/yr

Associate membership: 100USD/yr

Number of members: 22 in 1996, now 200+

Major activities:

- Providing networking and engagement opportunities
- Providing professional development opportunities, including an annual conference for members and a leadership training institute for “emerging executives,” women who are not yet in positions eligible for AWEC membership
- Promoting mentoring of other women in the field
- Providing networking and development opportunities for emerging executives
- Recognising and supporting member efforts with the Susan M. Hunter Endowment Award for a woman who has empowered and celebrated the development of other women in corrections, and the Laurel M. Rans Memorial Scholarship to cover travel expenses to the annual training conference

Affiliations/associations: The American Correctional Association, the American Probation and Parole Association, various Associations of State Corrections, the American Jail Association, the North American Association of Wardens and Superintendents, the American Correctional Association Women’s Committee, the International Community Corrections Association, and the Association of State Correctional Administrators

National Association of Female Correctional Officers (USA)

Address: P.O. Box 1935, Lovelock, NV 89419, USA

E-mail: webadmin@FemaleCO.org

Website: <http://www.femaleco.org/home.asp>

Scope: National

Mandate/purpose: To improve working conditions in prisons, jails and correctional facilities in the United States, work toward eliminating sexual assault and harassment of female officers, and to promote the development and use of cutting edge technology.

Organisation/structure: Volunteer organisation

Funding sources: Membership dues and donations

Membership criteria and rules: Membership is open to all individuals and organisations that support the association's mission.

Major activities:

- Working to advance the association's legislative agenda in Washington, D.C. – e.g. by advocating for legislation that would help stop female officers from being raped and sexually assaulted while on duty
- Maintaining a memorial site for female corrections officers killed in the line of duty

Affiliations/associations: The International Association of Women in Corrections, the Nevada Corrections Association, WebNet Express, and the International Association of Women Police

Women in Corrections, Ontario Correctional Services (Canada)

Scope: Correctional Services, Ontario Ministry of Community Safety and Correctional Services

Institution status: Internal employee network

Date of Foundation: 2001

Mandate:

- Support and encourage the development of women
- Highlight the contribution of women

- Make linkages with bargaining agents, and support initiatives that deal with diversity, succession planning, recruitment, training, and leadership development with a focus on achieving common goals, strengthening partnerships and promoting inclusiveness so that equity is embedded as a core organisational value
- Identify opportunities for raising awareness of and training on gender equity issues and policies and practices that foster equity and non-discriminatory behaviour
- Oversee the development of performance measures for all Women in Corrections initiatives
- Provide input on the development of policy, practice and programming as they relate to gender equity, the elimination of sexist behaviour and increasing developmental and training opportunities for women
- Complete an annual operational plan for the Women in Corrections steering committee's work to reflect its strategic direction
- Promote, develop and provide direction and support to regional councils for Women in Corrections initiatives at local level
- Identify and develop communication strategies, key messages and products as required to influence success, and support the objectives of the steering committee

Purpose: To provide strategic leadership, advice and consultation to the organisation as it relates to issues of gender equity and inclusive practices by:

- Providing a forum to raise and discuss issues as they relate to the representation and occupational distribution of women, sexist behaviour and policies that affect the ability of the Ministry of Community Safety and Correctional Services to recruit, retain and promote women
- Being recognised as a stakeholder on gender equity issues in the Organizational Effectiveness Division, Correctional Services, Ontario Correctional Services College, Human Resources Branch and others
- Promoting cross-divisional cooperation and integration of principles of gender equity
- Establishing, maintaining and providing direction to regional councils of women regarding the implementation of programmes to support the ministry's strategic direction

Organisation/structure: Managed and operated by a volunteer steering committee of 15 women in leadership positions representing the various roles and jurisdictions of the Ministry of Community Safety and Correctional Services. Men may serve on the steering committee, and representation from institutional and community streams from each region include relevant corporate branches: Ontario Correctional Services College, Human Resource Strategic Business Unit, (Human Resource Service Delivery), Communications, and the Office of Aboriginal Issues. Regional Councils link with and feed into the Steering Committee. Committee members serve 2 to 3- year terms.

Funding sources: Ministry of Community Safety and Correctional Services

Membership criteria and rules: Membership is open to all female employees regardless of classification or region in the Ministry of Community Safety and Correctional Services.

Number of members: Approximately 1,000 women attended networking sessions offered in 2009.

Major activities: Annual networking sessions are offered in each region on employee-identified issues of interest (as expressed through a follow-up survey on participant satisfaction with the sessions). Topics have included dealing with stress, retirement planning, and gender-related issues as well as an Aboriginal Talking/Sharing circle often led by community elders. Networking sessions have also been offered specifically for Aboriginal and racialised women, who may face different obstacles or possess different needs in the workplace. Sessions offer opportunities for women to network with one another, and to access assistance for their own professional development.

Affiliations: Since its inception in 2001, Women in Corrections has served as a model for other Employee Network groups in Corrections. Two new groups are:

PRIDE in Corrections: Created to provide support to Lesbian, Gay, Bisexual, Transsexual, Transgender (LGBT), Two Spirited, Intersex, and Queer and Questioning employees; works to increase understanding of LGBT members within corrections and to promote equality, inclusiveness and a harassment-free work environment for all.

C.U.R.E.: Created to provide a forum for racialised employees within the ministry to network; to provide and develop strategic advice; to promote, empower and support racialised employees in corrections in their professional development; to incorporate the knowledge, skills and lived experiences of racialised employees in corrections to address systemic barriers, and to provide and promote an information network.

Prison Women Association (Sierra Leone)¹⁹

Scope: Sierra Leone

Date of foundation: 2001

Mandate/purpose: To foster unity among women, empower them to become self reliant, and train female inmates in life skills and adult literacy.

Funding Sources: Government-funded

Membership criteria and rules: Membership is open to female prison officers and wives of male officers.

Number of members: 300 women

Major activities: Issuing micro-credit loans, involving female inmates in arts, crafts, and dress and soap making

FIRE AND EMERGENCY SERVICES STAFF ASSOCIATIONS

International Association of Women in Fire and Emergency Services, Inc. (iWomen)

Address: 4025 Fair Ridge Drive, Fairfax, VA 22033, USA.
Telephone: + 1 703 896 4858
Fax: +1 703 273 9363
Email: staff@i-women.org; Jennifer Cooke, Programme Manager
Website: <http://www.i-women.org/>

Scope: International

Institution status: Independent NGO

Date of foundation: Established in 1982, and incorporated in 1983 as Women in the Fire Service, Inc. On 15 September 2007, merged Women in the Fire Service and Women Chief Fire Officers to form the International Association of Women in Fire and Emergency Services.

Mandate/purpose: To promote and facilitate the participation of women in the fire service by:

- Providing information and education on relevant issues
- Creating networks and providing support for women in the evolving fire service workforce
- Advocating for constructive changes within the fire service by establishing coalitions with other fire service groups
- Providing a voice for women on national policy-making bodies
- Providing assistance for individual women in dealing with institutional barriers
- Developing policy guidelines and recommendations for fire service and related organisations

Organisation/structure: Governed, guided, and operated by a volunteer board of trustees and 5 volunteer committees (leadership committee, conference planning committee, membership services committee, newsletter committee, policy/product review committee, marketing/external relations committee).

Funding sources: Fees, donations, merchandise sales (books and T-shirts), advertising space on website, and conference sponsorship

Membership criteria and rules:

Honorary: No annual fee

Full-time Student fees: \$25 USD/yr

Volunteer emergency responder fees: \$25 USD/yr

Associate - Supporters who are not first responders fees: \$45 USD/yr

Career Emergency Responder - Individual membership fees: \$50 USD/yr

Chief Officer - Individual membership fees: \$100 USD/yr

Corporate - Company, organisation, or business affiliated with, supportive of, or partner with the association fees: \$150 USD/yr

Number of Members: Approximately 1,000, primarily in the United States, but also in Australia, Canada, Germany, Great Britain, Japan and Trinidad; growth is approx; 100 new members/yr.

Major Activities:

- Providing referrals and advocacy for women with problems in the workplace
- Offering resources on recruitment, reproductive safety, physical abilities testing, sexual harassment and other issues to fire departments and their personnel
- Interacting with other organisations to provide a voice for women at national levels of the respective fire services
- Organising biennial conferences
- Participating in the National Fire Protection Association standards-setting process
- Conducting workshops at conferences of many fire service agencies
- Providing networking for attorneys handling cases for fire service women
- Maintaining a message board posting links, resources, and job opportunities; offers LinkedIn and Facebook social networking groups; provides news and training podcasts

Affiliations/associations: US Fire Administration and other fire agencies

Networking Women in the Fire Service (UK)

Address: Box 41, Downham Market, PE38 9XW, UK

Telephone: + 44 (0) 1366 381237

Website: <http://www.nwfs.net/>

Scope: National

Institution status: Independent organisation registered in the UK

Date of foundation: Established 1993; incorporated 30 April 2008

Mandate/purpose: To challenge for positive change in the fire and rescue service; lead and support the development of a diverse workforce based on core values; engage with partners and stakeholders to shape and influence the future of the fire and rescue service; develop potential through effective networking; support and recognise role models and champions at all levels within the fire and rescue service (3-year strategic plan available at <http://www.nwfs.net/upload/documents/NWFS-BP-09-AW.pdf>).

Organisation/structure: An elected representative from each of 11 regions sits on the national executive board – the policy and decision-making body; 2 part-time employees.

Funding sources: Membership fees, one-off sponsorships and conference fees. Events and activities funded by the local service, government and private industry.²⁰

Membership criteria and rules:

Individual - Open to women working in the Fire and Rescue Service. Fees: £10.00/yr.

Affiliate - Open to any individual supportive of the aims of the network. Fees: £10.00/yr.

Corporate affiliate supportive organisations- Fees: sliding scale ranging from £250 to £1,000/yr according to number of employees in the organisation.

Major Activities:

- Positive Action Initiative – creating awareness and educating to recruit a more diverse workforce into the fire service
- Mentoring courses in cooperation with Anglia Ruskin University; mentoring map
- Contributing articles to fire service magazine
- Holding an annual conference
- Member of Towards Diversity 1 and Towards Diversity 11 and the Practitioner’s Forum
- Contributing member - Review of the Retained Duty System
- Providing speakers for conferences
- Publishing a newsletter
- Sponsoring a Networking Women in the Fire Service Achievement Award

Affiliations/associations: Government, NGOs and private industry partners committed to helping the association achieve its goals

New Zealand Fire Service Women

Website: <http://women.fire.org.nz/>

Scope: National

Date of foundation: May 2001

Mandate/purpose: To provide a mechanism to network, discuss and resolve issues faced in the workplace; provide information to women considering employment in the New Zealand Fire Service and deliver support, resources and guidance for training, recruitment, uniform availability, fire fighting techniques, maternity leave and other topics.

Affiliations/associations: Women and Firefighting Australasia Inc., Equal Opportunities Employment Committee, New Zealand Firefighters Union

Women and Firefighting Australasia Inc.

Address: PO Box W34, Wollongong West NSW 2500, Australia

Email: admin@wafa.asn.au

Website: <http://www.wafa.asn.au/>

Constitution: Available at http://www.wafa.asn.au/images/stories/WAFA/WAFA_Constitution.pdf

Scope: International, regional

Institution status: Independent. Specifies that the association is neither a union nor an industrial organisation.

Date of foundation: November 2007

Mandate/purpose:

- Facilitate and support women in defining and shaping the role of women in the firefighting and emergency services industries by promoting the expectations of and contribution by women to the sector
- Provide a vehicle for women, in conjunction with their colleagues in the industry, to foster and promote increased understanding and awareness of the contribution and capabilities that women bring to the firefighting and emergency management sector
- Create opportunities for frank exchange and discussion of the challenges, issues and opportunities for women in the sector
- Facilitate change through solutions and actions developed cooperatively with colleagues in the sector
- Generate opportunities for the development of knowledge and practical experience in roles of leadership and management

Organisation/structure: Governed by elected board

Membership criteria and rules: Membership open to women and men employed or registered as a volunteer in the firefighting industry.

Individual fee: \$75 AUS/yr

Associate fee: \$50 AUS/yr

Corporate fees on a sliding scale between \$200-\$800 AUS/yr depending on the size of the organisation.

Major activities:

- Organising conferences in 2006 and 2010 and other networking opportunities
- Posting other professional development opportunities
- Publishing newsletter once or twice a year
- Providing information to members on links of interest

MILITARY STAFF ASSOCIATIONS

Association for Women's Equity in the Canadian Forces (AWECF)

Scope: National

Date of foundation: 1985

Mandate/purpose: To have all military occupations open to women and to monitor the situation to ensure total integration of women into the Canadian Armed Forces.

Major Activities:

- Lobbying parliament and the media
- Producing print materials to educate the public
- Serving as a consultant, or as a witness to Canadian Human Rights Commission lawyers during hearings on cases of discrimination
- Advocacy

Bulgarian Armed Forces Women Association

Website: <http://www.buafwa.org>

Scope: National

Institution status: Organisational staff association

Date of foundation: Established on 19 December 2006 at the National Military Training Complex (NVUK) CHARALISTA.

Mandate/purpose: To promote and raise prestige, social status and visibility of women soldiers and to protect their common interests in accordance with the Law on Defence and Armed Forces of Bulgaria.

Its objectives are to:

- Strengthen, develop, and raise the prestige of women soldiers in Bulgaria
- Respond to the interests of its members, by studying their problems and needs
- Strengthen the spiritual values of its members and sympathisers
- Promote the social integration and personal realisation of women soldiers

- Develop opinions, proposals, project reports for change and improvement of legal regulations concerning the social and professional status of its members
- Develop programmes, suggestions and opinions on issues related to the equality of women soldiers in Bulgaria
- Provide education, training and research activities for members
- Organise seminars, conferences and other studies on European legislation and cooperation with similar organisations
- Organise charity campaigns and participation in programmes to raise money to help needy members and support their families
- Ensure publicity and transparency regarding its activities and objectives at home and abroad

Organisation/structure: Operates with a board of directors composed of a chairman, vice-president, senior assistant mayor, and 10 board members representing various ranks within the armed forces (statute available at: http://www.buafwa.org/largeimagesnews/new_USTAV.pdf).

Major activities:

- Training workshop on gender equality
- Joint workshop with the Ministry of Defence and the Centre for Research and Policies for Women on development, implementation, and management of projects
- Participation in female cancer prevention and treatment campaigns
- Support for Red Cross and Red Crescent campaigns to assist Haiti
- Attended an international Women, War and Peace workshop in implementation of UN Security Council Resolutions 1325 and 1820

Women in Defence and Security Canada (WiDS)

Address: 130 Slater Street, Suite 1250, Ottawa, ON, K1P 6E2

Telephone: +1 613 235 5337

Fax: +1 613 235 0784

Website: <http://www.wids.ca/>

Scope: National

Institution status: Non-profit; closely linked with Canadian Association of Defence and Security Industries (CADSI)

Date of foundation: 2005

Mandate/purpose: To promote and support the advancement of women leaders in defence and security professions across Canada through mentoring and scholarships and provide a forum and activities for professional development, exchange of ideas and experiences, and expanding networks.

Organisation/structure: Structured in parallel to CADSI; functions with an advisory board of leaders in the sector, and an operationally focused executive committee; one part-time, paid managing director.

Funding sources: Self-sufficient; revenues generated from events, administrative support provided by CADSI.

Membership criteria and rules: Membership is open to women and men employed or aspiring to become employed in the defence and security sector. Membership is free of charge.

Membership Categories: Industry (CADSI and non-CADSI member); government; retired; student.

Number of members: 300 +

Major activities:

- Networking forums and activities including conferences, business luncheons, workshops, receptions, charity events, and golf tournaments, often featuring presentations by prominent women in defence and security
- Mentorship programme and leadership training focusing on expanding leadership abilities, improving skill sets and enhancing career advancement opportunities
- A scholarship fund to encourage and financially support the educational objectives of women employed or seeking employment in defence and security
- Dedicated website and online defence and security career centre
- Posting job opportunities and links to other associations online
- Increasing website interactivity, and taking advantage of social networking opportunities where appropriate
- Producing member guidebook
- Expanding and extending partnerships with stakeholders

Affiliation/associations: Canadian Association of Defence and Security Industries (CADSI), Public Safety Canada, Department of National Defence, Women in Defence (USA), National Defence Industrial Association (USA)

IMMIGRATION STAFF ASSOCIATIONS

Immigration Ladies Association of Ghana²¹

Scope: Ghana

Institution status: Organisational staff association

Date of foundation: Established in 1991, inaugurated in 2009

Mandate/purpose: To advance women in the organisation and to advocate for women's equal rights in the service.

Organisation/structure: Association affairs managed by directors elected by members

Funding sources: Membership fees are deducted monthly at source. Some funding comes from other organisations and the private sector.

Membership criteria and rules: Membership is open to female employee of the Ghana Immigration Service.

Major activities: The association has shifted its focus from addressing physical, psychological and medical welfare needs for its members to:

- Making training available that can assist women with promotion and advancement
- Developing gender-sensitive policies
- Providing professional development opportunities for women at the management level to develop skills to effectively run meetings and manage units
- Promoting women's rights and equality in the service

Affiliations/associations: Ghana Police Ladies Association, Fire Service Ladies Association of Ghana, Prison's Ladies Association, Customs Ladies Association of Ghana, Women Peace and Security Network – Africa (WIPSEN-A), Economic Community of West Africa States Gender Programme

Bureau of Immigration and Naturalization Women Association (BINWA) (Liberia)

Scope: Liberia

Institution status: Non-political, non-partisan, and non-profit organisational staff association

Date of foundation: 31 August 1992

Mandate/purpose: To promote growth socially, professionally, and to advocate for the rights of members in accordance with the regulations of the Bureau of Immigration and Naturalization.

Objectives are to:

- Cater to the needs of all active Bureau female officers, for example in the event of sickness, bereavement, marriage, or birth of a child
- Foster closer ties of friendship and cooperation between all female members of the Bureau
- Provide services whenever called upon to do so by the administration of the Bureau
- Conduct workshops for members to gain knowledge of the security profession
- Assist members whenever necessary and encourage them in a way that helps them to become disciplined law enforcement officers
- Conduct programmes that enhance the ideals of the profession

Membership criteria and rules: Membership is open to female officers of the Bureau of Immigration and Naturalization.

Number of members: Approximately 200

Major activities:

- Raising funds to refurbish Bureau conference room to make it usable
- Advocacy and recommendations to promote the accession of female officers to higher, decision-making positions
- Lecturing on ethics in a paramilitary organisation
- Supporting the formation of the Bureau of Immigration and Naturalization Men's Association
- Representing Bureau interests as required
- Events to encourage other security sector women to form their own association (events have included annual queen contests, year-end parties, and events to mark special occasions)
- Supporting members in difficulty

Affiliations/associations: Liberia Female Law Enforcement Association, Liberia National Law Enforcement Association

PRIVATE SECURITY STAFF ASSOCIATIONS

American Society for Industrial Security (ASIS), Women in Security Group ²²

Website: <http://www.asisonline.org/>

Scope: International, mainly focused on private security

Institution status: Subsidiary group of ASIS International

Date of foundation: 2009

Mandate/purpose: To support female security professionals by providing them with a place to network with peers, share best practices, and to provide tailored programming at ASIS events.

Funding sources: Event fees, sponsorship, contributions to Foundation, and sales of books and merchandise

Membership criteria and rules: Member/Associate Professional in an executive, managerial, or supervisory position, or who is primarily responsible for the security function of his/her organisation, or who has an individual professional interest in security and seeks the educational benefits provided by membership in ASIS International. Fees: \$170 USD/yr.

Student - Must be a full-time student. Fees: \$25 USD/yr.

Members of the Women in Security Group are full members of ASIS International. Participation in the LinkedIn subgroup is by invitation.

Number of members: 834

Major activities:

- Creating networking opportunities, including through lunch meetings
- Organising presentation sessions at ASIS International conferences and seminars
- Operating a networking and discussion sub-group on LinkedIn

Affiliations/associations: ASIS International

JUDGES ASSOCIATIONS

*Afghan Women Judges Association (AWJA)*²³

Note: Association is currently suspended.²⁴

Scope: National

Date of foundation: 2003

Mandate/purpose: To ensure the active participation of female judges and lawyers in Afghanistan's newly established judicial system and to promote quality and reliable legal advice for vulnerable Afghan women.

Organisation/structure: Established by the UN Development Fund for Women (UNIFEM - now part of UN Women)

Funding sources: UN Women, US State Department Bureau of International Narcotics and Law Enforcement Affairs²⁵

Major activities (when active):

- Promoting legal rights awareness to women and girls
- Providing legal aid to women in Ghazni, Kapisa and Parwan provinces
- Providing 80 Afghan women judges and lawyers with training in Afghan civil law/civil procedure codes and international conventions on civil rights. In association with this grant, some of the participants attended Harvard Law School in 2006²⁶

Affiliations/associations: Afghan Women Leaders Connect (AWLC), International Association of Women Judges (IAWJ)

International Association of Women Judges (IAWJ)

Address: 1850 M Street NW, Suite 350, Washington DC 20036, USA

Telephone: +1 202 223 4455

Fax: +1 202 223 4480

Email: office@iawj.org

Website: <http://www.iawj.org>

Scope: International

Institution status: Independent non-profit association

Date of foundation: October 1991, with judges from 15 countries. It merged with the International Women Judges Foundation in 2000 and was incorporated as an independent, tax exempt entity.

Mandate/purpose: Believes that the global alliance of women judges is in a unique position to impact the rights of women and children through the judicial system and that through the exercise of informed and united leadership, women judges can be catalysts for social transformation throughout the world.

Its aims are to:

- Advance women's rights to equal justice
- Promote women's access to the courts
- Increase the number of women judges at all levels
- Organise and strengthen women judges associations
- Develop judicial leadership
- Conduct legal research on gender equality and human rights
- Exchange information on issues of critical concern to women
- Uproot gender bias from judicial systems

Organisation/structure: The executive council consists of a president, president-elect, 2 vice presidents, and a past president. The board of managerial trustees comprises 16 persons from the judiciary, educational institutions, non-profit organisations, private legal firms, private industry, the executive director, and the treasurer. The board of directors consists of 2 representatives from each of the following regions: Africa, Asia and South Pacific, Europe, North America, and Central and South America.

The day-to-day operations of the association are managed by the executive director and 5 staff members.

Funding sources: Organisational support from a wide variety of national and international NGOs, law firms, private industry, governments and education institutions.

Number of members: 4,000 from 90 countries

Major activities:

- Encouraging application of human rights law in domestic courts
- Conducting judicial training on women's human rights throughout the world
- Researching on gender and the law
- Sponsoring international conferences
- Promoting ratification of and monitoring compliance with international and regional human rights conventions
- Facilitating global communication on gender justice issues
- Fostering judicial exchange visits
- Protecting judicial independence
- Honouring significant contributors to women's rights
- Collaborating with other institutions on international justice and women's issues
- Producing a semi-annual newsletter in English, French and Spanish
- Maintaining a membership directory and creating a global database of women judges
- Programming

Jurisprudence of Equality Programme (JEP)

The programme's goal is to build a true "jurisprudence of equality" based on universal principles of human rights. JEP training workshops and seminars bring judges together to focus on the concrete meaning of abstract guarantees of equal protection and non-discrimination, to share insights with colleagues, and to deepen their understanding of international law as applied to domestic contexts.

Examples include:

- The creation of training teams of judges and magistrates prepared to lead human rights seminars for judicial officers
- Holding seminars for groups of 20 to 30 judges and allied professionals in 21 countries
- Posting case summaries and disseminating information about human rights decisions on the IAWJ's website and through the IAWJ's newsletter
- The development of an international human rights judicial community; JEP-trained jurists now form the nucleus of regional networks that can support one another and encourage their colleagues to follow suit
- Changing points of view and practices by alerting members to the nature and scope of domestic violence and gender discrimination; to hidden biases and stereotypes that sustain these biases; and to more effective and sensitive ways to question witnesses
- Adapting the JEP curriculum for use in teaching students from middle school to university and law school levels, and for training programmes for police, lawyers, social workers, physicians and other professionals
- The garnering of international support from courts, government agencies and private organisations

Judicial Education Programmes

The IAWJ conducts special education programmes in many regions. Examples include:

Africa:

- In 2008, the IAWJ launched a new programme in Tanzania funded by the UN Democracy Fund titled "Jurisprudence on the Ground (JOG)" that provides training for judges and community leaders through IAWJ partners, the Tanzania Women Judges Association, and the Society for Women and AIDS in Africa-Tanzania
- In 2008, the IAWJ provided an expertise assessment of continuing JEP programmes in Uganda and in 2009 facilitated a 4-day train-the-trainers workshop in Mombasa, Kenya, under the leadership of the Kenya Women Judges Association
- In 2009, the IAWJ and its partner association in Zambia launched a new programme, "Jurisprudence, Justice, Accessibility and Accountability in Zambia" in Lusaka, with the Zambia Women Judges Association and the financial support of UNIFEM (now UN Women)

Central America: In 2006-2007, judges from El Salvador, Costa Rica, Mexico, Panama and the U.S. met first in El Salvador and then in Washington for multi-day judicial consultations on cross-border issues, such as trafficking, labour migration, and child custody.

Jordan: In 2005 and 2006, the IAWJ conducted training sessions in Amman, Jordan.

Afghanistan: Since 2004, the IAWJ along with its partners, the Association of Women Judges Afghanistan (AWJA) and the Rural Women's Leadership Institute of Vermont, has conducted 4 three-week judicial education programmes for women judges from Afghanistan. In addition to looking at all levels of the judiciary and rule of law issues, the women judges participated in capacity-building workshops to strengthen their leadership roles in the AWJA. In June 2005, the IAWJ and its partner, the Afghan Women Judges, launched a new programme in Afghanistan ("Legal Awareness for Women and High School Girls in Kabul High Schools") to educate teachers and female students about their human rights under the new Afghan Constitution.

Other Initiatives

- International Biennial Conferences that focus on different critical and international judicial issues
- Public Outreach - The IAWJ sponsors lectures by noted members and other experts, films for invited public, and events honouring the achievements of women judges. The IAWJ also participates and presents panels at the UN Commission on the Status of Women annual meeting at UN headquarters in New York
- Production and dissemination of the Counterbalance International newsletter that highlights IAWJ programmes and activities, addresses issues of importance, and features judicial opinions breaking new ground in women's human rights. The newsletter is printed and mailed to members, and is published online in English, French and Spanish
- The IAWJ website contains information about the IAWJ, pictures, human rights resources, JEP cases, news updates, discussion boards, and online newsletters in English, French and Spanish
- Regularly updated membership directory and development of a global database that permits rapid classification of women judges according to their nationality, expertise and language fluency

- Law Book Projects were initiated with the US National Association of Women Judges (NAWJ-USA) in 2007 to distribute law codes in Dari, the new Constitution, and international human rights law to the women judges of Afghanistan. In 2000 and 2001, the IAWJ and the NAWJ-USA collected several thousand used but still useful law books, and shipped them to Ghana and Tanzania women judges who presented them to their Supreme Court libraries
- The IAWJ collaborates with other international organisations and donors to advance the rights of women, especially through judicial systems. Numerous examples are available at: <http://www.iawj.org/what/other.asp>

Affiliations/associations: UN agencies, international and national NGOs, World Bank, Inter-American Development Bank, governments, educational institutions, and other judiciary.

UK Association of Women Judges

Address: Birmingham Civil Justice Centre, 33 Bull Street, Birmingham B4 6DS, UK.

Website: <http://www.ukawj.org/>

Scope: United Kingdom

Institution status: Independent association

Date of foundation: 2003

Mandate/purpose: To Address issues of particular concern to women, principally those they face in the law and the justice system.

Organisation/structure: The association is managed by an elected 13-member committee. Committee membership is open to any full member of the association. Members serve a 3-year term and may be re-elected at the end of that period.

Membership criteria and rules: Full membership is open to any person who holds, or has retired from, a permanent or salaried judicial post. The association welcomes applications from men and women alike.

Number of members: 200 +

Major activities:

- Responding to consultations on relevant issues
- Promoting links and networks with a variety of judges associations and other organisations in the UK and abroad
- Organising an annual conference and regional meetings

Affiliations/associations: Automatic membership in the International Association of Women Judges

LAWYERS ASSOCIATIONS

Afghan Women Lawyers and Professionals Association²⁷ (AWPLA)

Scope: National

Institution Status: Non-governmental and non-profit organisation

Date of foundation: 1998

Mandate/purpose: To raise the awareness of Afghan women about their legal rights, promote the participation of women in the process of constitution building and participate in the construction of a legal framework for the country that incorporates fundamental human rights for women in order to ensure the restoration of women's rights in Afghanistan.²⁸

Funding sources: Seeking donations/support from other legal associations

Major activities:

- Training: Setting up a continuing training programme both in Kabul and the provinces to educate lawyers in Islamic law, national law and international law; recently held a course for Afghan women on the 1964 Constitution, with 100 participants
- Resource Centres: Setting up law libraries to allow lawyers access to information about Islamic, national and international law including human rights law in Kabul and other cities (Ghazni, Herat, Jelalabad, Juzejan, Kunduz, Mazar, Pulkhmri and Takhar)
- Publishing a periodic law journal in Dari, Pushto and English to disseminate articles about the law to as wide an audience in Afghanistan as possible and to promote understanding of legal issues in English to encourage access to international materials
- Producing a newsletter, Woman and Law (translated into English by Equality Now), containing articles on women's rights, the transitional government, legal advice and interviews with government officials

Affiliations/associations: Equality Now, Afghan Women Leaders Connect

African Women Lawyers Association (AWLA)

Website: <http://www.h-net.org/~chineryh/awla/awla/index.html>

Scope: Africa

Institution status: Registered as an NGO in Ghana in 2000. Independent group of African women lawyers

Date of foundation: 1998, after a meeting of the International Federation of Women Lawyers held in Accra, Ghana in 1996

Mandate/purpose: To address issues affecting women and children on the African continent specifically, and present a uniform voice to articulate those issues at the United Nations and at other international forums.

Organisation/structure: Secretariat and chair are rotated; three full-time staff and 6-member steering committee, comprising a convenor, secretary, treasurer, projects coordinator, and publicity coordinator.

Funding sources: Danish International Development Agency, UNICEF, Save the Children, the Swedish government, the International Human Rights Law Group and the US Embassy in Accra

Number of members: 40

Major activities:

- Participation in a Day of Action organised annually by the International Human Rights Law Group and the West African Civil Society organisation, aimed at raising awareness of and drawing attention to the need to ban or review customary inheritance practices which deny women the right to inherit land and other landed properties in equal proportions to men
- Submitting a position paper to the Attorney General's Department with specific recommendations for the drafting of a new law on property rights
- Training 140 senior police officers on domestic violence and violence against women
- Promoting training for peacekeeping forces and the military on children's rights

Affiliations/associations: International Federation of Women Lawyers, Leadership and Advocacy for Women in Africa, Phases Consult, the Ark Foundation, Sisters' Keepers, Women's Initiative for Self-Empowerment, Ministry for Women's and Children's Affairs, NETRIGHTS, International Human Rights Law Group, Michigan State University - MATRIX, and African Studies

All India Federation of Women Lawyers

Address: Kamala Mansion, No. 10, Connaught Road, Bangalore – 52 India

Telephone: +91 80 222 64634, +91 80 223 70967

Email: indianwomenlawyers@gmail.com

Website: <http://www.indianwomenlawyers.com/>

Scope: National

Institution status: Independent registered society

Date of foundation: March 2007

Mandate/purpose: To uphold and safeguard the constitutional rights of citizens and work for the preservation of the rule of law; to uphold the independence of the judiciary and to ensure greater efficiency in the administration of justice; promote the rights and welfare of women and children, particularly through legislation, and to assist them in exercising their rights; to recommend legislation/actions beneficial to society.

Organisation/structure: 4 representatives from each state make up the executive body of the organisation

Number of members: 400 +

Major activities:

- Organisation of India-wide conference (2007 and 2009)
- Conducted seminar on Night Shift Women Workers in Bangalore (2008), in coordination with the National Commission for Women
- Conducted seminar on protecting the needs and rights of the girl child, in coordination with the National Legal Services Authority (2008)

Affiliations/associations: National Legal Services Authority, International Women Lawyers Association, International Federation of Women Lawyers, National Commission for Women, National Legal Services Authority, and Delhi Legal Services Authority

American Bar Association (ABA), Women Lawyers Division and Commission on Women in the Profession

Address: 321 N. Clark Street, Chicago, Illinois 60654 USA

Telephone: + 1 312 988 5715

Fax: + 1 312 988 5790

Email: abacwp1@abanet.org

Website: <http://www.abanet.org/women/>

Scope: National

Institution status: Independent organisation

Date of foundation: August 1987

Mandate/purpose: To secure full and equal participation of women in the ABA, the profession, and the justice system with a view to:

- Projecting the Commission's work to a larger audience and widening its sphere of influence
- Strengthening and expanding Commission relationships with the ABA
- Pursuing the goals of the Commission through concerted and effective advocacy
- Developing and nurturing an international organisation that furthers the goals of the Commission and ensures that the Commission and its members prosper and grow in relationship to their work
- Ensuring all Commission programmes directly advance the full and equal participation of women lawyers in the legal profession
- As the national voice for women lawyers, forging a new and better profession that ensures that women have equal opportunities for professional growth and advancement commensurate with their male counterparts
- Assessing the status of women in the legal profession, identifying barriers to advancement, and submitting recommendations to the ABA to address them

Organisation/structure: The Commission on Women in the Profession comprises 12 members appointed by the ABA president (constitution available at: http://www.abanet.org/policy/constitution_and_bylaws.pdf)

Funding sources: ABA membership fees, financial contributions to the Commission on Women

Membership criteria and rules:

Full member fees: \$125USD/yr with discounted rates on memberships extended to 10 years

Law students fees: \$25USD/yr

Associates fees: \$125USD/yr

The ABA offers special discounts for judges, lawyers in government, lawyers in single lawyer practices, 25year+ members, seniors, disabled, and those suffering financial hardship.

Number of members: Chair and 11 commission members plus 5 staff

Major activities:

Major activities of the ABA Commission on Women:

- Perspectives Magazine
- Margaret Brent Women Lawyers of Achievement Awards
- Women of Color Research Initiative
- Women in Law Leadership (WILL) Academy - career and legal
- Skills development – with an eye toward leadership
- Women Trailblazers in the Law Project - recording the oral histories of leading women attorneys, judges, and legal academicians
- Breast Cancer Legal Advocacy Initiative - developing programmes and materials on breast cancer to train attorneys to advocate for breast cancer patients who need legal assistance related to their diagnosis and treatment

- Women's Caucus - at mid-year and annual meetings
- Annual Report Cards on progress²⁹
- Publications and Reports

Major Activities of the ABA Women's Division:

- Diversity Speakers Bureau – advocacy forum for racial and ethnic diversity
- Goal III – seeking to help eliminate bias and enhance diversity in the legal profession
- Women in Leadership Academy – focusing on career development with emphasis on building leadership skills
- Women in Criminal Justice – examining contemporary issues faced by women in the criminal justice community and evaluates system improvements
- Women in the Profession - aiming to bring positive change to the legal workplace on issues including sexual harassment, the glass ceiling, and pay inequity
- Women Rainmakers - providing networking opportunities, programmes, publications, and access to Law Practice Management forums

Affiliations/associations: American Immigration Lawyers Association, American Judicature Society, American Law Institute, Association of American Law Schools, Association of Life Insurance Counsel, Conference of Chief Justices, Energy Bar Association, Federal Bar Association, Federal Circuit Bar Association, Federal Communications Bar Association, Hispanic National Bar Association, Judge Advocates Association, Maritime Law Association of the United States, National Asian Pacific American Bar Association, National Association of Attorneys General, National Association of Bar Executives, National Association of Criminal Defense Lawyers, National Association of Women Judges, National Association of Women Lawyers, National Bar Association, National Conference of Bar Examiners, National Conference of Commissioners on Uniform State Laws, National Conference of Women's Bar Associations, National District Attorneys Association, National Legal Aid and Defender Association, National LGBT Bar Association, National Organization of Bar Counsel and National Native American Bar Association

Association of Uganda Women Lawyers (FIDA-U)

Address: P. O. Box 2157, Kampala, Uganda, Plot 54 Bukoto Street

Telephone: +256 (0) 414 530848

Fax: +256 (0) 0414 530848

Email: fida@fidauganda.org

Website: <http://www.fidauganda.org/>

Scope: National

Institution status: Indigenous, non-partisan, non-profit civil society organisation

Date of Foundation: 1974

Mandate/purpose: To consolidate gains in access to justice through the provision of legal aid, legal education, public interest litigation and advocacy for law and practice reform; to promote the sexual and reproductive rights of women including combating and redressing the effects of HIV and AIDS; to promote the economic justice rights of women in Uganda through monitoring and improvements within the framework of pro-poor development; to contribute to conflict resolution, peace building and transitional justice, and reposition FIDA- U as a sustainable human rights and governance organisation.

Organisation/structure: 7-member board, 1 executive director (2007);³⁰ operates out of 4 regional offices

Funding sources: Ford Foundation (2007)

Membership criteria and rules: Membership is open to Ugandan women lawyers interested in achieving observance of the law, human rights, gender equality and equity.

Major activities:

- Legal aid (200 cases 2005 - 2006)
- Alternative Dispute Resolution (15,000 cases 2006 – 2007)
- Trained 200 paralegals to improve accessibility to justice
- Networked with partners on the Domestic Relations Bill, Succession Act, HIV/AIDS Bill, and amendment of the Penal Code to grant chief magistrates powers to hear defilement cases where the victims are of the apparent age of 14 and below, and advocacy for the Equal Opportunities Act
- Participated in the national civic education programme, justice delivery initiatives such as the Chain Link programme
- Budgeting processes and poverty assessment studies to infuse gender-sensitive planning and implementation

Affiliations/associations:

At the local and national levels: NGOs including the Human Rights Network – Uganda³¹, Uganda and Women's Network (UWONET), local councils, the police, probation and welfare office, the community development office, the police service (notably the Family and Child Protection Unit), the judiciary (notably the Family and Children's Court), the Uganda Law Reform commission, the Uganda Women's Parliamentary Association, the administrator general, the Ministries of Justice and Constitutional Affairs, Gender, Labour and Social Welfare, Finance and Lands and Urban Development, the Office of the Prime Minister and the Justice Law and Order Sector.

At the regional level: Works with sister organisations to create a formal network focused on promoting women's human rights in East Africa. At a continental level, works to target the Africa Court, the Africa Commission and the Economic, Social and Cultural Council of the African Union, responsible for coordinating the participation of civil society in the African Union. Works with Solidarity of African Women Organisations to advocate for the ratification of the Maputo Protocol by African governments.

At the international level: Works with the UN Committee on the Elimination of Discrimination against Women and the UN Commission on the Status of Women, the International Federation of Women Lawyers, Isis Women's International Cross-Cultural Exchange, and the Development Network of Indigenous Voluntary Associations.

European Women Lawyers Association (EWLA)

Address: Ave. Louise 522 Bte. 11, B-1050 Bruxelles, Belgium

Telephone: +32 2 648 98 50

Fax: +32 2 648 36 43

Email: info@ewla.org

Website: <http://www.ewla.org/>

Scope: International – European Union and European Free Trade Association countries

Institution status: Non-profit, international non-governmental organisation registered in Belgium

Mandate/purpose: To ensure that in the institutions of the European Union women's issues and interests in general and in the legal field in particular are represented and defended without prejudice to the scientific and pedagogical principal character of EWLA.

EWLA aims to:

- Improve understanding of European equality-related legislation, with particular reference to its effects on women
- Bring together women lawyers across the European Union (EU) through contacts with bars, law societies, associations of women lawyers, faculties and schools of legal education and research on national and international levels, and with European or other public authorities
- Undertake studies, research and conferences of European women lawyers with organisations and institutions inside and outside of Europe with view to achieving equality of rights and opportunities
- Strengthen links between EU women lawyers and to encourage meetings, cooperation and understanding between women lawyers

Organisation/structure: The volunteer EWLA board comprises a president, 3 vice-presidents, a treasurer, a secretary, and 1 member responsible for each member country (constitution available at <http://www.ewla.org/AboutEWLA/ConstitutionOfEWLA/>).³²

Volunteer working groups address issues such as gender equality, legal education, education on equal rights, business law, criminal law, family law, the future of Europe, health law and reproductive rights, gender violence, trafficking, judicial cooperation and cross-border litigation.

Membership criteria and rules:

Individual membership is open to any person who is a qualified woman lawyer according to the customs and practice of the member State where she has her principle residence, or has studied law, or is a student of law, in one of the EU member States.

Corporate membership is open to any association of women with legal capacity in legal professions with its principal seat in one of the EU member States.

Associate membership is open to any person who is a qualified woman lawyer according to customs and practice of the State where the relevant woman has her principal residence, or has studied law, or is a student of law, in Europe, but outside of the EU, if agreed upon by the board, and to all associations of women with legal capacity in legal professions with its principal seat in Europe, but outside of the EU, if agreed upon by the board.

Observer status is open to institutions and organisations engaged in women's issues, organisations of legal professions, representative student associations with an orientation on European legal education, institutions engaged in women's issues, organisations of legal professions, scientific associations in the field of law, or other institutions proposed by the board and agreed upon by the vote of the general assembly.

Individual fee: €50/yr

Student fee: €25/yr

Associations fee: €200/yr

Major activities:

- Organising annual congresses and workshops
- Equality Rights from Legislation for Everyday Life – international project that offers seminars with lawyers, labour inspectors and trade union officials
- Educating through public radio programmes, brochures, and discussions on equal rights issues
- Hosting workshops with international partners
- Developed Good Practice Handbook for policymakers
- Directing the Legal Aid Fund for Women
- Daphne Project on Gender Violence
- Developing statements and resolutions on related topics
- Conducting research on current issues
- International women lawyer directory, posting of related research and literature (proposed)

Affiliations/associations: Centre National d'information et de documentation des femmes et des familles, Centro di Iniziativa Europea, Deutscher Juristinnenbund, Association of German Women Jurists, the Association of Portuguese Women Jurists, Association of Latin American immigrant women in Austria, Foundation against the Traffic of Women in Poland, Women's Foundation and Lobby of Dons of Mallorca

Federation of Women Lawyers Ghana (FIDA Ghana)

Address: House No. C. 734/3, 4th Crescent Link, Asylum Down, Accra, Ghana

Telephone: +233 302 229283

Email: info@fidaghana.org

Website: <http://www.fidaghana.org/>

Scope: National

Institution status: Non-profit, non-partisan, non-governmental organisation

Date of foundation: 1974

Mandate/purpose: To improve the situation of women and children and to strengthen their position in the overall developmental process of Ghana.

Organisation/structure: Governed by a board of directors; sixteen staff; the executive director has oversight and responsibility for the Accra and Kumasi offices and the paralegal centres in the Eastern Region and Northern region.

Funding sources: USD 5,000.00 from the Dan Church Aid in Copenhagen through the Christian Council of Ghana enabled the opening of the first Legal Aid Centre; funding from the Human Rights and Democracy Fund of the United States Embassy in Accra enabled expansion of these centres into 2 other areas; the Ghana Research and Advocacy Programme \$140,000 grant secured for 18 months (July 2008 to December 2009); UNICEF grant supports legal aid, mediation, and alternate dispute resolution efforts; other donors have included the Women's World Day of Prayer German Committee.

Number of members: 40

Major activities:

- Legal aid programme established for indigent women and children; case analysis conducted on use of services
- Educational programmes, including seminars, workshops, discussion, and lectures to bring information about the law to all sectors of Ghana society; simplified explanations of laws have been translated into 4 major Ghanaian languages. Legal education booklets have been prepared and disseminated
- Introduced Legal Literacy programme, beginning with the Women and the Law Series, and a handbook on the rights of women
- Running mobile legal outreach programmes to educate women in remote rural areas on their human rights and the laws which affect them
- Advocating and lobbying for the amendment and passage of gender-sensitive legislation
- Initiating research into socio-legal issues affecting the status of women and children

- Sensitising Ghanaian society on gender-related issues of global concern and, in particular, highlights and promotes departures from oppressive customs
- Establishing networks and links with other developmental groups for the advancement of women

Affiliations/associations: International Federation of Women Lawyers, Open Society Initiative for West Africa, Women’s Initiative for Self Empowerment, other local and international women’s rights organisations and state institutions such the judiciary and the attorney-general’s office

Federation of Women Lawyers Kenya (FIDA Kenya)

Address: Amboseli Lane, off Gitanga Road, P.O. Box 46324 - 00100, Nairobi, Kenya

Telephone: +254 020 3870444

Fax: +254 020 3876372

Email: info@fidakenya.org

Website: <http://www.fidakenya.org/>

Scope: National

Institution status: Non-profit, non-partisan membership organisation

Date of foundation: 1985, after the 3rd United Nations World Conference on Women, held in Nairobi

Mandate/purpose: To improve the legal status of women in Kenya; improve access to justice for women in Kenya; advocate for reform of laws and policies with regard to women’s rights and enhance public awareness of gender and women’s rights issues.

Organisation/structure: Led by a board of directors, consisting of a chairperson and 9 members. The secretariat is directed by an executive director, 2 staff members and an Access to Justice Team (5 members); Transformative Justice Team (3 members); Finance and Grants Team (5 members); Corporate Affairs Team (6 members); and a Programme Support Unit (1 member). The Kisumu and Mombasa offices have 6 and 5 members respectively.

Funding sources: Donors have included USAID and The Friends of FIDA Initiative, which began with a small group of philanthropists, and has grown in numbers and resources over the years to 150. Friends are drawn from local corporations, businesses, law firms, independent foundations, NGOs and individual well-wishers and are divided into 4 categories (gold, silver copper, blue), attributed based on the amount they contribute to the organisation.

Membership criteria and rules: Membership is open to Kenyan women lawyers and women law students.

Number of members: 600+

Major activities:

- Operating legal aid clinics and community action groups to empower women's rights at the municipal level and to empower these communities of women to handle most legal cases through the Alternative Dispute Resolution mechanisms and self-representation
- Strategic Leadership Programme – aiming to position the organisation strategically on matters that impact women's rights in the external environment. It continuously engages with institutions of governance such as parliament, government ministries, the police and regional and international monitoring bodies and processes. It is also responsible for resource mobilisation, accountability to development partners and ensuring quality delivery of FIDA Kenya services.
- Access to Justice Programme – aiming to improve access through 3 legal aid clinics, and engages with the informal justice system for those who cannot afford the formal justice system. Women are being trained to represent themselves, to teach human rights to poor women, and to provide them with psychological support services.
- Transformative Justice Programme - engaging in the constitutional review process, the transitional justice process and in the implementation of the peace accord. It also focuses on civic engagement with communities and police, military, public administration and municipal civil servants; provides civic education and works to improve awareness on progress in the constitutional provision of rights monitoring through community action; monitors developed funds and budgets, and community monitoring and implementation of the peace accord. These programmes also deal with other constitutional gender matters, policy and practice advocacy – with an increased focus on policy implementation, treaty monitoring and research, reviewing progress on the Beijing Declaration and Platform for Action, and reviewing the human rights records of UN member States.

Affiliations/associations: International Federation of Women Lawyers (FIDA), strategic government institutions through which FIDA Kenya exerts policy and practice influence, parliament and the judiciary, and strategic committees within the government

At the international level, FIDA-Kenya has special consultative status with the UN Economic and Social Council and observer status with the African Commission on Human and People's Rights.

Foreign Women Lawyers Association Tokyo

Website: <http://fwla.net/>

Scope: Foreign Female Lawyers Association (Tokyo)

Institution status: Independent association

Organisation/structure: Managed by a 16-member executive committee

Membership criteria and rules: Women living in Japan qualify for membership if they are licensed as an attorney in a jurisdiction other than Japan; have a law degree from a country outside Japan; are a member of a governing body of a jurisdiction outside Japan; are a professor of law at college or university outside of Japan; or are a member of a corporate legal department of a non-Japanese entity.

Female residents in Japan who do not fit any of the above categories can join as a Japanese lawyer if they are licensed in Japan as a bengoshi, benrishi, gyoseishoshi, shihoshoshi or zeirishi; are a graduate from an undergraduate faculty of law of a Japanese college or university; are a professor of law at a Japanese college or university; are a member of the Japanese Diet or other governing body of Japan; or are a member of a corporate legal department of an entity organised under the laws of Japan.

Other women, with an interest in law may be admitted as special members by a vote, and at the discretion of the board.

Women who otherwise qualify to join as a foreign lawyer or Japanese lawyer but are not resident in Japan may become overseas members.

Fees:

Japan residents: ¥10,000 y/r

Full-time students: ¥4,000 y/r

Overseas residents: ¥4,000 y/r

Other special members: ¥10,000 y/r

Number of members: 50 – 70 Japanese; 20 – 30 overseas members

Major activities:

- Monthly meetings with speakers on topics ranging from “Korean Comfort Women: The Pros and Cons of Using International Human Rights Law as an Advocacy Platform”³³ to the “State of Entrepreneurship in Japan”

International Bar Association Women Lawyers Interest Group

Website: www.ibanet.org

Institution status: Sub-group of independent, non- profit association

Date of foundation: 1996

Mandate/purpose: To provide a discussion forum for topics of global significance to women practitioners, to promote global networking of women lawyers, to foster women lawyers’ business potential, and to provide informal advice and assistance in areas of interest.

Organisation/structure: Governed by association committee

Membership criteria and rules: Membership is open to male or female attorneys, counsellors, solicitors, barristers, advocates, members of the judiciary and professors of law.

Fees:

Bar Association fee - £250 + £20

Major activities:

- Professional development conferences and workshops, development of training and resource materials

International Federation of Women Lawyers (FIDA)

Address: The official headquarters of the organisation is located at the office of the incumbent president for the duration of her respective term of office.

Website: <http://www.fidafederation.org/>

Scope: International

Institution status: International non-governmental organisation with consultative status at the UN Economic and Social Council

Date of foundation: August 1944 in Mexico City. The group was originally known officially by its Spanish name - Federacion Internacional de Abogadas.

Mandate/purpose:

- Promote the aims and principles of the United Nations
- Organise women lawyers nationally, regionally and internationally
- Develop opportunities available to women in civic life, politics, education, industry, business and the professions, particularly the legal profession
- Establish friendly and international relations
- Promote the study of comparative law
- Champion the rights of women and children
- Promote the socio-economic well-being of women and children

FIDA seeks to enhance the status of women by effectively pursuing the following priority themes:

- Equality
- Development
- Education
- Health education (including drug addiction)

- Eradication of prostitution
- Support for HIV/Aids programmes
- Abolition of harmful traditional practice, inimical to the welfare of women and children, through primary health care
- Protection of women and children against violence in the family and support for programmes for the achievement of world peace

Organisation/structure: FIDA consists of individual members and affiliate organisations. Individual members must be women admitted to the practice of law in their respective countries.

The officers of the association are the 12 executive committee members (president, 1st vice- president, secretary, treasurer, UN representative, historian and 5 directors) and 7 regional vice- presidents (North and West Africa, South and East Africa, North America, South America, Asia, Asia Pacific, Western Asia). In addition, there are 9 regional officers, known as 2nd to 10th vice presidents, who are elected from Africa, Australasia, Europe and the Middle East.

The Federation executive officers establish, and each country vice-president follow closely, the legal, economic and social position of women and children in their respective countries and direct the efforts of the membership towards securing better conditions through improved legislation and other visible ways.

Operations are conducted by 21 standing committees: Administrative law; comparative civil and commercial law; constitution and by-laws; convention; domestic relations; immigration, nationality and naturalization; international hospitality; international law; juvenile law; labour legislation; legal education; legal status of women; legislation; membership; Aero Space Law; Penal Law; Procedure; Public Relations; Scholarship Facilitation; UNESCO; United Nations.

Affiliate organisations have been established in 73 countries worldwide. The presidency is rotated around the 5 continents of the world (constitution available at http://www.fidafederation.org/?page_id=6).

Membership criteria and rules: Membership consists of individual members, affiliate organisations, student members, patrons and honorary members.

Individual members are women admitted to the practice of law in their respective countries. In countries having no affiliates, individual members may form a local branch or branches of FIDA, as the numbers of members and geographic conditions require, for the purpose of more effective cooperation with each other in furthering the aims of FIDA.

Affiliates are organisations of women lawyers affiliating with the federation. Affiliate organisations must be non-political and non-profit and must be independent of and not subject to the control of any government.

Student members are women law students who expect to practice law.

Patrons are either men or women interested in the advancement of women in the legal profession.

Honorary members are outstanding women lawyers whom the organisation desires to honour.

Number of members: Members in 73 countries and territories.

Major activities:

- Seeks to realise its objectives through its work at the United Nations, at FIDA's biennial conventions and through its publications, *La Abogada Newsletter* (4/yr) in English/Spanish – for members only; *La Abogada Internacional* (every 2 yrs) in English/French/Spanish

Affiliations/associations: International Bar Association, Member of: CIVICUS – World Alliance for Citizen Participation, Conference of Non-Governmental Organizations in Consultative Relationship with the United Nations, and Earth Action Network. Links with Equality Now, Ford Foundation, Global Fund For Women, Inter-African Committee on Traditional Practices Affecting the Health of Women and Children, NGO Committee on the Status of Women, and African Non-governmental Network on the Preventive Alert of Conflicts

Itach Women Lawyers for Social Justice (Israel)

Address: Hausa Bait 3, Bait Yahoo, Tel Aviv 65143, Israel

Telephone: +972 (0) 351 60103

Email: mail@itach.org.il

Website: <http://www.itach.org.il/english/english.html> (Majority of website in Hebrew)

Scope: National

Institution status: Independent, non-profit organisation; tax exempt status in Israel and USA

Date of foundation: 2001

Mandate/purpose:

- Create social change by using the law to address the needs and rights of women from the social, economic and geographic periphery of Israel
- Increase access to the law, legal knowledge and tools among the population of disenfranchised women, specifically in the fields of employment rights, welfare benefits, public housing and violence against women in order to empower women to understand and realise their rights and use their strength to become change agents for issues that concern them
- Protect the most basic rights of women from the lowest socio-economic levels in Israeli society and influence the legal and social discourse to take into account their unique experiences and needs

- Raise awareness in the legal profession and among the general public about the real-life struggles of poor and low-income women and influence decision and policy-making to take into account this population's unique needs and situation

Organisation /structure: The association has three branches located in Tel Aviv, Beersheva and Haifa that focus on the unique needs in their regions. Activities are governed by a 9-member board of directors. Work is carried out by 10 staff.

Funding sources: Ministry of Industry and Trade, British Embassy, numerous foundations and initiatives

Membership criteria and rules: Membership is open to women lawyers in private practice, or working in human rights and social change organisations, or in the academic field, who bring to Itach a broad range of professional expertise.

Major activities:

The Itach community contributes its knowledge and creativity by participating in discussions about legal arguments and through involvement in Itach's empowerment projects. Members provide legal consultation and representation on a pro-bono basis to women turning to Itach for assistance.

Activities include:

- Legal aid hotline - free-of-charge access to legal information, consultation and assistance - services women would not otherwise be able to obtain or afford
- Advocacy - intervening on a policy level to make changes that protect the rights of disenfranchised women through petitions to the Supreme Court, involvement in Knesset committees and continuous dialogue with government institutions
- Paralegal projects - improving knowledge and/or confidence of women to use laws to protect themselves through courses on law, feminism and social change
- "SHENHAV" project - providing support to and rehabilitation of women dealing with drug addiction and prostitution
- "Key for Rights" project - seeking to promote and develop rights for divorced Druze women
- Single women from Isfiya over age 30 project - enhancing the prospects of women in general and single women in particular, providing them with supportive surroundings and integral knowledge of their various rights

KARAMAH Muslim Women Lawyers for Human Rights

Address: 1420 16th Street, NW, Washington, DC 20036 USA

Telephone: +1 202 234 7302, +1 202 234 7303

Email: karamah@karamah.org

Website: <http://www.karamah.org/>

Scope: US-based international network

Institution status: Independent, charitable educational association

Date of foundation: 1993

Mandate/purpose: To support the rights of Muslim women worldwide through legal education, legal assistance, leadership development and jurisprudence (theory, philosophy, and interpretation of the law); educate a new generation of Muslim women leaders at home and abroad to be proficient in Islamic law, and to help these women develop their leadership capabilities within their own communities; assist in the development of American Muslim communities in general, and Muslim women in particular, through educational, legal, and community outreach activities and serve as a resource for the American legal system on Islamic jurisprudential matters.

Organisation/structure: Board of directors, United Nations Liaison, board of advisors, 7 staff

Membership criteria and rules: Female lawyers, activists, judges, and Islamic legal scholars

Number of members: 400

Major activities:

KARAMAH'S efforts are focused on:

- Developing gender-equitable jurisprudence on Muslim women's issues through research and opinions that promote a greater understanding of the inalienable rights of women under Islamic law
- Working with grassroots organisations, as well as jurists, through education, training and dialogue
- developing educational materials to build confidence and leadership skills among Muslim girls and women
- Writing articles and legal analyses on issues relating to women's rights and organising jurists' workshops to discuss problems and possible solutions

Highlights include:

- The Law and Leadership Initiative – focusing on leadership, mentorship, and refurbishment of a speakers' bureau
- The Law and Leadership Summer Programme - aiming to educate Muslim women about gender-equitable principles valued in Islam from a legal perspective

- Grassroots Legal Assistance – legal referral, workshop and training initiative
- Development and distribution of a one-of-a-kind Women’s Rights Manual for Muslim women from all social and economic backgrounds in the Middle East and North Africa region
- Workshops and discussions on Islamic law in Algeria, Bahrain, Egypt, Jordan, Morocco, and Tunisia

Affiliations/associations: The White House, US Department of Justice, US Department of State, FBI, attorneys and social service providers, The Network of Muslim Women Jurists and Leaders, the Library of Congress’s Global Legal Information Network, and the U.S. Department of Justice’s Office of Violence Against Women

Mongolian Women Lawyers Association

Address: Sukhbaatar district, Baga toiruu, apart 24-38 P.O.B: 547
 Telephone: + 976 11 322212
 E-mail: mwla@magicnet.mn

Scope: National

Institution status: Non-governmental, non-profit organisation

Date of Foundation: 1992

Mandate/purpose: To provide legal services to women and engage in policy and other forms of advocacy with other women's groups, as part of efforts to protect and promote women's rights and dignity, advance women's leadership, and increase their participation in social development, as well as to contribute to the establishment of a legal system that is responsive to the needs and protection of the rights of people, particularly women.

Organisation/structure: The activities of the association are directed by an elected 13-member Board of Directors. The association has 7 full-time staff, including an Executive Director, 2 lawyers, an international relations officer, an administrator and a programme assistant, and 36 branches across the provinces and districts.

Number of members: Nearly 700, including 300 judges, 180 advocates, 80 prosecutors, as well as academics and court staff.

Major activities:

- Filing test cases in court to challenge laws and policies discriminatory or harmful to women
- Providing legal services, free legal advice and representation services to poor, vulnerable and employed women in cases involving domestic violence and other family issues, discrimination, employment rights, and sexual harassment

Legal Literacy Education and Training initiatives include:

- Information, education and training activities for poor, vulnerable and employed women
- Training for volunteer paralegals
- Increasing awareness on gender sensitivity and priority women's issues for law enforcement agencies and other law and policy institutions and the general public
- Providing education and training for women lawyers on gender-responsiveness
- Conducting training to improve empowerment for women in decision-making bodies
- Developing a pool of trainers by learning from the experience of similar organisations in other countries
- Drafting legislation on specific women's issues in collaboration with other women's groups, proposing recommendations on law and policy reforms, and engaging in collaborative advocacy with other groups on proposed legislation or policy issues
- Conducting legal and policy research on priority issues, developing and managing a specialised library, and providing legal information services to other women's groups and the public

Affiliations/associations:

Internal partners: National Center Against Violence, Oyuntulkuur Fund, Women's Intellectual Property Fund, International Programme on the Elimination of Child Labour, Gender Centre for Sustainable Development in Mongolia, Lawyers' Center for Legal Reform in Mongolia, Mongolian Women's Federation, Liberal Women's Brain Pool of Mongolia, Peace Winds - Mongolia, National Commission on Children's Rights, Mongolian Association Against Alcoholism and Drug Abuse.

International organisations: Soros Foundation, UN Development Programme, UN Population Fund, Asia Foundation, Canadian Foundation, Asian Outreach, Christina Noble Foundation, Deutsche Gesellschaft für Internationale Zusammenarbeit, Global Fund for Women, Ford Foundation, AUSAID, Norwegian Embassy, German Women Lawyers and Business Women's Association, International Women Judges Association

Otago Women Lawyers Society Inc. (OWLS)

Website: <http://owls.org.nz/owls-life-members/>

Scope: Regional (South New Zealand)

Institution status: Incorporated in New Zealand

Date of foundation: 1986

Mandate/purpose: To work for the equal opportunity and advancement of women in the study and practice of law; to work for reform of the law and its administration, and for the advancement of social policy, particularly as it affects women and children; and to promote the use of women's skills in law.

Organisation/structure: Association affairs managed by an Executive Council

Funding Sources: Membership fees

Membership criteria and rules: All female law students and any women who have been admitted to practice are eligible to join.

Full membership fees: \$40 NZ/yr

Student member fees: \$20 NZ/yr

Out of town member fees: \$20 NZ/yr

Major activities:

- Contributing to national decisions on legal practice issues relevant to their members
- Participating in making submissions on law reform on issues affecting women
- Celebrating and encourages women in the practice of law
- Hosting panels and discussion forums, and regular social events
- Presenting the annual Ethel Benjamin address, in honour of the first woman to be admitted to practice in New Zealand, to encourage women's education and achievement, and to stimulate debate about issues affecting social justice and gender

Affiliations and Associations: Otago Branch, New Zealand Law Society, Wellington Women Lawyers Association, Auckland Women Lawyers Association, Women's Consultative Group of the New Zealand Law Society, and Women Lawyers of New South Wales

Pakistan Women Lawyers Association³⁴ (PAWLA)

Scope: National

Institution status: Non-profit NGO

Date of foundation: 1980 - registered in 1985

Mandate/purpose: To provide legal assistance for women in distress and to be a pressure group for the reform of laws discriminating against women.

Organisation/structure: PAWLA is run by professional lawyers and volunteers. It is based and works mainly in Karachi.

Major activities:

- Legal awareness programmes - presenting video films in schools, clinics, parks and out-of-reach areas on key laws and women's rights. PAWLA presents plays on legal issues, followed by question and answer sessions on Radio Pakistan. Women and Law is published annually
- Major activities undertaken for women include the Legal Aid Project (1981-2000), the Jail Project (1990-2000), the Legal Awareness Project (1988-2000), and a book series "Khawateen aur Qanoon"(Women and the Legal System)
- Working to eradicate gendered segregation at universities, and publicises and condemns the growing incidence of violence against women³⁵
- Orangi Pilot Project in Karachi – promoting networks among women who work at home to reduce dependence on middlemen to acquire raw materials and market clothing they produce
- In cooperation with the Business and Professional Women’s Association, supporting a pilot project in a poor area of Lahore

Affiliations/associations: Business and Professional Women’s Association

Southern Sudan Women Lawyers Association^{36 37}

Scope: Southern Sudan

Institution status: National

Date of foundation: 24-25 June 2010. Newly established – currently in development

Mandate/purpose: To empower female lawyers to improve their professional skills and enhance their contribution towards key developmental issues, including filling gaps, implementing, and interpreting the interim Constitution. Objectives include:

- Uniting and empowering women lawyers to assist women in Southern Sudan
- Building the capacity of women lawyers to improve their professional skills
- Improving the security and protection of women by lobbying for legal reforms with key partners
- Providing legal advice

Organisation/structure: Interim chairperson, vice-chairperson, secretary, vice-secretary, treasurer, vice-treasurer and committee members were elected and mandated to formalise the association

Funding sources: Initial workshop sponsored by the Ministry of Legal Affairs and Constitutional Development in collaboration with UNDP South Sudan.³⁸ The 2-day workshop was co-facilitated by the government of South Sudan, UNDP and the Catholic Secretariat.

Membership criteria and rules: Membership is open to women lawyers working in the government of South Sudan, human rights and women activists, law students, paralegals, women lawyers in the private

sector, all legal bodies, some women in parliament, and women working with international organisations. Members must be Sudanese, although others will be considered.

Membership Fees: One-off membership registration fee, monthly contributions, donations. Fees are determined by the association's general assembly.

Number of members: 45

Major activities: In the short term, to reconvene to finalise the association, develop its constitution, and convene a general assembly to approve the constitution.

Potential areas of interest:

- Increase the number of women lawyers
- Strengthen their capacity to become more professional in dealing with women's issues and build their skills and knowledge through training and exchanges with related associations
- Build unity among women lawyers
- Advocate for marginalised women and children by using popular and conventional media
- Collaborate with the Ministry of Legal Affairs and Constitutional Development to address issues of security of women and their access to justice
- Lobby for legal reforms to promote the rights of women and protect young girls from being forcefully married off by society elders
- Promote further training especially in English language proficiency
- Sensitise practitioners on the effects of cultural practices that demean women
- Contribute to conflict resolution and peace building by promoting equal rights and human rights

SECTOR-WIDE PEACE AND SECURITY STAFF ASSOCIATIONS

*Liberian Female Law Enforcement Association (LIFLEA)*³⁹

Scope: National sector-wide institution. Includes the Liberia National Police, the Liberia National Fire Service, Monrovia City Police, the National Bureau of Investigations, the Ministry of National Security, the Bureau of Immigration and Naturalization, the Armed Forces of Liberia (AFL), the Ministry of Justice, the Drug Enforcement Agency, and the Ministry of Defense, Customs, Private Security, Sea Port Security and Special Security Services.

Institution status: Non-political and non-partisan organisation. The parent organisation of LIFLEA is the Liberia National Law Enforcement Association (LINLEA).

Date of foundation: 2000. The organisation emerged out of LINLEA

Mandate/purpose: To advocate for the rights of women, under the law, in the security sector in order to:

- Ensure gender mainstreaming through gender-sensitive policies and training
- Promote female recruitment, deployment and promotion at every level of the security sector
- Ensure female participation in decision-making processes within the sector through lobbying and advocacy as well as networking with other female security personnel throughout the sub-region and beyond
- Promote awareness about the work of LIFLEA in the respective agencies within the community
- Build the capacity of women in the security sector and encourage professional training for them
- Strengthen the institutional capacity of LIFLEA and thereby position it as a key player in security sector governance in Liberia (added as a cross-cutting objective)

Membership Fees: One-off membership registration fee, monthly contributions, donations; fees are determined by the LIFLEA general assembly

Organisation/structure: Executive committee, working groups

Membership criteria and rules: Variable, depending on the institution

Number of members: At one time 300+, numbers have decreased.

Major activities: (Proposed 2009)

- Accessing and identifying institutions without gender policies or action plans to introduce them
- Adapting and/or developing gender policies for security sector institutions
- Organising training on gender and other sensitisation activities to mobilise and lobby for support
- Raising awareness of LIFLEA and its goals among security sector institutions

- Developing dialogue with institutional heads
- Developing/updating roster of female security personnel to facilitate recruitment, deployment and promotion
- Targeting the engagement of young girls – e.g. through school lectures and parent-teacher associations
- Exploring potential incentives to encourage women’s deployment (e.g. the provision of accommodation in communities; advocating for separate barracks)
- Sharing information on job vacancies
- Requesting office space from the Ministry of Gender and designate a focal point/person to liaise with LIFLEA
- Lobbying with people in senior positions (e.g. parliamentarians, ministers in agencies)
- Meeting with gender-sensitive men to enlist their support for gender equality
- Researching and identifying all women’s security sectors in the sub-region for entry into a database
- Informing each organisation in writing about LIFLEA and suggesting points of contact or regional meetings
- Creating a website or request WIPSEN to assist in doing so
- Conducting a general sensitisation campaign through meetings, radio announcements, and brochures
- Collaborating with relevant stakeholders (including those who manage the budget
- Conducting workshops, seminars, and local and international training sessions on leadership, investigation and other specialised issues

Affiliations/associations: Support from international and regional organisations (WIPSEN, DCAF, the Kofi Annan International Peacekeeping and Training Centre, and other donors/potential partners), as well as other networking partners (NGOs, UN Mission in Liberia).

LINLEA has identified key ministries (e.g. Justice, Gender and Development), the Development and Education Network Liberia, Inclusive Security, the West African Policewomen Association, the Governance Commission of Liberia, and Liberian female parliamentarians as potential cooperation partners.

Women in Security Sector in Sierra Leone (WISS-SL)⁴⁰

Scope: National sector-wide institution that includes the Republic of Sierra Leone Armed Forces (RSLAF), the Sierra Leone Police (SLP), the National Fire Force (NFF), Private Security Companies, Office of National Security (ONS), Immigration Services, Prisons Services and the Navy.

Institution status: Independent

Date of foundation: June 2008, following consultation on gender and security sector reform organised for women in the security sector by WIPSEN-Africa and DCAF.

Mandate/purpose: To advocate for women's rights and gender mainstreaming with the security sector through the promotion of interagency cooperation, capacity building, networking and exchange of best practices.

Objectives⁴¹ are to:

- Foster dialogue, networking and unity on gender and women's issues among various security sector institutions nationally, regionally and internationally
- Enhance the capacity of female security personnel through education, advocacy and empowerment
- Facilitate the incorporation of gender into national security policy and institutional policies and operations
- Improve female representation and participation in the various security institutions
- Develop a joint agenda and action plan outlining existing gaps and needs within the various security institutions

Women in Homeland Security (WHS)

Address: 1140 Connecticut Avenue NW Suite 1008, Washington, D.C. 20036 USA

Email: womeninhs@yahoo.com

Website: <http://www.womeninhomeandsecurity.com/>

Scope: National sector-wide institution with a focus on national security

Institution status: Independent, non-profit association with charitable status. Incorporated in Virginia, USA

Date of foundation: Started March 2009 after identification of network and support opportunities for women in male-dominated fields. Established as an independent non-profit association in January 2010

Mandate/purpose: The organisation strives to provide women working in the field of homeland security with a forum to learn about the many facets of the discipline, to build the connections necessary for their own professional development and to understand the full spectrum of homeland security, to motivate people at every level to increase activism and problem solving, and to be catalysts for change. Events and activities are planned to enhance members' understanding of homeland security, terrorism, al-Qaeda, Islam and the role and treatment of women in each.

Organisation/structure: National headquarters are located in Washington DC. Other chapters are located in Florida and Mississippi.

The president works with an events committee in her area to host events and activities. Chapter leaders in other jurisdictions are responsible for events and activities in their respective areas.

No paid staff.

Funding sources: Sponsorship

Membership criteria and rules: No formal criteria – members must be engaged at some level in homeland security. Membership is self-selecting and includes NGOs, government, think-tanks, students and Homeland Security. Men are not excluded, but there are currently no male members.

No membership fees.

Number of Members: 700 +

Major Activities:

- Monthly presentations, discussions, and social events promoting broad, holistic, and collaborative approaches to eradicating, decreasing, and preventing terrorism; topics and presenters referred and recommended by members
- Book club – each month’s selection on a terrorism or homeland security topic is posted online; interested members meet once per month to discuss how described issues are shaping homeland security and consider actions they can take to solve problems at the local level and reduce and prevent terrorism
- Papers, documents, and video presentations on current and emerging issues in homeland security and terrorism related topics from think-tanks, universities, research facilities and other organisations are posted on the WHS “University” website; each month a white paper of importance is disseminated and catalogued online; one to two content conferences per year are organised to cover topics and issues related to postings
- Blogs and publishes information on asymmetric warfare
- Supports the No Greater Sacrifice Foundation and The Central Asia Institute to raise funds for the education of children of permanently wounded armed forces personnel and to promote and support community-based education, especially for girls, in remote regions of northern Pakistan and Afghanistan
- Development of a strategic plan for more substantive work and engagement to increase individual, community and national resilience
- Mentoring programme for young women interested in the field including a blog by current interns and others working in homeland security

Affiliations and Associations: No formal affiliations.

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