

INTERNATIONAL POLICE ASSOCIATION

iBZ

Information and Education Centre
Castle Gimborn e.V.

#SHEisIPA



SEMINAR FEEDBACK DOCUMENT



Foreword for the seminar Outcomes Document#SHEisIPA 'Embracing an inclusive Vision for the Future'Seminar at IBZ Gimborn

Foreword

By Martin Hoffmann, International President of the IPA

The #SHEisIPA project and the inaugural Women in IPA Seminar at IBZ Schloss Gimborn have set a new benchmark for our association. Held from 1st to 5th November 2024, the seminar brought together 45 participants from 23 IPA sections worldwide. It provided an exceptional platform for professional development, networking, and shared learning, with a focus on empowering women to thrive within the IPA and in their policing careers.

This seminar was an outstanding success, and much of its triumph is owed to the tireless efforts of Karen Duckworth and her dedicated #SHEisIPA team. Their meticulous planning, innovative programme, and both impactful and memorable. I would also like to recognise the invaluable support of Diego Trolese, the International Executive Board (IEB) member responsible for #SHEisIPA, whose guidance and strategic vision were instrumental in aligning the seminar with our broader goals.

Throughout the event, participants explored opportunities within the IPA, learned from inspiring speakers, and engaged in meaningful discussions about fostering inclusion and gender equality. Sessions led by remarkable women, such as Judith Gillespie and Hannah Wheeler, offered profound insights into leadership, resilience, and the unique challenges faced by women in policing. The atmosphere of collaboration and mutual support was a testament to the success of Karen and her team in creating a truly inclusive environment.

Initiatives like #SHEisIPA also exemplify the IPA's role as a platform for international collaboration among policing professionals. By bringing together members from diverse cultural and professional backgrounds, we strengthen our shared understanding, foster mutual respect, and build connections that transcend borders. These global partnerships enrich not only our association but also the broader policing community.

Looking to the future, I am pleased to announce that the IEB will financially support two #SHEisIPA seminars in 2025, ensuring this vital initiative continues to expand its reach and impact. Furthermore, the introduction of a Diversity, Equity, and Inclusion (DEI) adviser in 2025 will strengthen our efforts to institutionalise these values, solidifying the IPA's position as a global leader in fostering inclusivity.

In addition, we see further evidence of our commitment to inclusion and diversity through initiatives such as the 1st IPA World Football Championship, which will take place in Albania in June 2025. For the first time, this tournament will feature a dedicated women's competition, marking a significant step forward in ensuring that all members of our association have the opportunity to participate and be celebrated in equal measure.



The success of this seminar reminds us that Servo per Amikeco - service through friendship - is the foundation of our association. By embracing inclusivity and empowering all members, we honour this motto and take meaningful steps toward a more united and equitable future for the IPA.

Yours sincerely,

Martin Hoffmann
International President
International Police Association



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#SHEisIPA





Introduction

Karen Duckworth – Project Lead for #SHEisIPA

This inaugural seminar was designed to provide an opportunity for women from across the International Police Association to come together in an academic and social environment to share experience and learning from their respective roles and policing backgrounds. Forty-Seven women from twenty-two countries attended IBZ Gimborn between 1 – 5th November 2024 to consider some of the challenges that stop gender representation being more balanced across the policing landscape, but also to identify new skills that will help them in the future to advance their potential, whether in their policing role or within the

International Police Association. We were delighted to be joined by International President Martin Hoffmann and Chair of the Professional Commission, Diego Trolese. Their presence and ongoing support for this movement underline the how it aligns to the current strategy of the International Executive Board.

The #SHEisIPA Project seeks to develop a more inclusive environment within the International Police Association for women and underrepresented groups. Working with other Commission Projects to develop open and new opportunities where everyone can see themselves reflected in the International Police Association and can see the benefit that this wonderful organisation may offer them.

Part of the seminar focused on a World Café exercise, where delegates were asked to consider and discuss a series of questions that focused on identifying some of the current challenges to balanced representation in policing and the International Police Association, as well as the solutions. The summary of the discussions are the outcomes contained here and lead the Team to consider next steps as we move into the second year of this exciting project.

The #SHEisIPA Project Team are:

Marie Daly (Section Ireland) Kimberly Geber (Section Germany)

Pel Marumo (Section Botswana) Ivana Pavlović (Section Bosnia and Herzegovina)

Magda Raducu (Section Romania) May-Britt V. Ronnebro (Section Sweden)

Pninit Shain (Section Israel)

Countries that took part were:

Spain, United Kingdom, United States of America, The Netherlands, Gibraltar, Germany, Canada, Serbia, Finland, Moldova, Belgium, Peru, Sweden, Bulgaria, Lithuania, Ireland, Norway, North Macedonia, Portugal, Romania, Bosnia and Herzegovina and Israel.

For more information about the Project, visit the International Police Association website Women in IPA (ipa-international.org) or contact the team at sheisipa@IEB-IPA.org



What is the World Café

The World Café is a simple yet sophisticated method for holding meaningful conversations around important questions in large group meetings. An excellent tool to encourage participant interaction, the World Café can foster deeper engagement with complex or challenging issues.

During advance planning, for each World Café session, an overall topic is set; within that topic, 3 - 5 key questions are formulated for discussion; and each question is assigned to a specific table host (an expert or someone with strong interest in the question).

At the event, 3 - 5 tables (one per question) are set up in 'café' style to create a relaxed, informal ambience). Participants divide and choose (or are assigned to) a table to start the process. The host provides a brief introduction, and then participants discuss the question.

When time is up, the participants rotate to the next table, while the host stays behind to introduce the question once more and summarize the preceding discussion for a new set of participants. The new participants then add their insights to the question, refining or modifying the contributions of the previous group. This step is repeated until participants have had the opportunity to discuss up to three different questions/issues. A concluding plenary wraps up the discussion.

By dividing a large group into smaller subgroups, conversations can be made more focused, relaxed and participatory, with greater opportunity for all participants to speak and contribute equally – thereby encouraging authentic sharing of experiences and knowledge. Rotation of groups from one table to the next adds value to the discussion, by allowing a group to build on the previous group's thoughts and ideas about a particular issue.

Introduce the session and explain the World Café method, emphasizing the importance of creating a respectful, open dialogue.



What is the current perception of women's roles in the IPA, and how do you feel this perception affects women's growth within the organization?

Objective: Understand how participants view the organizational culture and the perceived roles of women within it. This question opens up a discussion on unconscious biases and systemic norms.

Chair: May-Britt V. R. Ronnebro (Section Sweden)

A number of points were noted in the discussion groups considering this topic: The most recent (2023) World Congress IEB election could be seen as a 'boys club' electing only male colleagues to the International Board. The concern raised was how this reflects the perceived role of women within the IPA.

The sense that the IPA has been very male dominated in the past, although women are moving into branch / regional and national roles. Still, only 2 / 68 Section Presidents.

Nepotism is seen to have been a problem in the past that again, is slowly changing and creating opportunities for other people.

#SHEisIPA is not seen as a priority for older members, which can filter through to decision-making at local Board level.

Younger female members don't always see female role models within the IPA at the moment, and that is a challenge for #SHEisIPA Project to consider.

Sometimes, support that is given to women comes with conditions.

Lack of communication, which can be addressed through strengthened networks.

Some solutions:

Give female members responsibilities within the organization to encourage engagement and then recognize what is delivered by those women.

Increase visibility and recognition of women who are contributing to the IPA

Raise the visibility of the #SHEisIPA strategy to all sections.

Encourage allyship from men and other women in sections to support those women wishing to get more involved. Voices who are prepared to stand up and be heard.

Identify topics that are notably relevant to women for professional development activities, notwithstanding that women are represented across all policing, and so will benefit from all other professional development activities.

Q1 cont'

Better financial support to enable women to take advantage of professional development activities.

Better gender balance is critical in all IPA activities, but it was noted that it is incumbent on women to put themselves forward to take advantage of opportunities that are presented.

Women need to support other women.

The IPA needs to represent all of its members, it is a WE when it comes to the organization, not 'us' and 'them'. Inclusion means that we are all in it together to help the organization grow and flourish in the future.

The key is balance, because it isn't just about women (if that is a person's sole agenda, there are other more suited organisations to join), it is all about inclusion and balance to grow the IPA in a fair and sustainable way for the future.

Find a way to deal with imposter syndrome. Very common factor that holds many women back from pushing themselves forward to do what they want to do.

The final thought was that it is often seen that male leadership is considered the 'norm'. This is not the case at all, good leadership is the 'norm', and everyone should focus on the skills and experience of the people involved – in a fair and balanced organization, gender per se would not be in the equation.



Q2

What barriers or challenges do women face in achieving leadership roles or advancing in their careers in the IPA?

Objective: Focus on identifying tangible and intangible obstacles (e.g., lack of mentorship, gender bias, work-life balance pressures) that hinder career advancement for women.

Chair: Deirdre Mahony (Section UK)

The barriers were clearly identified, and familiar to each delegate, the biggest being ourselves and simply lacking confidence. However, it was clear as a result of so many women inspiring each other during this seminar, that it was really the solutions the group wanted to discuss. However, the challenge identified in this table discussion are below:

Ourselves

Lack of confidence (in own abilities)

IPA regions themselves, emphasis on social rather than professional opportunities

Minority gender which doesn't help women to push through into roles

Men wanting to maintain status quo

Lack of support and respect from men, all women will be blamed for a mistake, good ideas proposed by women often disregarded only to resurface as a male idea and male colleagues think it's great.

Cultural and general heritage- still a way to go around the way women are seen in some cultures.

Other women – there are enough challenges to overcome without other women seeking to create more for female colleagues.

“There is a special place in hell for women who don't help other women”
(Madeleine Albright, former US Secretary of State, keynote speech at Celebrating Inspiration luncheon with the WBNA's All-Decade Team, 2006)





Q3

How do everyday interactions, decision-making processes, or team dynamics reflect or reinforce gender imbalances in the IPA?

Objective: Explore micro-level behaviours and decision-making processes that contribute to sustaining male dominance in the workplace. This step delves deeper into the root causes of gender-related challenges, focusing on behaviours, attitudes, and policies.

Co-Chairs: Pninit Shain (Section Israel) and Ivana Pavlović (Section Bosnia and Herzegovina)

It was interesting that whilst the experiences of those present were different, there was collective agreement about the solutions.

More women involved in the conversations taking place at all levels of the IPA in order to provide a balanced perspective.

In some sections the Boards are closed to the engagement of female members and decisions are made and directed without explanation or rationale.

The challenge presented by the demographic gap within the IPA. For example, the challenges of language (particularly when communicating between generations).

An important pathway to change is information sharing and much better communication within the organization at all levels so that everyone has a voice, and everyone feels they have a part to play in decision-making, and that it isn't a closed shop.



— Q4

How do organizational policies (e.g., hiring practices, promotions, work-life balance support) affect gender equity, and what changes are necessary to make these policies more inclusive?

Objective: Encourage participants to think about structural policies that impact gender equity and brainstorm potential areas for reform.

Chair: Hannah Wheeler QPM (Section UK)

“This generated very powerful discussion from the groups as we recognised that structurally many of our policies were not developed with women in mind and some have not been updated or reviewed to reflect societal changes”

“A live example of hiring practices not reflecting gender equity – a female colleague applied for a role and had loads of experience, but the role required a particular course that she hadn’t got. A male colleagues applied who had the course but nowhere near as much experience and got the job. The course could have been given as part of the role, but the hiring manager clearly wanted this particular individual”

- Job applications – These can be anonymised – bias removed – this needs to be across the board at paper sift level to remove barriers – structural and invisible
- Framework of support prior to promotion to get women to the start line
- Rebranding paternity and maternity as parent leave – methods of contact
- Police unions – useful when challenging unfair policies – not all police forces have unions
- More education and development opportunities
- Wholesale review of policies – Slimmed down and ‘bite sized’ for accessibility
- Work with external stakeholders to re-work policies
- Awareness raising of what policies exist
- Lack of policy on important issues – e.g. Code of Ethics
- When re-working policy ensure full consultation – including with critical friends
- Job descriptions – are they relevant? Have they been through HR and not just drafted from a previous version and specific as department want a specific person?





Q5

What personal experiences or stories have you encountered (as a woman or an observer) that highlight the unique challenges women face in this organization? How did these experiences shape your views on gender equality within the IPA?

Objective: Encourage participants to share real-life experiences, either their own or those they've observed, that bring to light the challenges women face. This question helps humanize the conversation and allows for personal reflection on how these experiences influence perspectives on gender equality.

Chair: Marie Daly (Section Ireland)

Theme split into two separate areas. There were some very positive gender-neutral experiences, and then some others that were very specific.

Positive ones included where it was noted that gender didn't make a difference when there was a task that needed doing (in some cases there are insufficient people in certain roles so an 'all hands to the deck' approach was welcome.

IPA works better with a woman's vision.

It doesn't matter about gender, as IPA boards are crying out for all younger serving members to get involved.

Junior members tend to experience equality at work as well as within the IPA.

However, there were some negative experiences:

Some sections still have senior serving officers on National Boards and the experience has been that lower ranks take the lower jobs – "I'm only good for organising things".

Women who speak up are considered difficult, while men who speak up are 'strong'.

'Boys will be boys' is still sometimes the response when inappropriate behaviour towards female colleagues is flagged up.

Instances where women members have attended events with their husband, and it is assumed that it is their husband who is the role holder.

Criticism from other women when female members are able to take part in activities due to spousal support (i.e. husband looking after children while member away at an event). 'He lets you do that?' being the quizzical response. Neither welcome nor needed.



What are the most immediate and practical steps we can take, both individually and collectively, to start creating a more inclusive and supportive environment for women?

Objective: Focus on actionable short-term changes that participants can influence or implement in their daily work life. This encourages participants to think about individual accountability as well as collective efforts.

Chair: May-Britt V. R. Ronnebro (Section Sweden)

Mentoring (formal and informal). Women can mentor informally by identifying someone who you connect with who wants to either be mentored or be a mentor. It is common within the workplace. Formal mentoring programmes require nomination / invitation.

Coach is another form of guidance centred around providing support and guidance.

Expected that delegates will return to their sections and actively promote the IPA amongst colleagues.

Challenge when you identify inappropriate behaviour.

Identify recruitment options for the IPA / #SHEisIPA – IPA recruitment stands at events that focus on women in policing.

Build you own networks (social events are a good way to do that).

Within the workplace, offer professional development opportunities involving IPA speakers (there is a wealth of specialist knowledge from within the global IPA that would support such events and highlight what the IPA can offer)

Write a report as a result of attendance at this seminar for submission to own Section Board. Suggested way of doing that is to ask to present it personally.

Nominate yourself for upcoming Board vacancies. Be a future candidate.

Member surveys are helpful to target activities that are bespoke to specific groups with the IPA.

— Q2

What are the key barriers that could slow or prevent progress towards gender equality in this organization, and how can we realistically overcome them?

Objective: Addressing Barriers. Identify both organizational and cultural barriers (e.g., unconscious bias, outdated policies, lack of awareness) and brainstorm strategies to dismantle these obstacles

Chair: Deirdre Mahony (Section UK)

Barriers

Some very good stories about personal experiences, but it was noted that one of the biggest barriers to gender equality can be ourselves. The question was posed “are we waiting around for something to happen?” Well, we have waited long enough already, came the reply.

One member shared her experience of starting her policing journey and being told ‘you don’t need to think, just work’ and that in some areas of policing and indeed darker corners of the IPA, that sentiment is still there.

It was noted by many younger delegates that young men in policing are very much more open to gender balance and as such, there was a sense of positivity about the direction of travel for women in policing and by default, the IPA.

Solutions

We need the courage to change and take the positivity from the seminar and seminars like it forward. Promote it amongst colleagues and allow other women to come to events like this and carry on building their network.

Try and push the learning from the seminar on return to Sections.

Have the courage to stand up and say what you want to say.

After such a feast of inspiration, it’s time to go home and in each of our regions, share the good news to all women that we take from Gimbourn and #SHEisIPA. The seeds of confidence are sown, they must now be nurtured and spread with wild abandon to turn that 15% into wherever it takes us. Onwards and upwards ladies.

— Q3

How can we effectively address resistance to change, especially from those who may not recognize the importance of gender equality or feel threatened by it?

Objective: Overcoming Resistance. Discuss how to engage or counteract resistance, whether it stems from indifference, misunderstanding, or even opposition to the idea of gender equality. Explore strategies for communication, education, and ally ship.

Co-Chairs: Pninit Shain (Section Israel) and Ivana Pavlović (Section Bosnia and Herzegovina)

The starting point is how we communicate the issues and explain the solutions. It is very important to include men in the conversation from the start in order that they are part of the solution. The sense that this is not a women's problem for women to solve, but a wider issue that requires a much wider debate and discussion. Initiatives like the UN Women HeForShe is a good example of focusing on male allyship to promote positive gender representation across society.

<https://www.heforshe.org/en>

Setting positive examples and role models. When women are selected for roles based on their skills and experience and are seen to do the role very well, it helps to change the perceptions of some of those resisting change.

Creating opportunities for women to step up is important. Education and communication is key.

— Q4

How can men and other allies play a more active role in supporting gender equality and ensuring that women's voices are heard and valued?

Objective: Leveraging Allies and Resources Explore the role of allies (especially male colleagues) in driving change. This includes the importance of sponsorship, mentorship, and amplifying women's voices in decision-making spaces.

Chair: Hannah Wheeler QPM (Section UK)

- Actively promoting roles/opportunities and positions to wider female networks
- Men and allies suggesting women they mentor and coach for development opportunities
- Men and allies taking women to meetings to shadow/observe thereby raising their profile to others and enhancing network but also to raise awareness of strategic issues and broaden experience
- Consulting and seeking views of women on issues and decisions that they may not be aware of or exposed to – women can always add value and fresh insight
- Ensuring that all job roles and opportunities explicitly seek women and under-represented groups to apply
- By offering development workshops ahead of promotion processes to raise confidence
- By running mock interviews to again increase confidence and enable suitable preparation time
- Men bringing their daughters to work and setting that example of supportive parenting that is reflected in leadership style in the workplace
- Ensure that women's networks are actively set up in the workplace and are openly sponsored and supported by senior men and allies with work time allowed
- By setting up 'Listening Circles' in their areas of business to hear and understand what the barriers and blockers are firsthand so they can be resolved quickly and effectively
- By ensuring there are safe spaces at work for breastfeeding, prayer, quiet reflection, menopause relief
- Actively supporting He4She and putting it openly on email signatures so that all officers and staff aware that these allies are supportive people to go to with issues and challenges

— Q5

What are your hopes for the future of gender equality in this organization? How do you envision an ideal, fully inclusive workplace?

Objective: Hopes for the Future. Encourage participants to dream big and express their hopes and aspirations for a workplace where gender equality is fully realized. This can help shape a shared vision that inspires ongoing action and commitment.

Chair: Marie Daly (Section Ireland)

Culture affects what is possible for gender inclusivity in sections so we must be creative.

Possible solutions:

Limit length of time one can serve on a board. Create opportunities for new people through more frequent turnover (not enabling people to hang on to a post for long periods of time without challenge (which stunts both movement, new ideas and growth)).

The success of women in the IPA very much depends on how much women in the IPA are prepared to put themselves forwards from now on.

Target a 50/50 gender recruitment policy.

National Executive Boards that have a mandatory 50 / 50 gender split

Encourage networking and small networks to work positively to promote the agenda that brings women together in sections and gives them a voice.

OUTCOME SUMMARY & NEXT STEPS

There were some clear themes evolving from the discussions that took place in the World Café exercise, and these are largely incorporated in the #SHEisIPA strategy over the next three years: communication; education; engagement; data collection and mentoring and networking. It is clear from the discussions that these remain the key areas for the project to focus its activities.

The seminar created an environment where other ideas could be discussed which would help to move the project and its impact within the IPA forward positively. These are:

1. Geographic Partnerships - Nordic Baltic #SHEisIPA Proposal

Using existing and in some cases longstanding partnerships, it is intended to start aligning sections to enable closer and more practical collaborations from a #SHEisIPA perspective. An example is the Nordic Baltic Partnership being led by women in Norway, Sweden and Finland.

2. Leadership Seminar 2025

Dates have been confirmed, and this event is now published within the 2025 IBZ Gimborn Programme. It will run between Thursday 23rd – Monday 27th October 2025, supported by the IEB. The seminar will be led by Kimberly Geber (Section Germany). Full details of the programme will follow in due course.

3. Additional #SHEisIPA seminar in 2025

A second #SHEisIPA 'Embracing an Inclusive Vision for the Future 2' seminar has been sanctioned by the International Executive Board, and dates have been confirmed with IBZ Gimborn: Sunday 13th – Thursday 17th April 2025. The programme. The programme has been circulated to all National Sections by the IAC on 8th January 2025. Again, as it is supported by the IEB, it is hoped that all sections will consider supporting a female member to take part.

4. Marketing Opportunities

As a result of having so many women in uniform from such a broad range of countries in the same place, we have been able to take some excellent photographs and video clips that will support promotion of both the #SHEisIPA movement as well as the IPA more broadly going forward, and this will be made available to the IAC to include in their repository.

5. Networking

A movement such as #SHEisIPA relies on a strong communication and information sharing structure to grow. Whilst some of that is done through social media, the key is connection whether in person, online or on social media so information is shared to the right people. This event enabled us to start putting that network in place so that subsequent events can build upon that platform. The intention is to achieve at least one #SHEisIPA coordinator in each section. President Hoffmann approved a letter to all sections from the IAC asking for the nomination of a coordinator to assist with information sharing. This letter will go out in due course.

6. Inclusion of activities and workplace well-being

As well as the classroom work, the seminar was able to offer attendees the chance to take part in exercise classes (Shain Pninit from the project team is a qualified instructor) and a cultural excursion into Cologne. Additionally, because of the support and collaboration of the President of IPA Cologne, we were able to visit the Cologne Police HQ for a fascinating presentation about International Police Missions. This was a unique opportunity, and these combined activities brought colour and energy to the seminar programme.

7. Mentoring

This event saw the first in person meeting between a mentor and mentee engaged in the #SHEisIPA Mentoring Programme for the British Overseas Territories led by May-Britt Ronnebro and Marie Daly. Opportunities such as these are invaluable and an aim of the project moving into 2025 / 6 is to develop and deliver a mentoring programme for women within the IPA – a programme that will aim to bring women together with people in the organisation best placed to guide them towards achieving their aspirations.

8. Independent Auditing of DEI credentials

The seminar provided the context to begin a dialogue about how the IPA as an organisation demonstrates its intention and progression in the DEI space through independent assessment / audit. Conversation with Karen Duckworth, President Martin Hoffmann and former Deputy Chief Constable of Police Service of Northern Ireland, Judith Gillespie CBE. It was agreed that this will be followed up and this process has begun.



What was good about the Seminar?

“The topics discussed, the innovative ideas and the atmosphere”



“ I really liked how the speakers chose and delivered their topics and of course listening to their personal stories. All of the presenters were amazing”

“ Brilliant networking and creative future content for advertising with the drone shots and general pictures. Gimborn itself is magical, it is extremely well run and the whole seminar was organised beautifully. The coice of speakers was varied and very interesting.”



“ I thoroughly enjoyed hearing the similarities and differences between the female policing experience across the globe. Made me feel connected to something bigger”



“Location is beautiful. The seminar was extremely well-organised, The content inspiring and informative. Great opportunities provided for interaction with other participants. Delighted to have had this opportunity”

“Basic information about IPA rules, networking and meeting other women in IPA. Sharing life stories of women in the IPA”



“Building a network and meeting amazing women. Also, enough time to share stories about work, learn from each other. It was very inspiring. ”



“Really well-organized seminar which will empower women and create good friendships and international network through the IPA meaning”



SELECTION OF REPORTS FROM PARTICIPANTS

1. **Alexandra G. Jadraque - IPA La Rioja, Section Spain.**

Between the 1st and 5th of November, 45 women from more than 25 countries were able to take part in the seminar held in IBZ Gimborn, whose main objective was the visibility of women in IPA, and mainly, to highlight and promote the role of women, not only in IPA and in the 'police society', but also in any area of society.

During these days, apart from being able to obtain first-hand information about the different projects that are carried out within IPA (such as IPA green), its financial structure, education such as YPOS, more socio-cultural events such as IPA sports or the photography competition, the seminars gave us the opportunity to get to know more closely, and above all, to learn from the professional and personal experiences of other female colleagues, told in the best way... by themselves, and supported by their own photos, a reflection of their great careers.

In a totally "family" atmosphere, during the seminars it was possible to exchange information and great experiences of colleagues with long professional careers both in the police and within the IPA, generating in the younger ones "the bug" to continue with the legacy that they had already created, achieving the great visibility that currently and increasingly has women in IPA and in society as a whole. It was possible to highlight the necessary networking that must exist between all of them, the communication and support between each other, with the objective to create a new and better way of life for women. Equally enriching were the free moments during the lunches and dinners, in which the cultural richness of the more than 25 countries represented was evident, not only in their variety and exquisite gastronomic representation, but also in the conversations that "friends" shared about their own cultures, their own police, their own ways of working and their own ways of thinking. IPA is more than an association and its motto "servo per amikeco" was perfectly reflected during the days of this event.

It was possible to highlight the great importance of being able to give visibility, not only to this type of seminars, but also to any act carried out by women, in order to awaken "the interest" and thus attract other women to become part of IPA, or simply to be able to "eliminate the shame" that perhaps other women colleagues feel and as a consequence, do not dare to take the step to actively take part in this type of organization. It was a unanimous feeling among the women present that it is important for each person, each woman, to have "a role" within IPA, and thus to feel a sense of usefulness, to feel important, and therefore to increase their participation in the organization. A visibility that, because of the society in which we live, must be focused mainly on social media and on the internet, without forgetting the more classic, but always successful, such as magazines.

Superwomen...Unstoppable...are adjectives, like many others, that can define the current and future role of women both in IPA and today. It is impressive to be able to see (on social networks, on television...) how women from all over the world, with their corresponding uniforms, exchange information and opinions in order to improve and grow together, but it is simply inexplicable the feeling of having been able to be part of this group of women who form IPA and of this seminar. #sheisipa.

SELECTION OF REPORTS FROM PARTICIPANTS

2. Vilma Dudeniene – IPA Section Lithuania

In 2024 November 1-5 I had the unique opportunity to participate in a women's seminar held at the Police Training Center (IBZ Gimborn) in Gimborn Castle, Germany. It was an extremely important and inspiring event focused on the role of women in policing, gender issues and strategies to attract more women into law enforcement, as well as the International Police Association (IPA).

The seminar was filled with a variety of discussions and presentations that explored the challenges and opportunities women face in policing. Most of the participants came from different countries and cultures, so each story and experience was special. One of the most prominent themes seemed to be the gender inequality that still exists in the law enforcement systems of many countries. The discussions emphasized how women in the police often face stereotypes, discrimination and lack of opportunities to develop with equal rights with their male colleagues.

One of the highlights of the workshop was the discussion on strategies to attract more women to the police and the International Police Association. Sharing experiences with colleagues from different countries made it clear that each country has different practices and challenges, but the common goal is the same: to create more equal and attractive working conditions. We discussed various initiatives to promote women, such as mentoring programs, education and training opportunities, as well as professional support and motivation.

At the end of the seminar, practical tasks were organized, which allowed the participants to test their skills in solving difficult situations that often occur in police work. It was a great opportunity not only to learn new methods, but also to share our experience with other participants, strengthening international cooperation.

This seminar was very valuable for me personally. It was not only a great opportunity to get to know the police structures of other countries and their experience, but also an opportunity to reflect on our own experience and look for ways to contribute to strengthening the role of women in the police in Lithuania. On a separate note, meetings with women from different countries and cultures provided invaluable insight into the global challenges and opportunities women face in law enforcement. Many new and beautiful friendships have emerged during this workshop, and I hope that this communication will continue.

This seminar definitely made me even more committed to fighting for women's equality and their legitimate opportunities to occupy higher positions in police structures. It was a step forward not only in personal but also professional growth, and I believe that the acquired knowledge and experience will help create more opportunities for women in our country. Thanks to all organisation team, it was really pleasure to meet you all. Hope to see you again.

SELECTION OF REPORTS FROM PARTICIPANTS

3. Tara Murphy – IPA Section Canada

I am deeply grateful for the opportunity to attend the #SheIsIPA event in Gimborn, Germany, this November. It was an honour to participate, present, and learn alongside such an exceptional group of women. The calibre of attendees—representing police services and countries from around the world—was outstanding, and their professionalism created a dynamic and enriching learning environment for all.

The seminar itself was thoughtfully designed, with guided conversations that fostered a knowledge-rich atmosphere. We gained valuable insights into the SheIsIPA program, the IPA Educational Centre, and the national challenges and successes that shape the policing landscape across different regions. One key takeaway for me was the diversity present among participants, coupled with the shared experiences and challenges we, as women in policing, face globally. The common threads that unite us highlight the ongoing work needed to address these issues. I am inspired by the strength of the International Police Association and its unwavering support for female officers worldwide—something I will continue to draw upon in my own journey.

Once again, I am truly thankful for the opportunity to connect, learn, and grow with so many remarkable female policing leaders

4. Inger Grete Lia Stålesen – IPA Section Norway

I joined the police service more than 40 years ago. We were few female police officers compared to our male colleagues. In the various police stations, we were 1-2 in uniformed police and maybe 1 female officer in the investigation division.

Nowadays, the situation regarding female officers in Norway has changes. Approximately, 70 % of all applicants to the police training were females a year ago, and 50 % started their police training. Still, we have a way to go to keep more female officers in uniformed police, not to mention in leading positions. SHEIsIPA is er very important for the movement we started in Gimborn November 2024!

My challenge to all my female colleagues is to first of all, join IPA, then go for positions in your IPA section boards and committees. Together we can do it. Join us in #SheIsipa, - you will never regret it!
We share, we learn, we laugh, and we have lots of fun.



The next #SHEisIPA seminar will be held at IBZ Gimborn between 13-17 April 2025, and full details have been sent to all National Sections. For any additional questions, please contact the team.



#SHEisIPA
(Women in the IPA)
**Embracing an
Inclusive Vision
for the Future 2**

**Seminar at IBZ Gimborn
13th - 17th April 2025**

For more information, contact: Karenduckworthipa@outlook.com

Speakers confirmed so far include:
Biljana Dulovic (Montenegro); Marie Daly (Ireland);
Jose Rooijers (The Netherlands); Hannah Wheeler
QPM (UK); Inger Grete Lia Stalesen (Norway); Kirsten
de Jong (The Netherlands); Ulrike Neuhoff (Germany).

CHAIR:
Karen Duckworth

Lead -
#SHEisIPA

