

Policewomen in the 'European Caribbean' - MUA



A network that speaks up

'Our lives begin to end the day we become silent about things that matter' (Martin Luther King)

The Kingdom of the Netherlands is a federacy which consists of the Netherlands in Northwestern Europe and two autonomous regions in the Caribbean, Netherlands Antilles and Aruba. The Netherlands Antilles are part of the Lesser Antilles and consist of two groups of islands in the Caribbean Sea: Curacao and Bonaire, just off the Venezuelan coast, and Sint Eustatius, Saba and Sint Maarten, located southeast of the Virgin Islands.

The ENP has welcomed the first women network for police and law enforcement located at The Netherlands Antilles, MUA (Muhe Uniformá Armá).

As an effect of the emancipation process of women at The Netherlands Antilles, namely at Curacao, 35 years ago women got the opportunity of joining the uniformed authorities. At this time the Police Corps of The Netherlands Antilles (KPNA - Korps Politie Nederlandse Antillen) and the Royal Marine Corps (KM - Koninklijke Marine) were the two uniformed and armed authorities. In 1971 twelve women out of a total of 600 female aspirants were selected to join the police service KPNA.

Already at this point the lack of female involvement on policy-making level within the police was experienced. Neither the Police School nor the Police Stations were prepared for women not even for women working in the administrative branch of police. Therefore the first policewomen had to be educated in The Netherlands namely at the Police School in Boskamp, Amersfoort. After graduation they were obliged to immediately



Cassandra A. Martha (in uniform), president of MUA and Members of the ENP Executive Board

return to The Netherlands Antilles to serve in the Curacao Police Service. Upon arrival they noticed that the facilities were still the same. Nothing changed; it was a status quo situation.

Nothing remained for them but to include the Police Union (NAPB - Nederlands Antilliaanse Politie Bond). The case was brought to court. The positive side effect was that women became members of the Police Union.

Even though there were women already working at the KPNA and were active at the NAPB the emancipation process of women got no attention neither on political level nor in these organisations. The result was that three police-women had to leave the police service. Stimulated and supported by the pioneers of the local women's movement, women in politics and the Central Latino Americana de Mujeres Trabajadoras (CLAMT), the remaining police-women have slowly but surely started the emancipation process within the police organisations.

In 1994 the first trainings congress for women in uniformed and armed authorities was organised by the Police Union, actually the first step in



direction of the foundation MUA! Networking turned out to be an indispensable tool. By communicating with classmates from the basic training the Curacao policewomen got in contact with the coordinator of Dutch local policewomen networks (Landelijke Politievrouwen Network), the chairwoman of the advisory group for police emancipation process (Adviesgroep Politie Emancipatie Proces) and co-workers from the Christian Police Union (ACP-Algemeen Christelijke Politiebond). They all were highly supportive and valuable to keep the emancipation process ongoing. From 1994 up until now several activities were set in the right direction which

eventually resulted in the foundation of MUA (Muhe Uniformá Armá) on 25th June 2007. The MUA supports women in police and other uniformed and armed law enforcement organisations. The foundation is a non-profit-making organisation and promotes gender equity through leadership and specialized education programs as well as communication and cooperation through networking with regional and international law enforcement agencies and other related organisations.

Erika Wietinger in cooperation with Casandra A. Martha, President of MUA

CONFERENCES & SEMINARS

‘Taking Policing to the Highest Peaks’

IAWP 45TH ANNUAL TRAINING CONFERENCE

THE IAWP ANNUAL TRAINING CONFERENCE IS AN EVENT THAT PROVIDES A STRONG NETWORK OF SUPPORT AND TRAINING FOR WOMEN AND MEN WORKING IN LAW ENFORCEMENT AND RELATED PROFESSIONS.

From September 23rd to 27th 2007, the 45th IAWP (International Association of Women Police) training conference took place in Denver, Colorado, USA.

More than 600 representatives from 22 countries throughout the world were participating in this excellent IAWP event. Hosted by the Denver Police Department, the theme ‘Taking Policing to the Highest Peaks’, reflected the training that was provided for learning pleasure and the international gathering provided plenty of opportunities to network!

This year the European Network of Policewomen was represented with several Executive Board members. The ENP had scheduled an Executive Board meeting to take place in the framework of the conference thus combining daily organisational management, professional and personal development for each member and strengthening of international contacts and relations.

Experts from the wide field of criminal justice, law enforcement operations and leadership were gathering to share views and information.



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Starting with the parade and the Opening Ceremonies in Civic Centre Park in Denver, the conference lead to the breakout sessions covering a wide range of policing related subjects like multimedia technology, organizing and presenting a case, characteristics of armed persons, school violence, fatal traffic collisions, court testimony, interview and interrogation, blood stain patterns analysis, prevention, DNA analysis and crisis intervention and paid special attention to life and job management, career development, harassment and discrimination at the workplace and women as leaders.

The evenings were dedicated to get acquainted with local and national networks and police colleagues - female and male - from all over the world amongst them the MUA (Muhé Uniformá Armá) from The Netherlands Antilles.

Thanks to Amy Ramsay, President of the IAWP, and her fantastic team for this outstanding conference and for the hospitality! www.iawp.org

Erika Wietinger



9 | ENP.NL



QUALITY THROUGH EQUALITY

BOOKS & PUBLICATIONS

WOMEN DON'T ASK

Babcock, Linda/Laschever, Sara - Publisher: Princeton University Press - ISBN: 069108940X

With women's progress toward full economic and social equality stalled, women's lives becoming increasingly complex, and the structures of businesses changing, the ability to negotiate is no longer a luxury but a necessity. Drawing on research in psychology, sociology, economics, and organizational behaviour as well as dozens of interviews with men and women from all walks of life, "Women Don't Ask" is the first book to identify the dramatic difference between men and women in their propensity to negotiate for what they want. It tells women how to ask, and why they should.

BLINK

(The power of thinking without thinking)

*Gladwell, Malcolm - Publisher: Penguin Books Ltd
ISBN: 0141014598*

Intuition is not some magical property that arises unbidden from the depths of our mind. It is a product of long hours and intelligent design, of meaningful work environments and particular rules and principles. This book shows us how we can hone our instinctive ability to know in an instant, helping us to bring out the best in our thinking and become better decision-makers in our homes, offices and in everyday life.

THE ROLE OF THE FATHER IN CHILD DEVELOPMENT

*Lamb, Michael E. - Publisher: John Wiley and Sons
2003 - ISBN: 0471690430*

The Role of the Father in Child Development, Fourth Edition, brings together contributions from an international group of experts on the role of fathers in child development. This guide offers a single-source reference for the most recent finding and beliefs related to fathers and fatherhood. This new and thoroughly updated edition provides the latest material on such topics as the development of father-child relationship, gay fathers, the effects of divorce on fathers and children, fathers in violent and neglectful



families, cross-cultural issues of fatherhood, fathers in non-industrialized cultures.

WOMEN'S CAREERS: PATHWAYS AND PITFALLS

*Rose, Suzanna / Larwood, Laurie - Publisher: Praeger
1988 - ISBN: 0275927245*

Women's Careers explores contexts and strategies that advance or hinder women's career development. It focuses readers on the intersection of the cross-disciplinary fields of career development, women's studies, and human resources. Women's Careers examines four key topic areas. Part I presents an introduction to current issues and research. Part II discusses planning and preparation and includes insights into topics such as mentors' roles, cultural differences, women and leadership, and career versus family conflicts. Part III investigates challenges in the work environment for women entrepreneurs and supervisors, and discusses affirmative action and sexual harassment.

THE 7 HIDDEN REASONS EMPLOYEES LEAVE: HOW TO RECOGNIZE THE SUBTLE SIGNS AND ACT BEFORE IT'S TOO LATE

Branham, Leigh - Publisher: AMACOM Div American Mgmt 2005 - ISBN: 0814408516

The 7 Hidden Reasons Employees Leave gives readers a deeper understanding of why conventional exit interviewing doesn't work and what organisations can do to identify, prevent and correct the root causes of these problems.

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The European Network of
Policewomen is an NGO in
special consultative status
with the Economic and
Social Council of the United
Nations.

