



## Media Release

### **Introducing our New President 2018-2021** **Deborah Friedl, Lowell, MA., USA**

The International association of Women Police president for the next 3 years (2018-2021) is Deborah Friedl, who brings with her many years of policing and IAWP experience to the role. She is Deputy Superintendent for the Lowell Police Department in Massachusetts, USA and has been a member of IAWP for 30 years, attending her first IAWP annual training conference in 1992 in Miami, Florida. She became a member of the IAWP Board of Directors in 2000, serving for 9 years as a Regional Coordinator, 6 years as Executive Director and 3 years as 1<sup>st</sup> Vice President before taking on the top job in August 2018.

*"I credit my involvement with the IAWP for having sustained me throughout my professional career by reminding me of the importance and value that women bring to law enforcement. The friendships, mentors, skills and education I received along the way assisted me in my daily duties and enhanced my desire and ability to advance in rank. Each of the annual conferences attended served to recharge my batteries, refreshing my enthusiasm for my chosen career and celebrated all that women bring to this noble profession. Life back in the trenches would sometimes erode those positive feelings, make me wonder if the struggles were worth it, make me feel isolated and alone, less valued for the "different" perspective I seemed to bring. Then the IAWP conference would come along and the doubts were erased, and enthusiasm restored. Thus, the cycle continued and onward I trekked. I will soon approach my 33rd anniversary in law enforcement".*

IAWP has made great strides in the past 10 years to strengthen and increase its "international" component. We have increased the regions of the board to more effectively represent the globe, we have held board meetings, regional trainings and annual conferences outside of North America. We have seen increases in membership as well as affiliate organizations. This comes at a time or partly as a result of these efforts, that the momentum for women in law enforcement is strong in these same geographic areas. There remains interest and energy to continue our global efforts to support the women in these regions. I have every intention of continuing these efforts and look forward to visiting even more countries outside North America.

As a senior leader in policing in the US, Deborah is also acutely aware of the challenges faced by police services closer to home, highlighting an apparent lack of concern within the U.S. borne out by the focus of the President's Task Force on 21st century policing being on ethnicity. Despite lengthy discussions on diversity there were only a couple of sentences that referred to women in law enforcement within the entire document produced at the end of the Task Force's investigation.

*“I think we thought it was safe and we took our eye off the road and assumed we had conquered most barriers in the US. This document and the declining numbers of women prove otherwise. Many of us have been vocal about our concerns and there seems to be a groundswell of conversation on this issue. IAWP must remain a large piece of this conversation, a leader if necessary. We need to use our voice on this important issue. How does one of the strongest countries not notice or care that there is a lack of women? Especially as the focus has been on reducing violence by police on the community. Research has certainly demonstrated that women are highly effective at deescalating situations.*

*In the country that is the birthplace of the IAWP and where the current conversation focuses on the need for "diversity", women officers are on rapid decline across the US. Numerous challenges exist in recruiting, hiring and retaining the women. We are now seeing the overall percentages dropping nationwide. We never reached the day when women represented "critical mass" and would have had the ability to effect meaningful change. Less women entering law enforcement also lowers the odds that women will rise up to lead police organizations”.*

IAWP, under Deborah’s leadership, is ready to advise and support change within police and law enforcement organisations across the U.S. A recent report by the Office of the Inspector General, U.S. Department of Justice report, ‘Review of Gender Equity in the Department’s Law Enforcement Components’, was published in June 2018. In response, IAWP stated it was ready to support the U.S. Department of Justice, its four law enforcement components, Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); Drug Enforcement Administration (DEA); Federal Bureau of Investigation (FBI); and the U.S. Marshal’s Service (USMS) in addressing the recommendations made within the report. Our analysis of the issues and suggested solutions will be shared in due course, to enable these organizations to improve diversity, in particular increase gender equity, thereby improving the workplace for all and building public trust and confidence.

Supported by her 3 Vice Presidents and entire Board of Directors, Deborah has a vision for IAWP over the next 3 years and work has already begun in building relationships with other organisations to ensure IAWP can deliver on its Mission, Vision and Strategic aims. By doing so, police and law enforcement organisations across the globe will become more diverse, more gender responsive to the needs of women and men, girls and boys within communities making such communities safer.

## **About the International Association of Women Police**

The International Association of Women Police (IAWP) is a richly diverse and growing organization with global reach. We have Members, Affiliates, Friends and Strategic Partners in countries around the World.

Our **Mission**: To strengthen, unite and raise the capacity of women in policing internationally.

Our **Vision**: IAWP envisions a world where police reflect the diversity of communities they serve, and human rights are protected. Our mission is to strengthen and raise the capacity of women in policing internationally.

- Web site: [www.iawp.org](http://www.iawp.org)
- Twitter: <https://twitter.com/iawpinfo>
- 2019 Annual Training conference, 23<sup>rd</sup> – 27<sup>th</sup> September 2019, [www.iawp2019.womenpoliceofalaska.org](http://www.iawp2019.womenpoliceofalaska.org)
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