



Media Release

International Association of Women Police – Male Award in Support of United Nations

'HeForShe' Campaign, 2021

Comptroller-General Kwame Asuah Takyi, Ghana Immigration Service

Comptroller-General Mr. Kwame Asuah Takyi joined the Ghana Immigration Service in 1998 as a lawyer, rising to become the head of the organisation as Comptroller General. Since he took office, he has consciously promoted the cause of women in the traditionally male-dominated institution ensuring equal rights and opportunities for both women and men in the service by promoting ideas of gender equality and women's leadership at the state level.

Mr. Takyi has demonstrated his commitment to enhancing the role of women in policing by, introducing a new approach that includes gender-sensitive recruitment standards and implementing a progressive campaign initiated by him personally for women to become actively engaged within specialist areas such as the tactical and operational response unit. One of the most important and significant achievements in promoting the idea of gender equality was playing a leading role in promoting that all women will automatically belong to the Immigration Ladies Association (IMMILAC) right from the recruit level.

Despite the lack of a formal mentoring program within the police, Mr. Takyi has become a mentor for many women enabling them to develop their careers and professionalism. He has repeatedly initiated the appointment of women to leadership positions in various structural units, always committed to champion the cause of women.

Just some of his other notable gender equality achievements:

- Increasing numbers of women joining the service due to his initiatives on recruitment and progression.
- He nominated and empowered five female officers to join his Management Board providing them with the opportunity to influence decision making at the strategic level.
- He personally encourages female officers to take up challenging positions in the regions.
- He always insists on women's participation in training programs and a 50/50 female representation on all committees within and outside the service.
- In 2019 he established the first-ever Gender Mainstreaming Unit (GMU) to initiate gender-friendly policies that will lead to gender equality and empowerment of women in the Service. So far, the Unit has several officers comprising both male and female officers, and 18 Regional focal persons across the country to coordinate activities. He personally participates in programs organized by the Unit.
- More than seventy officers comprising both males and females have had the opportunity to attend the IAWP programs giving them the needed exposure and networking internationally.
- With his approval three senior female Regional Commanders were sponsored to attend the IAWP Conference in Barcelona Spain in 2016.

Mr. Takyi is patron of the IMMILAC and provides both financial and material support for activities of the Association. During the formative years of the Association, Mr. Takyi was an executive member.

IAWP President Deborah Friedl, "We are once again so pleased to acknowledge the supportive efforts of a male colleague who has not only advocated for women in policing but sends a strong community message that diversity is valued."

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

For more information about IAWP visit www.iawp.org

For further information on the 2021 recognition programme, permissions or award sponsorship opportunities please contact executivedirector@iawp.org

For more information about the UN HeForShe campaign visit <http://www.heforshe.org>