|  |
| --- |
| **IAWP GRP Summit – Diversity in US Policing – Progressing Words into Action** **Day One** |
| Time |  |
| 08.00 – 09.00 | **Registration and Vendor Showcase**Collect your summit delegate credentials. Visit our vendor area so our sponsors and supporters can showcase their goods and services. |
| 09.00 - 09.30 | **Welcome & Introductions*** Aims and Objectives of the Summit
* Welcome Remarks
* President Deborah Friedl, International Association of Women Police
* Governor Jim Pillen, State of Nebraska.
* Mayor Jean Stothert City of Omaha.
* Chief Todd Schmaderer, Omaha Police Department.
 |
| 09.30 – 09.45 | Break |
| 09.45 – 11.00 | **Panel – Gender-Diversity in Policing*** Chief Todd Schmaderer – Omaha PD., Nebraska.
* Chief Doug Shoemaker – Denton PD., Texas & 4th Vice President International Association of Chiefs of Police (IACP).
* Chief Ken Clary – Bellevue PD., Nebraska.
* Chief Constable (Rtd.) Carl Foulkes, QPM – North Wales Police, UK. Former national UK Policing lead for Equality, Diversity & Inclusion and led UK policing response to the ‘HeForShe’ initiative.
* Commissioner Sigríður Björk Guðjónsdóttir - National Police, Iceland.

Moderator - President Deborah Friedl – President of the International Association of Women Police.Panellists will provide a summary of their experiences of the challenges faced in increasing Equality, Diversity & Inclusion within Policing and what initiatives they have implemented to deliver positive outcomes. They will also be asked to share their views on what needs to change to see increased numbers of women in policing across the US.Delegates will be encouraged to ask questions of the panel members to generate a discussion on the changes needed. |
| Time |  |
| 11.00 – 11.15 | Break |
| 11.15 – 12.15 | **Workshop –** HeForShe – From Concept to Delivery in the Police (UK)This will be an interactive workshop which will begin by explaining why Police Services across the UK signed up to HeForShe, how it was developed and implemented and how outcomes are being measured. The facilitator will then explore with participants what their own agency challenges are, and how learning from the UK experience might be applied to bring about positive outcomes.CC Carl Foulkes | **Workshop-** The Role of Women Police AssociationsParticipants will be introduced to the positive benefits women police associations can bring to individuals and police organisations and in changing the culture of policing.Participants will also discover how associations/networks can be established, developed, and sustained.IAWP Board Member - Lisa Jackson, IAWP Affiliate Liaison | **Case Study –** Icelandic National PoliceParticipants will be introduced to the Icelandic approach to changing the culture with the National police. The strategy, its implementation and the positive outcomes now being realised. Participants will hear about the challenges that were faced, how barriers were overcome and the importance of accountability for delivery.Commissioner Sigríður Björk Guðjónsdóttir |
| 12.15 – 13.15 | Lunch Break – Networking OpportunityVendor Showcase |
| Time |  |
| 13.15 – 14.30 | **Panel – Strategies for Change*** Assistant Chief Constable Louise Harrison – Civil Nuclear Constabulary’s Gender-Responsive Policing Strategy.
* Colonel Taibe Canolli, Kosovo Police’s Gender Equality Action Plan
* Chief Inspector Lisa Gore, South Wales Police, UK.
* Captain Robin Petillo, Commanding Officer, Recruitment & Employment, Los Angeles PD.

Moderator – Mr Mirko FernandezPanellists will provide a summary of the strategies and action plans their respective agencies have introduced to address Equality, Diversity & Inclusion within Policing and what initiatives they have implemented to deliver positive outcomes. They will also be asked to share their views on what needs to change to see increased numbers of women in policing across the US.Delegates will be encouraged to ask questions of the panel members to generate a discussion on the changes needed within their own agencies. |
| 14.30 – 15.00 | Refreshment Break – Vendor Showcase |
| Time |  |
| 15.00 – 16.30 | **Case Study 1–** TheLAPD Experience – Increasing the Number of Female RecruitsParticipants will hear how the LAPD approached increasing the number of women within the department. Staring with the need for a ‘Declared Intent’, inclusion within the LAPD Strategic Plan through to positive actions and initiatives that specifically benefit women, such as the ‘*Candidate Advancement Program’.*Captain Robin Petillo**Case Study 2–** Civil Nuclear Constabulary’s Gender Responsive Policing StrategyParticipants will be introduced to the concept of Gender Responsive Policing and why it is important within police organisations but also for their external service delivery. They will also learn why the Civil Nuclear Constabulary became the first police service in the UK to develop a Gender Responsive Policing Strategy, why it was needed and what difference is it making?ACC Louise HarrisonFollowing the presentations, participants will be guided through an interactive session to identify the challenges faced within their own agencies and how learning from these two case studies may be applied.  | **Case Study 1 -** Kosovo Police - Developing a Gender Equality Action PlanWith the support of the Organisation for Security Cooperation in Europe (OSCE), Kosovo Police Developed a Gender Equality Action Plan. Participants will learn how it was developed; the approach used, from a baseline assessment through to an action plan with measurable outcomes. Colonel Taibe Canolli**Case Study 2** – South Wales Police – Female Recruitment, Retention & Progression Delivery Plan.Participants will learn, why such a plan was needed? How was it developed? How was it implemented and what have been the benefits to date?The plan includes promoting women’s health and well-being, an important aspect for retention.Chief Insp. Lisa GoreFollowing the presentations, participants will be guided through an interactive session to identify the challenges faced within their own agencies and how learning from these two case studies may be applied.  |
| **Summit - Day Two** |
| Time |  |
| 08.00 – 0900 | **Registration & Vendor Showcase**Collect your summit delegate credentials. Visit our vendor area so our sponsors and supporters can showcase their goods and services. |
| 09.00 – 09.15 | **Opening -** Admin announcements and reflections from day 1 |
| 09.15 – 10.15 | **Panel – Women Police Leaders*** President Deborah Friedl, International Association of Women Police (IAWP)
* Deputy Chief Sherie Thomas – Omaha PD. Nebraska.
* Colonel Taibe Canolli – Kosovo Police, and IAWP Board of Directors, Central & Eastern Europe.
* Assistant Chief Constable Louise Harrison, Civil Nuclear Constabulary, UK.
* Commissioner Sigríður Björk Guðjónsdóttir – National Police, Iceland.
* Superintendent Sarah Jackson, Leadership Trainer, College of Policing, UK

Moderator – Sergeant Jessica SwansonPanellists will provide a summary of their leadership journeys and where relevant, their agency approach to developing women as future leaders. They will also be asked to share their views on what needs to change to see increased numbers of women in leadership within policing across the US.Delegates will be encouraged to ask questions of the panel members to generate a discussion on the changes needed and to learn from the experiences of these inspirational women. |
| 10.15 – 10.45 | Refreshment Break - Vendor Showcase |
| Time |  |
| 10.45 – 11.45 | **Workshop -** Equality, Diversity & Inclusion* Developing National and local EDI strategies for policing.

Participants will learn how Equality, Diversity and Inclusion is important if police culture is to change. The facilitators will share their experiences from both a national and agency perspective on the development and delivery of strategies and action plans that can lead to real change.Participants will then be encouraged to share their own lived experiences and discuss how an EDI approach could be considered within their own working environment.Chief Constable (Ret.) Carl FoulkesAsst. Chief Constable Louise Harrison | **Workshop -** College of Policing – Imposter FeelingsThe College of Policing (UK) is a corporate Partner of IAWP, and this session will provide a ‘taster’ of the Aspire Programme which is part of their approach to supporting the progression and retention of under-represented groups in policing. The facilitator is a Senior Leadership Trainer at the college and this session will benefit those who may find themselves holding back on fulfilling their potential through feelings of inadequacy or they lack capability, despite evidence of success and to the contrary, known as Imposter Feelings or Thoughts. Supt. Sarah Jackson | **Workshop –** Uniform & Equipment for Women* What are the challenges?
* What are the solutions?

This session will provide an opportunity for participants to share their frustrations and challenges when it comes to obtaining uniform & equipment that meets their specific and diverse needs. There will also be an opportunity to hear from Dyneema, a company involved in the manufacturing of ballistic material for protective vests. They are keen to learn from women on the front line about the challenges faced and how it can inform future product development. Jane Townsley Dyneema Representatives |
| 11.45 – 12.00 | Break |
| Time |  |
| 12.00 – 13.00 | **Workshop -** Health & Wellness PoliciesParticipants will be exposed to examples of policies from different police agencies both within the US and Internationally. The interactive session will then help to identify what needs to change. * Flexible Working
* New & Expectant Mothers
* Maternity/Paternity Leave
* Menopause

Sergeant Jessica SwansonSuperintendent Sarah Jackson | **Workshop** - Mentoring & CoachingThis session will introduce participants to the benefits of creating a coaching culture. Some guidance will be provided on how coaching conversations are conducted and the broad differences between coaching and mentoring will be explained.A female leader from the Omaha Police Department will also share her experience of being mentored and of mentoring others.Chief Insp. Lisa GoreDeputy Chief Sherie Thomas | **Workshop** - Women In The WorkplaceFor decades, Gallup has conducted research on how to create thriving workplaces. Studying the experiences and feedback of 46 million employees and counting globally. This session will provide insights on how leaders can create workplaces that not only attract women but propel them to perform, develop, and thrive.Heather Wright, Sr. Learning & Development Consultant |
| 13.00 – 14.00 | Lunch Break – Networking OpportunityVendor Showcase |
| 14.00 – 15.00 | **Closing Session*** Participants will have an opportunity to share their reflections of the summit and how they will implement change in their workplaces.
* Summit Outcomes- How can we make change a reality?

Moderator – Mr Mirko Fernandez |