

## Seminar Programme

Seminar-Nr. 24 | 71

### ***Women in the IPA Embracing an Inclusive Vision for the Future***

1.11.2024 – 5.11.2024



Das IBZ Schloss Gimborn ist Mitglied der

Gesellschaft der  
Europäischen Akademien e.V.



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Landeszentrale  
für politische Bildung  
Nordrhein-Westfalen



## **Content**

The seminar aims to give women within the IPA an opportunity to

- To network and connect with a view to enhancing professional and personal development
- To learn about amazing women within the IPA and to shine a spotlight on them to increase IPA visibility.
- To learn to promote inclusion within the IPA.
- To align with IPA President's vision for the IPA.

The purpose of the #SHEisIPA project and this seminar is to bring women in the International Police Association (IPA) together and create a collective voice. The goal is to transform how the IPA presents itself to the broader policing community, with the aim of encouraging more women to consider joining the organization. Additionally, it seeks to improve how women are represented within the IPA, particularly in positions of influence.

With the gender balance in policing standing at roughly 35% women compared to men, there is a need to shift the IPA's current 15% female representation. Women in policing need to see themselves reflected in an organization to feel encouraged to become part of it. #SHEisIPA is committed to ensuring that they do.

The seminar will foster an environment of mutual support among the delegates through a variety of IPA and Professional Development presentations. One of the key aims is to cultivate new friendships and relationships that will benefit individuals long after the event has concluded.

Karen Duckworth - #SHEisIPA Project Lead

**Seminar Chair: Karen Duckworth, Vice-President IPA Section UK, Secretary for the project *Women in the IPA***

**Fees: 200 €**

*For further information regarding the seminar, and the terms and conditions please visit our website:*  
[www.ibz-gimborn.de](http://www.ibz-gimborn.de)



## **Meet the IEB**



**Martin Hoffmann** began his career at the age of 15 as an apprentice police officer in Vienna. After 16 years of service with the Vienna Police, he transitioned to the Austrian prison system, where he has made significant contributions over the years.

### **Current Professional Role:**

Martin currently serves as the Head of the Department of Basic Education at the Austrian Prison Service Academy, holding the rank of Colonel. In this capacity, he is responsible for overseeing the foundational training and education of new recruits, as well as the ongoing training and development of the entire prison staff within the Austrian prison system.

### **International Police Association (IPA) Involvement:**

Martin has been an active member of the International Police Association (IPA) for over 37 years. His extensive involvement within the IPA has seen him serve in various key roles, including International Treasurer for Social Affairs, President of the IPA Austria Section, General Secretary of the IPA Austria Section, and Head of the Krems/Wachau-Horn-Zwettl Branch. In 2023, Martin was elected as the International President of the IPA, a position he will hold until 2027.

Under Martin's leadership, the IPA Strategy for 2024-2027 focuses on several key areas:

**Growth and Inclusivity:** The strategy aims to significantly increase IPA membership across existing sections and expand into new countries. A new Diversity, Equality, and Inclusion Adviser will be appointed to ensure a welcoming environment for all members.

**Professional Development:** The IPA will enhance its educational offerings, expanding beyond the Gimborn seminars and incorporating online and hybrid learning opportunities. Collaborations with police HR departments will be sought to officially recognise IPA training.

**Sustainability:** The IPA is committed to integrating sustainable practices into its operations, including environmental projects such as tree planting and promoting eco-friendly initiatives.

**International Collaboration:** Efforts will be strengthened to enhance cooperation with international organisations such as the United Nations, Council of Europe, Interpol, and Europol, aiming to increase the IPA's global influence.

**Technological Advancement:** The strategy includes the development of modern tools and platforms, such as a mobile app, to improve member connectivity and operational efficiency.

**Marketing and Promotion:** A global marketing team will be established to promote the IPA brand, focusing on social media, digital content, and international visibility.

This strategy reflects a commitment to evolving, adapting, and growing the IPA, ensuring it remains at the forefront of international law enforcement collaboration.



**Diego Trolese** was born in 1955 and lives in Italy in a small town near Venice; he has been married for 40 years to Lorenza, has no children but 20 grandchildren and great-grandchildren. He is currently retired. He worked in the private sector for 5 years; then 38 years, from 1981 January 01 in the Local Police. Veneto Region

#### **STUDIES**

Professional High School Diploma – State Technical Institute  
 Local Police Commander Training – University of Trento – Faculty of Law

#### **WORKING LIFE**

Diego worked 5 years as a Local Police Officer & 33 years as Commander of the Local Police Force (last position Commander of the Union of Municipalities of Miranese - Venice Metropolitan Area)  
 Member of the Local Police Technical Committee - Veneto Region  
 Member of the Regional Law Commission for the Local Police - Veneto Region  
 Member of the Prefectural Commission, Local Police guidance document  
 Popular Judge – Court of Assizes and Appeals of Venice

**IPA Diego joined the IPA in 1990.** From 1994 – 1999 he was President of the Venice Local Committee, from 1999 – 2003 – General Secretary of the Italian Section. 2003 – 2007 he was elected National Vice President of the Italian Section and from 2007 – 2013 he was President of the Veneto Delegation. From 2013 – 2022 he was again National President of the Italian Section and 2022 President of the Veneto Delegation. Since 2023 he is a member of the International Executive Bureau

#### **Meet the Team (in order of appearance)**



**Karen Duckworth** joined the Metropolitan Police Service in 1988 and went on to have a 31-year career across a range of operational uniform responsibilities. As a keen sportswomen and public order trained officer, major events provided a natural policing home for Karen over a number of years, during which time she oversee the police planning for, and was part of the strategic command team for international rugby events at the Rugby Football Unions stadium in Twickenham, as well as part of the local planning team and community bronze for the London 2012 Olympic cycling events taking part on the Borough of Richmond. Karen spent several phases of her career in Neighbourhood Policing, retiring in 2019 from the Neighbourhood Policing Strand of Central BCU (Westminster). After the police, Karen took up

a role as Lead for International Partnerships for the London Policing College. During this time (and the Covid pandemic), Karen completed her Masters in Policing at University of West London. A relative newcomer to the IPA, Karen has enjoyed working closely with IBZ Gimborn as the Section UK IBZ Gimborn Lead, as well as being elected to the National Executive Board in June 2023 as the Vice President Social and Culture. During this time, through the friendships she has made in the IPA, she became actively involved in the Women in the IPA project (now known as #sheisipa) and has been selected to Lead this project forward over the next four years.





**Marie Daly** joined the Irish Police Service, An Garda Siochana in 1984. She served as an operational police officer in Co. Donegal for 11 years before transferring to the Garda College at Templemore, Co Tipperary. After obtaining a Postgraduate in Child Protection and Welfare from Trinity College Dublin, Marie worked on designing and delivering the Specialist Interviewer Training. This training is for Police Officers and Social Workers who interview children and persons with intellectual disability who are alleging crimes against them. Marie retired from An Garda Siochana in 2022. Marie joined the International Police Association (IPA) in 1984. She was elected to Regional Board at Garda College in 1997 and onto the Irish National Board in 2001. Marie first held the position of National Enrolment Officer for which she was ideally located to enroll trainee Garda into IPA. Marie was elected as 1st Vice President Section Ireland in 2018, with IBZ Gimborn liaison as part of the role. She chairs the cultural commission and the editorial board. Marie has been in the International Professional Commission since 2012. She had worked on the Arthur Troop Scholarship Portfolio and is now on #sheisipa women in IPA portfolio.



**Petrova-Lyoleva Desislava Viktorova** is a senior criminal intelligence officer. She has more than twenty years of professional experience in the Bulgarian police. She is currently head of the National Homicide Unit, which is responsible for organising criminal investigations. For several years she was the Deputy National Coordinator for Domestic Violence in the Bulgarian Ministry of Interior. Desislava Petrova is a member of the International Relations Commission of the IEB of the International Police Association.



**Tara Murphy** has been an IPA member in the Canadian Section for eight years. She is the National Newsletter Editor, sits on the National Executive Board and is the Canadian Executive Lead for the #Sheisipa Project Committee. Tara is a nineteen-year member of the Ontario Provincial Police (OPP) and is currently serving as the Executive Officer for the Provincial Commander of the Investigations and Organized Crime Command. She is the Co-Chair of the OPP GHQ Regional Inclusion Council, supporting and promoting a diverse and inclusive workplace culture. Along with her husband and daughter, Tara has travelled to some amazing locations worldwide; her favourites being South Africa and Portugal (Azores).



**May-Britt Rinaldo Ronnebro** is an expert in Crime Prevention Methods at the Center for Police Science and Development at Linnaeus University, Växjö, Sweden. She is a ret. Superintendent and National Lead on Crime Prevention Education for the Swedish National Police with 46 years' experience of policing in different roles on local, regional, and national level. She is a Fitzwilliam graduate at Cambridge University, England, UK and holds a master's degree in applied criminology and Police Management. In 2015 she developed the Swedish Crime Harm Index for violent crimes against person in public places. May-Britt maintains partnerships with other international associations related to the police profession including the International Education Centre Gimborn, Germany, the London West University/London Policing College, the World Association of Detectives, the International Association of Women Police, and the Society of Evidence Based Policing – UK, and the UNESCO. She is a member of the Policing Insights Advisory Board and the Advisory Board of the Cambridge Police Executive. May-Britt was in 2023 appointed Honorary Ambassador for United Nation's Sustainable Development Goals (UNSDG).



**Judith Gillespie** is a native of North Belfast and joined the Royal Ulster Constabulary GC in 1982, working in a variety of uniform and Detective roles. She made history by becoming the first woman in policing in Northern Ireland to become an Assistant Chief Constable in the Police Service of Northern Ireland, in 2004. She gained a master's degree in applied criminology from Cambridge University one year later. As a Chief Officer for 11 years, she helped steer the organisation through significant change, including as Human Rights Champion and by leading on the PSNI's Gender Action Plan. She became Deputy Chief Constable in June 2009, also acting as Chair of the 2013 Belfast World Police and Fire Games Company Board which was charged with delivering a 10-day, international multi-sport event against the backdrop of a severe terrorist threat. She is very proud that in the words of the WPFPG President, Belfast delivered "the friendliest and best Games ever". On leaving PSNI in March 2014 she became an independent leadership advisor, served for four years as a member of the Equality Commission for Northern Ireland, and was appointed to the Probation Board for Northern Ireland, and most recently to the Garda Policing Authority in Dublin in 2016. She chairs the Careers Advisory Forum, is a Visiting Professor at Ulster University, is an assessor for Diversity Mark Northern Ireland, and works on a voluntary basis for the Marie Curie charity.



**Deirdre Mahony** joined the Police Service of Northern Ireland in 2003 Working as a Detective in Serious and Organised Crime for many years before transferring to the Major Crime Teams. She is currently the Crime Faculty lead for Specialist Interviewing, and she is also a member of the Public Order Teams. Deirdre Joined IPA in 2008. She has served on both branch and regional committees in a variety of posts and is currently Chair of IPA Northern Ireland. In February Deirdre was accepted as a member of the IEB Commission for Green & Environmental issues. Deirdre is passionate about Policing, IPA, Animal Welfare, and the Environment



**Magda Raducu:** "In over 25 years' experience as a police officer and training and communications specialist, I have learnt how important the role of women in policing is. But also, that this role is not appreciated at its true value. #Sheisipa is a project born out of a desire to make a difference, to promote diversity and inclusion in the workplace, to raise awareness of existing barriers and stereotypes and to work together to eliminate them. IPA is one big family and the role and contribution of women in IPA is truly significant and irreplaceable. #sheisipa is the voice of women in IPA. Join us and we will be stronger! "



**Hannah Wheeler** joined the Metropolitan Police Service in 1993 and has broad experience of working in diverse environments in both CID and uniform roles in London and leading teams through change.

Hannah has a strong partnership and neighbourhood policing background, working with the Home Office to pilot and embed new ASB policy and early identification of vulnerability and repeat victimisation.

In 2017 Hannah was seconded to Her Majesty's Inspectorate of Constabularies & Fire and Rescue Services (HMICFRS) and led the first mental health inspection of all forces. Her report 'Policing and mental health – Picking up the pieces' was endorsed by the policing minister and led to significant national progress against key recommendations.

In March 2020 Hannah volunteered to assist in the national pandemic response – Operation Talla and was appointed national PPE lead. Existing PPE stocks and supply chains were failing against a global demand for PPE which would directly impact on staff safety and sickness if not addressed. Hannah set up a temporary national PPE distribution hub with military expertise and led a small team to source, procure and distribute PPE to all forces and overseas territories. The team has shipped over 80 million items of PPE. Guidance to accompany the use of the PPE was developed and a national PPE performance dashboard was created to track orders, usage, and consumption of each item. Hannah was awarded a QPM in the 2021 Queen's New Year's honours for her inspirational leadership in delivering this unprecedented project. Shortly after this, Hannah moved back into mainstream policing as a Superintendent on West Area BCU covering operational policing across three London Borough. In 2023, she moved on promotion to her current post as Head of Career Management for the Organisation. Her role includes oversight of talent management programmes, as well as setting up of a new Culture, Diversity, and Inclusion Command. She also oversees the Network of Women in the Met and works closely with the UK policing professional body – the College of Policing – on their Aspire course which is aimed primarily at women and black and multiple ethnic heritage officers.





**Ulrike Neuhoff** has been working at IBZ for almost 10 years. She has worked in police training for most of her career. She is passionate about diverse and inclusive police forces that are committed to keeping people safe, protecting their rights, and upholding human rights.

**Friday**

until 18:00	Arrival Arrival of Delegates and Guest Speakers from <b>#sheisipa</b>
19:00	Buffet in the Castle Hall

**Saturday**

08:00 - 08:45	Breakfast	
09:00 -10:00	Welcome and Introduction The IEB	Diego Trolese Martin Hoffmann
10:00 – 10:30	'SHEisIPA – The Story so Far	Karen Duckworth
11:00 – 12:15	<b>The Role of the Professional Commission:</b> Developing skills and education of IPA members <b>IEB Cultural / Social Commission</b> <i>The socio-cultural portfolio of the IEB includes a variety of opportunities, but how do you implement this at national and regional level? Yvonne will share her journey as a regional and national organiser of events related to the objectives of the Socio-Cultural Commission.</i>	Marie Daly
12:30 - 13:30	Lunch	
13:30 – 15:00	Reports from around the IPA world	Tara / Desislava
15:30 – 16:30	WORLD CAFE	Ulrike Neuhoff
16:30 – 17:00	Report from the World Cafe	Ulrike & Karen
17:15 – 18:00	<b>Networking</b> <i>People may be fooled into thinking networking is easy, “just talk to people, that’s all you need to do”. But it is so much more than that to be effective. Networking is a skill that can be learnt and when utilised properly, it can create opportunities professionally and personally. This session will present the skill set behind successful networking.</i>	May-Britt Ronnebro
19:00 - 19:45	Evening meal	

Sunday

<b>08:00 - 08:45</b>	<b>Breakfast</b>	
<b>09:00 – 09:30</b>	<b>IEB International Relations Portfolio</b> <i>The purpose of the IRC (International Relations Commission) is to keep the IPA linked with Partners, Stakeholders, and law-enforcement agencies. How that works and why it is done is explained in this presentation.</i>	<b>May-Britt Ronnebro</b>
<b>09:30 – 10:00</b>	<b>Financial Structure of the IPA</b> <i>The IPA is a huge organisation with a significant budget that is utilised for the benefit of its membership. But how is that done? Who controls the money and how are the international budgets worked out. When thinking about organising an event or activity (international or Section), what is the best approach to seeking funding. The presentation will provide an understanding of this very important aspect of the IPA.</i>	<b>May-Britt Ronnebro</b>
<b>10:00 – 10:15</b>	<b>Coffee Break</b>	
<b>10:15 – 11:00</b>	<b>Empowering women through my IPA Journey</b> <i>Deirdre will talk about her IPA Journey, joining initially out of curiosity about the IPA Houses and therefore travel. Deirdre was voted onto the Belfast branch committee without having any desire nor warning. However, as a happy result becoming more and more aware of the greatness of this global friendship group and the opportunities it can provide to members both personally and professionally. Now serving as regional chair Deirdre's focus has been on recruitment of serving Police officers, the lifeblood of our organisation. Building friendships, encouraging best practice within the IPA and our respective police forces for the benefit ultimately of those we serve</i>	<b>Deirdre Mahony</b>
<b>11:00 – 12:00</b>	<b>Enhancing Potential and Creating Opportunities</b> <i>There is no magic solution, but this workshop aims to give you the tools and confidence to develop and thrive! How do you develop yourself and your career? How do</i>	<b>Hannah Wheeler</b>

	<p><i>you enhance your potential and create opportunities for yourself?</i></p> <p><i>Career development is very much within your control and in this workshop, you will learn the value of networking and how a series of good networks can help you to understand your value and progress in the direction you want – either a lateral move or promotion.</i></p> <p><i>How do you navigate barriers and push yourself out of your comfort zone but in a way that you feel supported?</i></p> <p><i>We will help you identify your skills gaps and your strengths and leverage your operational, personal and strategic networks to create opportunities and direction. We will also examine confidence and Imposter phenomenon and how to tackle it (it affects everyone!)</i></p>	
<b>12:30 - 13:30</b>	<b>Lunch</b>	
<b>13:30 – 14:00</b>	<p><b>The IPA Flagship – 50+ Years of Learning, Training and Encounter at IBZ Castle Gimborn</b></p> <p><i>In this presentation you will learn about the history of this very special police training centre. You will learn about the wide variety of subjects taught here, which are always topical and relevant to policing in modern societies.</i></p>	<b>Ulrike Neuhoff</b>
<b>14:00 – 14:45</b>	<b>Workplace Wellbeing</b>	<b>Magda Raducu</b>
<b>14:45 – 15:00</b>	<b>Coffee Break</b>	
<b>15:00 – 16:30</b>	<p><b>Empowering women through my Policing Journey</b></p> <p><i>Change is a constant in policing, but transforming an organisation in the context of a severe paramilitary threat and relentless political scrutiny is even more challenging. Judith will talk about her own personal experience of change as she rose through the ranks of the Royal Ulster Constabulary GC, and how she helped to lead the transformational change to the PSNI including leading on the organisation's Gender Action Plan She will talk about the personal cost of leadership in this context, the importance of personal resilience, maintaining a sense of perspective, and sticking with the vision despite serious setbacks, including the murder of</i></p>	<b>Judith Gillespie</b>

	<i>colleagues. She will also highlight the role of diverse teams and voices in developing the change programme and in winning and sustaining community confidence in policing. She will share some very personal insights, learning and coping strategies to thrive through challenging times.</i>	
<b>16:45 – 17.30</b>	<b>Next Steps Looking Ahead</b>	<b>Karen (&amp;Ulrike)</b>
<b>19:00</b>	<b>Evening meal</b>	

### Monday

<b>08:00 – 09:00</b>	<b>Breakfast</b>	
<b>10:00</b>	<b>Departure for Cologne, Police Headquarters</b>	
<b>11:00</b>	<b>About International Police Missions and Police Training for Women</b>	<b>Stefan Schwarz,</b> serving police officer, 14+ years' experience in international police training
<b>12:30</b>	<b>Welcome address Head of Police Cologne Johannes Hermanns,</b>	
<b>13:00</b>	<b>Lunch at the Casino</b>	
<b>14:00</b>	<b><u>Transfer to Cologne City</u></b>	
<b>14:30</b>	<b>Johannes Holl Guided Tour</b>	
<b>18:30</b>	<b>Meal at a Brewery</b>	
<b>21.00</b>	<b>Return to Gimborn</b>	

### Tuesday

<b>08:00 – 09:00</b>	<b>Breakfast and Check-Out</b>
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To get involved or find out more information about #sheisipa, please visit the International Police Association website ([Women in IPA \(ipa-international.org\)](https://www.ipa-international.org)) or contact the team at [sheisipa@IEB-IPA.org](mailto:sheisipa@IEB-IPA.org)



More about the IPA and women in the IPA:

<https://policing.tv/videos/learning-about-the-international-police-associations-sheisipa-campaign/>

<https://policing.tv/videos/learning-about-the-international-police-associations-sheisipa-campaign-part-two/>