



# ICITAP WOMEN IN POLICE EXPERTISE

## LAW ENFORCEMENT DEVELOPMENT PROGRAMS FACT SHEET

Since its establishment in 1986, ICITAP has become a leader in fostering the recruitment, education, and advancement of women in foreign law enforcement institutions. Cultural and religious impediments throughout the world, as well as outdated regulations and paradigms in law enforcement, can make it challenging for women to advance in this field.

Increasing women's participation and leadership in law enforcement bolsters operational effectiveness, expands police institutions' abilities to engage local communities, broadens the perspective of operating environments, and strengthens police response to crime.

Women in law enforcement play a unique role in community engagement, and their presence often serves as a stabilizing force. Research demonstrates that women are more effective in defusing violent situations, are less likely to use deadly force, and receive less opposition from male offenders. Additionally, women officers are often seen as more approachable by victims of crimes—particularly women and children.

ICITAP's strategic plan recognizes the importance of women in policing and continues to build its capacity

“to promote and assist in the recruitment and training of female officers and police executives to develop stronger bridges to the communities served by the police and to ensure greater parity in law enforcement around the globe.”<sup>1</sup>

### **ICITAP's Approach**

ICITAP partners with the U.S. State Department's Bureau of International Narcotics and Law Enforcement Affairs (INL) and the Bureau of Counterterrorism (CT) to advance and expand women in law enforcement by providing them with professional development opportunities.

ICITAP subject matter experts promote women leadership development and provide career training tailored to the challenges faced by women in policing. ICITAP encourages the recruitment and promotion of female officers through policy reform, career training, and the development of professional networks.

ICITAP utilizes female police advisors and instructors who serve as both mentors and role models. ICITAP sponsors participation at study tours and conferences held in the United States, which expose its foreign colleagues to the female leaders within our own municipal, state, and federal law enforcement agencies.

### **Women in Policing Goals**

- Mentor partners on women's leadership development
- Increase percentage of women in policing
- Build female police networks
- Increase females in senior management roles
- Sponsor basic and advanced education
- Expand women's leadership programs

### **Female Recruitment**

One of ICITAP's foundational priorities is promoting the proactive recruitment of more female officers into the basic ranks of foreign police services. The targeted and purposeful infusion of female recruits has the power to dramatically change institutional gender stigmas from the bottom-up.

In its own training, ICITAP seeks to promote the inclusion of women officers in training events and mentorships and internship opportunities. ICITAP's facilitation of continuing education platforms for female officers enables advancement opportunities and improves retention of female officers.

In 1999, ICITAP was instrumental in leading the

<sup>1</sup> ICITAP 2021 Objectives

development and training of an entirely new nationally police service in Kosovo, that successfully prioritized the inclusion of women. In 2021, the police force now contains 12% female officers. Similarly, ICITAP was crucial in the reform movements inspired by the Maidan Revolution in Ukraine. Notably, ICITAP supported the creation of a completely new national police force in 2016 that increased the roster of female officers to 20% in a single year.

Within existing police forces, ICITAP has promoted the expansion of targeted female recruitment in countries such as Albania, Bangladesh, and Indonesia. In Indonesia, ICITAP has helped to support the integration of over 10,000 policewomen throughout all 4,700 precincts throughout the Indonesian National Police.

### **Women in Senior Management**

ICITAP supports efforts to deploy and promote policewomen into all law enforcement disciplines and levels of management. ICITAP advances the promotion of women into senior management roles by developing female-led government initiatives that aid in breaking down gender stereotypes.

In Albania, ICITAP's Women's Operational Command Program (WOCP) has served as a model for the advancement of female officers into leadership positions. This program empowered women to strive for positions in higher echelons of management and taught

them how to achieve it. As a result of this program, two graduates were appointed to command positions—one as a section chief and one as a commander.

In the Philippines, ICITAP's Salaam Community Police Project works to enhance the roles of existing female officers in the Community Relations Team (CRT), an all-female unit currently tasked with assisting ongoing efforts to counter violent extremism.

### **Building and Supporting Professional Networks**

ICITAP continues to promote women's leadership in law enforcement by sponsoring participation in educational opportunities provided by the International Association of Women in Police (IAWP) and the International Association of Chiefs of Police Women's Leadership Institute (WLI). In addition to providing valuable education and professional development opportunities, these organizations support the building of invaluable professional networks around the globe.



IAWP 2019 - Anchorage, Alaska

Since 2008, ICITAP has sponsored policewomen of all ranks to attend IAWP and WLI peer events. ICITAP has sponsored delegations from

over 30 countries and has hosted its own successful WLI conferences in Nepal, South Africa and Bangladesh.

### **Countering Terrorism and Violent Extremism**

In collaboration with CT, ICITAP launched in 2021 the Engaging Multinational Police Women on Equality and Rights (EMPoWER) program, which is designed to support female officers engaged in foreign counterterrorism efforts.

In accordance with the U.S. Strategy on Women, Peace, and Security, the EMPoWER program will build capacity and engage with police leadership in key foreign partner agencies, so that they can advocate for more gender-inclusivity in the global fight against terrorism.

### **Future Support and Leadership Activities**

ICITAP will continue to host regional WLI workshops throughout its five regions: Europe and Eurasia, Asia, Africa, the Middle East, and the Western Hemisphere. Regional training platforms can simultaneously promote inter-regional collaboration and peer-to-peer relationships, which provide a valuable support network for policewomen.

ICITAP will continue to support education for female officers such as the Federal Bureau of Investigation's National Academy (FBINA) Program, which will make them stronger partners for U.S. law enforcement and enable them to act as experienced role models within their institutions.