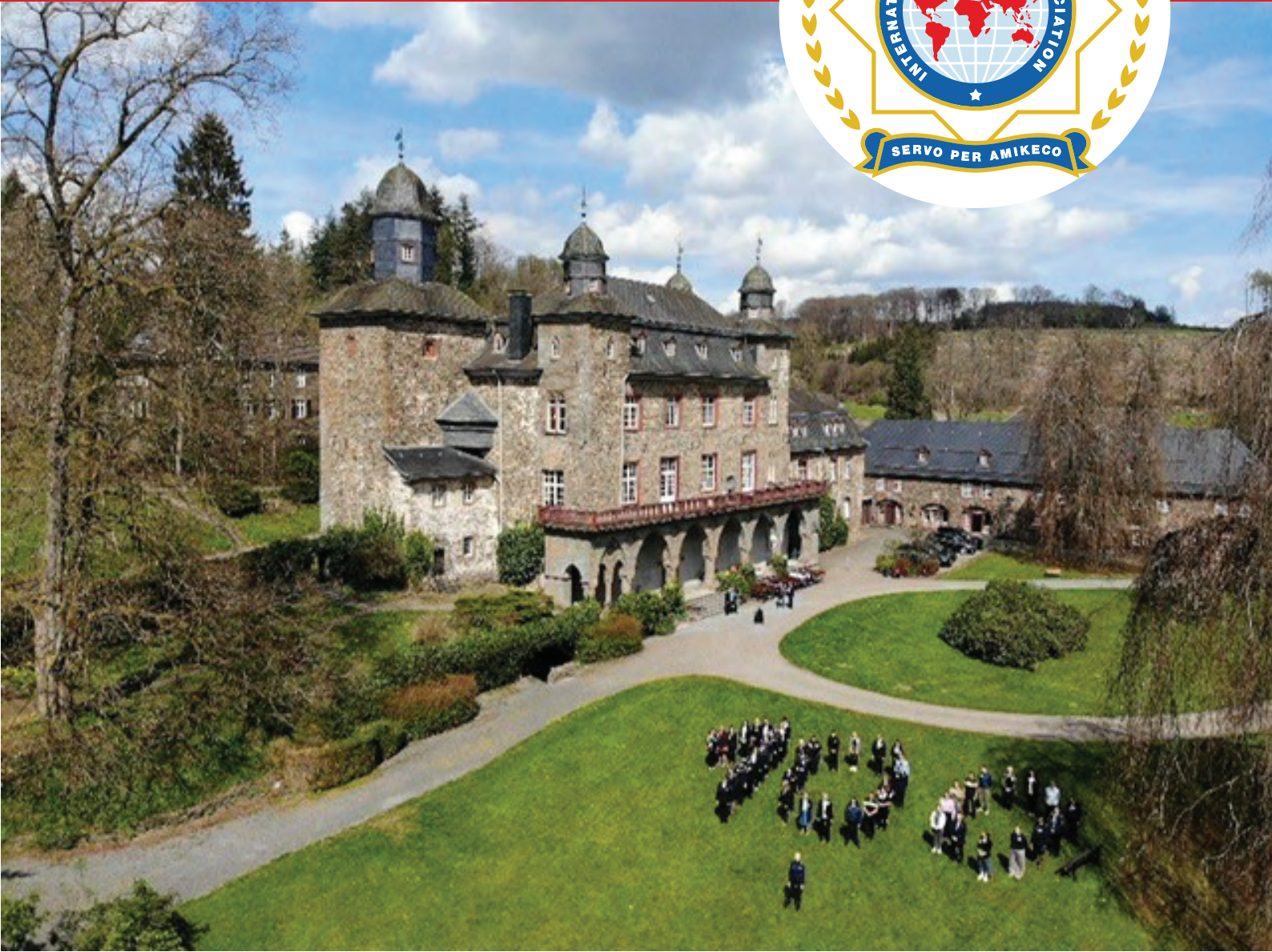


# INTERNATIONAL POLICE ASSOCIATION

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**#SHEisIPA Seminar Outcomes Document April 2025**

**iBZ**

Information and Education Centre  
Castle Gimborn e.V.

# Foreword for the seminar Outcomes Document#SHEisIPA 'Embracing an inclusive Vision for the Future'Seminar at IBZ Gimborn

## Foreword

**By Martin Hoffmann, International President of the IPA**

The second #SHEisIPA seminar, held at IBZ Schloss Gimborn from 13th to 17th April 2025, has once again demonstrated the power and potential of inclusive initiatives within the International Police Association. Following the resounding success of the event in November 2024, and with the welcome support of the International Executive Board to fund two seminars in 2025, this seminar has further solidified #SHEisIPA as a cornerstone of our commitment to diversity, equality, and inclusion. This most recent gathering brought together an inspiring group of participants from across the globe and offered a dynamic platform for professional growth, international exchange, and

shared learning. For me personally, it was a strong reminder of what makes the IPA so special: the opportunity to connect across borders, to learn from one another, and to build lasting friendships rooted in mutual respect.



Through open dialogue, collaborative exploration, and insightful presentations, participants were empowered to expand their perspectives and strengthen their commitment to inclusivity within both the IPA and their own policing communities.

The seminar featured a rich programme led by outstanding speakers, covering key topics such as 'Empowering to Lead', the UN Women's Initiative 'HeForShe', AI in Policing, 'Gender Equality in the Montenegrin Police', 'International Police Missions', 'The African Journey', and 'Enhancing Potential and Creating Opportunity'. These sessions offered a valuable opportunity to explore a wide range of issues impacting women in policing and to share best practices from various global contexts.

We were particularly delighted to welcome representation from ten IPA sections that had not been present at the November 2024 seminar. Their engagement enriched the seminar experience and contributed to the diverse perspectives and discussions that took place throughout the week.

Special recognition must once again go to Karen Duckworth and the #SHEisIPA team, whose dedication and vision have been instrumental in shaping this initiative. Their commitment to building inclusive spaces where women in policing can thrive continues to inspire. I also extend my sincere thanks to Diego Trolese, IEB member responsible for #SHEisIPA, for his strategic oversight and continued support in ensuring that this project aligns with the IPA's wider goals.

A particular highlight of the seminar was the focus on the incredible work being done in the African Chapter to support women in policing. Philisiwe Mngometulu (Secretary General, Section Eswatini) delivered a powerful presentation, joined by Deputy Commissioner of Police – Eswatini – Judith Simangele Motsa. Their contributions, along with that of Irene Kerubo Ongayo from Section Kenya—who spoke about her experience in international missions in South Sudan—added tremendous value to the session.



We were also privileged to hear from Ruth Busby OBE, a senior leader from outside the policing profession, who shared her insights into empowering women within large organisations. Cross-sector contributions such as these broaden our understanding and provide new avenues for growth, innovation, and collaboration.

Another moment of celebration came as Cristina Schimbov (President, Association of Women in Policing in Moldova) and Biljana Dulovic (President, Section Montenegro) chose the seminar as the setting to formally sign a partnership agreement between their two sections—an inspiring demonstration of how the IPA fosters international collaboration and long-term commitment to advancing gender equity.

Finally, we were honoured to mark a landmark occasion—100 years of Women in Policing in Poland. Aneta Sobieraj of Section Poland gave a wonderful presentation celebrating this important milestone, and we extend our heartfelt congratulations to her and her colleagues on this centenary year.

The continued success of #SHEisIPA reflects the very essence of our association's values. It embodies Servo per Amikeco—Service Through Friendship—by creating a space where members support one another, share knowledge, and commit to building a more inclusive future together.

For me, this seminar was also one of those rare Experience IPA moments—like the IPA Games or the Young Police Officers' Seminar—where you don't just talk about the spirit of the IPA, you feel it. You see it in the energy, the openness, the mutual respect. These moments are what define us, and what give our association strength and meaning.

With each seminar, we move closer to our goal of becoming a truly representative and empowering global network. I look forward to seeing how this important initiative continues to grow and influence change in the years to come.

Yours sincerely,  
Martin Hoffmann  
International President  
International Police Association



# **Empowering Women Within the IPA:**

## **International Seminar Strengthens Global Network of Female Officers**

### **Introduction**

**Ulrike Neuhoﬀ – Gimborn Lead**

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IBZ hosts second international seminar for women police officers with resounding success. In a powerful demonstration of international solidarity and professional development, the IBZ Castle Gimborn and the project group #SHEisIPA, acting under the umbrella of the IPA's professional commission, recently held its second seminar dedicated to empowering female police officers within the global IPA community. The four-day event, organized as part of the #SHEisIPA education and training program, brought together 48 participants from 26 countries, underscoring the broad international commitment to strengthening the role of women in policing in general and within the IPA. Project lead Karen Duckworth, Vicepresident section UK, and her dedicated team together with the IBZ team enrolled an amazing and inspiring program.

Financially supported by the IPA's Professional Commission, the seminar was designed to provide a platform for female officers to connect, exchange experiences, and build the skills necessary to increase their visibility and impact—both within their national sections and the wider Association. With a strong focus on networking, leadership, and personal development, the program aimed to encourage participants to step into leadership roles and actively shape the future of the IPA.

Throughout the four days, the participants engaged in intensive workshops, discussions, and collaborative exercises. Topics included strategic communication, overcoming gender-related barriers, developing professional networks, and creating inclusive environments in police organizations. The format encouraged open dialogue, peer learning, and mutual support—elements crucial to fostering sustainable change.

"This seminar is more than a training event," said Martin Hoffmann, the president of the IPA. "It's part of a long-term commitment to ensure that female officers are not only heard but seen as central to the future of our organization."

Participants left the seminar energized, equipped with new tools, and part of a growing international network of women committed to supporting one another and contributing to the IPA's mission. Many pledged to return to their countries as ambassadors of change—ready to inspire colleagues and take on new challenges in leadership, representation, and collaboration.

As the IPA continues to evolve, initiatives like this seminar reaffirm the Association's dedication to equality, professionalism, and cross-border solidarity. The event was a testament to the power of international cooperation in promoting not just better policing, but a more inclusive and representative global police community.

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## What is the World Café

The World Café<sup>1</sup> is a simple yet sophisticated method for holding meaningful conversations around important questions in large group meetings. An excellent tool to encourage participant interaction, the World Café can foster deeper engagement with complex or challenging issues.

During advance planning, for each World Café session, an overall topic is set; within that topic, 3 - 5 key questions are formulated for discussion; and each question is assigned to a specific table host (an expert or someone with strong interest in the question).

At the event, 3 - 5 tables (one per question) are set up in 'café' style to create a relaxed, informal ambience). Participants divide and choose (or are assigned to) a table to start the process. The host provides a brief introduction, and then participants discuss the question.

When time is up, the participants rotate to the next table, while the host stays behind to introduce the question once more and summarize the preceding discussion for a new set of participants. The new participants then add their insights to the question, refining or modifying the contributions of the previous group. This step is repeated until participants have had the opportunity to discuss up to three different questions/issues. A concluding plenary wraps up the discussion.

By dividing a large group into smaller subgroups, conversations can be made more focused, relaxed and participatory, with greater opportunity for all participants to speak and contribute equally – thereby encouraging authentic sharing of experiences and knowledge. Rotation of groups from one table to the next adds value to the discussion, by allowing a group to build on the previous group's thoughts and ideas about a particular issue.

Introduce the session and explain the World Café method, emphasizing the importance of creating a respectful, open dialogue.





# World Cafe Key Points

(full version can be obtained on request from KD)

- 1 Gender Equity** cannot be achieved through individual effort alone—it requires **collective responsibility and institutional commitment**. Without systemic change, efforts to increase representation, awareness, and empowerment will be hindered by deep-rooted cultural biases, unconscious biases in recruitment, and a lack of leadership support. **Why?** Because gender equality isn't just about supporting women—it's about transforming the **entire organization's mindset and practices to ensure equal opportunities** for all. Only by actively addressing structural barriers, fostering inclusive leadership, and committing to long-term organizational change can gender equality truly become a reality.
  
- 2 Creating a more inclusive environment for women** requires both **individual actions and collective team efforts** to build a culture of respect, support, and equal opportunity. **Why?** Because gender inclusivity cannot be achieved by isolated efforts—it depends on **consistent, everyday actions** from individuals and teams to challenge biases, amplify voices, and promote structural change. By combining personal responsibility with **institutional support**, organizations can foster a truly inclusive and empowering environment for women.
  
- 3 Gender Equity depends on inclusive policy design, consistent implementation, and a culture of accountability.** While many organizations claim to support gender equality, policies often fail due to poor execution, lack of stakeholder engagement, and missing accountability. **Why?** Because meaningful change requires more than policy statements—it requires **actionable, measurable steps** that involve leadership, employees, and structural reforms. Without transparency in recruitment, promotion, and leadership opportunities, gender equity remains an aspiration rather than a reality.
  
- 4 A truly gender-equal and inclusive workplace** within the **International Police Association (IPA)** requires **equal leadership, diverse representation, and active collaboration** between men and women. Inclusion must be built on **merit, respect, and collective effort**, rather than outdated stereotypes or gender-based competition. **Why?** Because lasting change happens when **opportunity and leadership** are distributed fairly, ensuring recruitment, promotions, and daily interactions reflect diversity. By fostering **cooperation, visibility, and inclusion** across all backgrounds, IPA can create a global platform where expertise, rather than gender, defines success.

## World Cafe Key Points cont

- 5 Progress towards gender equity in the **International Police Association (IPA)** is hindered by **cultural resistance, institutional barriers, and lack of awareness**, but overcoming these challenges requires **education, leadership commitment, and systemic change**.  
**Why?** Because true gender equality cannot be achieved without **addressing unconscious biases, reforming outdated policies, and fostering an inclusive culture**. Individual action matters, but long-term structural changes—such as leadership training, mentorship, and visibility—are essential to make inclusivity a standard rather than an aspiration.
- 6 **Organisational Policies** play a crucial role in either **advancing or hindering gender equity**, depending on **how well they are designed, implemented, and enforced**. While many organizations advocate for equality, real progress is often stalled by **ineffective execution, lack of accountability, and insufficient stakeholder involvement**.  
**Why?** Because **inclusive policies alone are not enough**—they must be actively upheld through **transparent recruitment, leadership accountability, measurable goals, and structural reforms**. Without a system that ensures policies translate into meaningful action, gender equity remains an aspiration rather than a reality.
- 7 **Overcoming resistance** to gender equity initiatives requires education, **engagement, and cultural transformation**, ensuring that inclusion is understood as a collective benefit rather than a threat.  
**Why?** Because resistance often stems from **deep-seated biases, fear of change, or lack of awareness**, and addressing these concerns requires **open dialogue, strong leadership, and visible action**. By **personalizing the narrative, building trust, and demonstrating tangible benefits**, organizations can foster genuine commitment to gender equity.
- 8 Creating a truly inclusive and supportive environment for women requires **both structural changes and cultural transformation**. While practical policies—such as flexible work arrangements, mentorship, and psychological support—are essential, long-term progress depends on **active allyship, leadership commitment, and a workplace culture that normalizes equity** rather than treating it as an exception.  
**Why?** Because gender inclusion is not a one-time initiative but an ongoing commitment that demands participation from all levels of an organization. Only by embedding equity in daily practices, fostering allyship, and celebrating progress can workplaces ensure that women feel valued, supported, and empowered to succeed.

# World Cafe Key Points Summary

Achieving gender equality within the IPA requires **collective responsibility, institutional commitment, and cultural change** rather than isolated efforts. We must move beyond policy statements to **transparent recruitment, leadership accountability, and measurable reforms**. Gender inclusion is not just about supporting women—it's about structural change, fostering allyship, and embedding equity into daily practices. Resistance to these initiatives often stems from deep-seated biases, fear of change, and lack of awareness, but addressing them requires education, engagement, and leadership support. Long-term success depends on building an inclusive environment where skills and expertise—not gender—define opportunity.





# Outcome Summary & Next Steps

## Karen Duckworth – #SHEisIPA Project Lead

As with the first seminar that took place in October 2024, there were clear themes evolving from the discussions that took place with those assembled in the World Café exercises, as well as the wider seminar activities.

Many of the themes are already incorporated within the #SHEisIPA strategy document 2023 – 2027: Communication; Education; Engagement; Data Management; Humanitarian Project; Mentoring and Networking. Whilst the strategic plan is due to have its annual review, it is clear from the discussions taking place during the seminar that these remain the key areas of focus for the project. Building on the outcomes from October, here follows a summary of the key 'next steps' arising from this seminar event.

### 1. Geographic Partnerships and Networking

The geographic alignment of Sections in partnership arrangements continues to build. The Nordic Baltic Partnership was an example arising from the October event. In April, The Association of Female Police Officers (Moldova) led by President Cristina Schimbov and the Association of Women in the Police of Montenegro, led by President Section Montenegro Biljana Dulovic used the event to sign a Memorandum of Understanding between the two organisations for future collaboration supporting women in policing. Developing partnerships such as these are such a positive way to support and develop women in policing across nations, the very thing that is the IPA's unique selling point (USP) when it comes to recruitment.

It was also positive to see the #SHEisIPA project being developed at local (branch) and national (Section) level in some countries. Part of the seminar involves the opportunity to visit Cologne and experience not only the rich culture the city has to offer, but also the Cologne Police Headquarters, courtesy of Head of Crime Directorate, Silke Paul. As President of IPA Koeln, Silke is also leading the #SHEisIPA movement within that branch, and it was hugely interesting for seminar delegates to be able to connect with the IPA Koeln team, because this is how holistically, the #SHEisIPA movement will grow.

Additionally, the project team have aligned their contact network with that of the IEB 7 Regions. This is to enable participants to stay in touch and be updated by the #SHEisIPA point of contact with relevant communications, and enable those professional relationships that are built during the seminars and other events to flourish.

# Outcome Summary & Next Steps

#SHEisIPA	K.Geber	M Daly	I.Pavlovic	P.Shain	M B Ronnebro	P.Marumo	M. Raducu
	Europe North	Europe West	Europe Mid	Europe South East	Asia Pacific	Africa	Ibero America
Chair	Janek Pedask	Ben Bentley	Mihai Tartareanu	Nebojsa Pantelic	Sunethra Senevirathne	Vossi Vos	Antonio J. Gomez MONTEJANO
IEB LO	Diego (CPC)	Oli(VP)	JP(TS)	Joze(SG)	Christos(SCC)	Kikis(TF)	Clive(HA)
	Denmark	Belgium	Austria	Albania	Armenia	Botswana	Andorra
	Estonia	France	Bosnia & Herzegovina	Bulgaria	Australia	Eswatini	Argentina
	Finland	Gibraltar	Croatia	Cyprus	Hong Kong	Kenya	Brazil
	Iceland	Ireland	Czech Republic	Greece	Japan	Lesotho	Canada
	Latvia	Italy	Germany	Israel	Kazakhstan	Mauritius	Colombia
	Lithuania	Luxembourg	Hungary	Montenegro	Kyrgyzstan	Mozambique	Peru
	Norway	Malta	Moldova	North Macedonia	Macau	South Africa	Spain
	Poland	Monaco	Romania	Serbia	New Zealand		Trinidad & Tobago
	Sweden	Netherlands	Slovakia	Turkey	Pakistan		USA
		San Marino	Slovenia		Russia		
		Switzerland	Ukraine		Sri Lanka		
		United Kingdom					

## 2. Leadership Seminar

The program for this event (scheduled for 23 – 27th October 2025) is now taking shape, and the full details will soon be made available to National Sections. It seeks to inspire and empower women in leadership, and those who aspire to be leaders, both within their workplace and the International Police Association.

**(Kimberly Geber)**

## 3.Community Cares – an empowerment project'

A central pillar of the #SHEisIPA project is 'inclusion' and 'visibility' of the IPA. This part of #SHEisIPA seeks to identify a project that aligns with the values of #SHEisIPA and the IPA more broadly, where the #SHEisIPA team can raise money and make a positive, tangible, and visible difference within a community.

For 2025, we have chosen Marija – OUR HOPE", Široki Brijeg, Bosnia and Herzegovina. The aim of 'Maria – Our Hope' is to support young people with physical and cognitive impairment, creating opportunities for them to be active in the community through creative work and social activities.

Through the seminar, selling products made by the young people (including an auction of hand-drawn paintings, drawings and cards) and items purchased by project team members, 1,381.70 euros has been raised so far \*. This will assist some of those young people to attend an adaptive sport event in Malmo in 2026, and we hope to link in with Section Sweden in order to connect with the youngsters during their trip. This really does speak to what the IPA is all about.

\*No IEB funding is used to support this part of the project

**(Ivana Pavlovic, Magda Raducu and Pninit Shain)**

# Outcome Summary & Next Steps

## 4. Mentoring

The Mentoring Program, which is being delivered for the UKGOV Foreign and Commonwealth Development Office for officers within the British Overseas Territories, has passed the halfway point. It has been a tremendous success so far (ten mentees and ten international mentors) and is due to conclude at the end of September 2025. The team are considering options for the next phase of the mentoring program.

**(May–Britt V. R. Ronnebro and Marie Daly)**

## 5. DEI IEB Advisor and Independent Auditing

As part of the World Café exercise, delegates were asked to consider what the role and responsibilities of the DEI Advisor to the IEB should be. Discussion points are included on pages 14/15 of this document. This is a key role which has yet to be fulfilled. Providing a meaningful strategy on how to improve representation from all under-represented groups including women, should be a priority for the IEB moving forward, and to achieve the integration of such a strategy into policies and activities, the recommendations of a suitably qualified individual are important.

Additionally, for the International Police Association to be seen as serious about its DEI credentials, an independent assessment is important, recommendations from which would be integrated into the DEI Advisor strategy. It is important not just to be saying that the IPA is committed to a more inclusive future, but to be taking action to ensure it.





## What was good about the Seminar?

**"The Network,  
the topics, the  
Environment"**

**" The seminar was  
insightful.  
The facilities  
were ideal"**



**" The variety of speakers  
was excellent"**



**"The Seminar was rich in both  
program and people. Such an  
amazing energy and sense of  
having a mutual goal, Was  
simply incredible. Gimborn  
Castle is a fantastic place to  
be in and the people were kind  
and forthcoming"**

**" Wonderful  
Gimborn  
staff"**

**" Peaceful  
location"**

**" Fantastic Opportunity  
to meet strong women  
and men and make friends  
for life"**

**" Getting more Information  
about the IPA,. knowledge  
very interesting topics, women  
Empowerment, socialising and  
networking"**



## SELECTION OF REPORTS FROM PARTICIPANTS

### President Biljana Dulovic – Section Montenegro

Karen Duckworth, IEB Professional Commission Project Lead – #SHEisIPA, organized a seminar for female police officers in Gimborne with her team. This event was attended by members from 25 sections from all over the world, in the period from April 13 to 17, 2025.

The seminar was opened by the President of the IPA, Martin Hofmann, and the President of the IEB Professional Commission, Diego Trolese, whose support is important for this topic.

During the three-day seminar, the participants of this event exchanged experiences in the field of gender equality, heard interesting life and professional stories of successful women leaders in the police, developed friendship and strengthened international cooperation of IPA members.

Networking of women in the police is important for their professional empowerment, exchange of experiences and joint action in strengthening the modern police service and the modern IPA.

During the seminar, a memorandum on cooperation was signed between the Association of Police Officers of Montenegro and the Association of Police Women of Moldova.

At this seminar, 100 years of women in the Polish police were marked and a presentation on women in the Polish police was shown.

The participants of the event visited the Cologne police, where they were shown a presentation about the work of a successful woman in the German police.

The seminar was evaluated as a successful and positive example of IPA's work in order to promote the principle of gender equality, the importance of women in the police and the importance of their networking and international cooperation.

It also professional growth, and I believe that the acquired knowledge and experience will help create more opportunities for women in our country.

Thanks to all organisation team, it was really pleasure to meet you all. Hope to see you again.

Servo per Amikeco!





## SELECTION OF REPORTS FROM PARTICIPANTS

### Violeta Tchankotadze – Section Lithuania (Georgian group)

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This year on 13th April, I had the incredible opportunity to attend the #SHEisIPA seminar “Embracing an Inclusive Vision for the Future 2” held at IBZ Gimborn. Gathering alongside inspiring women and leaders from across the International Police Association, the event focused on empowering women in law enforcement and creating a stronger, more inclusive community within the IPA. The seminar was not only informative but also transformational. Through presentations, discussions, and workshops, I learned valuable lessons on leadership, resilience, and the importance of building strong support networks. Hearing the personal journeys of women who have overcome challenges to achieve remarkable milestones reminded me that leadership is not just about position — it is about vision, persistence, and collaboration. One of the strongest messages I took home was the need to maintain momentum: change begins with connection, and it is sustained through consistent action. Whether through networking, mentoring, or simply sharing our stories, each of us has a role to play in shaping a more inclusive future for the IPA.

I am proud to represent our Section at such an important event and am committed to sharing what I have learned to encourage more engagement, visibility, and leadership opportunities for all members — especially women — at both national and international levels. I encourage all members to get involved with the #SHEisIPA initiatives, to believe in their potential, and to support one another in reaching new heights. Together, we can build a stronger and more united IPA community.





## SELECTION OF REPORTS FROM PARTICIPANTS

### **Olena Gulobeva – Section Ukraine**

From April 13 to 17, 2025, I had the great honor of representing Ukraine at a seminar of the International Police Association (IPA), held at the picturesque and historic Gimborn Castle Educational Centre in Germany. Organized under the ambitious #SHEisIPA initiative and titled Embracing an Inclusive Vision for the Future 2, this seminar became a unique platform for inspiration, connection, and professional growth, bringing together 55 women from 25 countries around the world.

Each participant — charismatic, experienced, and deeply committed — arrived from a different part of the globe, bringing with her a distinct cultural and professional background. And while our languages varied, our hearts spoke in unison — united by a common desire to reshape the police community into one that is inclusive, equitable, and proudly representative of women.

#### **At the Heart of the Seminar: Inclusion and Solidarity**

Inclusion was not just a theme — it was the driving force of the seminar. Currently, women make up only about 15% of IPA's membership, while globally they represent around 35% of the broader law enforcement community. This disparity demands action. The #SHEisIPA project aims not only to increase the number of women within IPA but to transform the culture of communication, leadership, and decision-making within the organization.

The seminar offered a rich and multifaceted program. We heard inspiring talks from women leaders, took part in roundtable discussions, and exchanged experiences through engaging meetings. Topics ranged from strategies for female leadership and breaking down stereotypes, to enhancing the visibility of women in IPA structures. The personal stories of overcoming seemingly insurmountable barriers were especially powerful and moving.

#### **An Atmosphere of Trust, Support, and True Connection**

This seminar was more than an exchange of knowledge — it was an exchange of hearts. A warm, genuine atmosphere of trust and solidarity grew among participants. We supported one another, shared our struggles and triumphs, laughed, and even cried together. Out of this incredible space, new friendships were born, and the seeds of future partnerships and joint initiatives were planted.

I returned home not only professionally enriched but deeply transformed. This was an experience that inspired me, empowered me, and made me believe even more strongly — women can do anything. Across the world, they are already leading a quiet revolution in the realm of security and law enforcement — with courage, compassion, and an open heart.

#### **Women's Strength in Wartime: Ukraine's Voice**

My participation carried particular emotional significance, as I represented Ukraine — a nation that has been courageously defending its freedom and sovereignty for over two years. In times of war, Ukrainian women police officers display exceptional bravery, resilience, and professionalism. They maintain public order, support communities,

## SELECTION OF REPORTS FROM PARTICIPANTS

### **Olena Gulobeva – Section Ukraine Cont'**

evacuate civilians from war zones, and serve in bombed-out towns and villages. Their contribution is invaluable.

At the seminar, I became a voice for these women. I spoke about the war, about pain and hope, about unbroken spirit. And I felt truly heard by my international colleagues. That sense of being seen and understood was deeply meaningful.

#### **Gratitude from the Heart**

I would like to express my deepest gratitude to the organizers of this exceptional seminar, the #SHEisIPA team, and the entire staff of the Gimborn Castle Educational Centre for the impeccable preparation and thoughtful planning. Every session, every detail, every moment was purposeful and impactful.

My heartfelt thanks also go to IPA President Mr. Martin Hoffmann and Chair of the IPA Professional Commission Diego Trolese for their presence, empathy, and steadfast support of women's initiatives. Their active engagement demonstrated a clear commitment from IPA leadership to foster real change — and to lead it by example.

#### **The Future Is Female — Inclusive and Strong**

The #SHEisIPA seminar marks not the end, but the beginning of something powerful. We returned home not only inspired, but with a clear sense of purpose: our strength lies in unity, solidarity, and the will to reshape the future. Women have every right to not only be present but to be at the heart of decision-making.

I am sincerely grateful to the leadership of the Ukrainian IPA Section for entrusting me with the honor of representing our country. This was not only a responsibility — it was a privilege. I believe this experience will serve as a solid foundation for future initiatives, international cooperation, and shared victories — not only within the IPA, but far beyond.

Together we are capable of so much more. And we will prove it.



## SELECTION OF REPORTS FROM PARTICIPANTS

### Fotini PLIOSKA – Section Greece



### **An experience beyond the uniform – My participation in the #SHEisIPA seminar**

Participating in the #SHEisIPA seminar was far more than just another professional obligation. It was a deeply personal, emotional, and – I dare say – transformative experience. As a female police officer, I am often called upon to balance the strength required by my role with the sensitivity that naturally defines me as a woman. #SHEisIPA reminded me that these two traits are not in conflict – they are complementary.

Throughout the seminar, I had the opportunity to connect with women from various security forces, each with different backgrounds, yet all sharing similar concerns, values, and a common vision: to be heard, to be visible, and to have our contributions recognized. The talks, the experiential activities, and – above all – the honest, heartfelt stories touched me deeply. They led me to reflect not only on who I am as a professional but also on who I want to continue to be as a woman, a colleague, and a role model.

#SHEisIPA gave me a powerful sense of belonging. I wasn't alone. I realized that progress is possible when voices are united, when we break down stereotypes, and when we move forward with courage and solidarity. I left the seminar with renewed confidence, fresh ideas on how to help elevate women in our field, and – most importantly – a strong belief that change is not only necessary but achievable. Not in theory, but in practice.

Actions like #SHEisIPA are essential. They are not just "seminars" – they are safe spaces for growth, expression, and empowerment. They bridge professionalism with human experience, and day-to-day work with long-term vision. Empowering women in law enforcement is not simply about numbers – it's about substance, fairness, and inclusion. And every step toward this goal deserves to be seen, supported, and strengthened.

I am deeply grateful to those who made this experience possible. #SHEisIPA wasn't just a milestone in my career. It was a powerful reminder that behind the uniform, there is always a human being. And that human being has a voice, strength, and the right to grow."



# Community Cares – An Empowerment Project







# Our Next Seminar

**IBZ**

Information and Education Centre  
Castle Gimborn e.V.



**#SHEisIPA**  
(Women in IPA)  
Empowering  
Female  
Leaders in Law  
Enforcement

For more information contact [karenduckworth@outlook.com](mailto:karenduckworth@outlook.com)

**Seminar at IBZ Gimborn**  
**23rd –27th October 2025**

**Speakers Include:**

**Ruth Frett (UK)**

**Dr Jose Rooijers (Netherlands)**

**Commissioner Yogananda D Pittman(USA)**

**Commissioner Dinah Marathe (Botswana)**

**Chair:**

Kimberly Geber  
(Germany)

**Lead:**

Karen Duckworth #SHEisIPA



**We Hope you can join us !**

**Servo per Amikeco!**