



Women's Network

Newsletter —————

DECEMBER 2025

Learning and Understanding Through Shared Experience



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Meet the passionate people in our team who are driving connection, inclusion, and empowerment.

Happy
Women's Network
2nd Anniversary



— — — — — ” — — — — —
Celebrating two years
of **unity**, **empowerment**
and **endless inspiration**

The 62nd International Association of Women Police (IAWP) Conference

fàilte gu Glaschu!

The first greeting I learned after arriving in Glasgow to participate in the 62 International Association of Women Police (IAWP) Conference between 8th to 12th September 2025, gathered around 448 participants from over 40 countries under the theme "Standing Strong, Standing Together."

In the Opening Ceremony, Julia Jaeger, the President of IAWP praised the resilience and dedication of female officers facing evolving challenges worldwide, urged ongoing efforts to break barriers and promote equality in policing, highlighted the role of technology combined with community trust, called for global solidarity and sharing best practices to fight crime effectively, as well as celebrated IAWP as a powerful network supporting women's leadership and mental well-being.



Opening Remark from Julia Jaeger (IAWP President)



Ms. Inosensia (JCLEC KAB Co-Chair) with the participants of 62nd IAWP Conference



Ms. Inosensia (JCLEC KAB Co-Chair) with Brigadier General Dr. Sumy Hastry Purwanti and Snr. Supt. Yolanda Sebayang

This conference also honoured outstanding officers at the Annual Awards Recognition Ceremony, with one of the awards: Excellence in Performance as Supt. Aisha Butt from Pakistan National Police who also an alumnus of Strengthening Women Leadership in Police Service Delivery Batch 3 on 13-17 January 2025 funded by Global Affairs Canada facilitated by JCLEC.



Presentation by
Pol. Brigadier General Dr. dr. Sumy Hastry Purwenty, Sp.F., DFM.



Presentation by Snr. Supt. Yolanda Evalyn Sebayang, S.I.K., M.M.

Another highlight was the facilitated meeting for its members, divided into regional groups. Regional 23 “East & Southeast Asia” meeting attended by the representatives of Indonesia, Malaysia, Philippines, South Korea, and Taiwan. During this session, we included the introduction of each country and promoted the forthcoming IAWP Conference in Bali Indonesia on 20-24 September 2026 with theme “Women Leading Global Change”.

During the five-day conference provided participants with session on leadership skills development, exploring the Artificial Intelligence (AI) and digital forensics, counterterrorism, and combating gender bias, include the case studies. In one of the session UN “HeforShe” movement was showcased as a vital initiative to engage men in promoting gender equality.

Proudly to have two representatives from the Indonesian National Police who were also present as guest speakers at this forum: Snr. Supt. Yolanda Evalyn Sebayang, S.I.K., M.M. presented on Innovative Policing Strategies to Foster Trust Between Law Enforcement and the Public and Pol. Brigadier General Dr. dr. Sumy Hastry Purwenty, Sp.F., DFM. presented on Indonesia Disaster Victim Identification (DVI) from Forensic Science Perspective. They both are also member of the JCLEC Women's Network.

With the support of JCLEC management and the UK Government, I would like to express my gratitude for the opportunity to develop and maintain the networks to continue supporting gender equality.

Join Us!

**The International Association of Women Police (IAWP)
63rd Annual Training Conference**



Women Leading *Global Change*

Bali, Indonesia | 20 – 24 September 2026



*Join police officers and professional staff from around the globe to
discuss contemporary policing topics | Hear from Inspiring
Speakers | Participate in Skill-Building Workshops, Leadership
Development, and Networking Opportunities*

Call for Abstract



Call for Abstracts for the IAWP 2026 Conference Now Open!

The 63rd Annual Conference of the IAWP will take place in Bali, Indonesia 20 – 24 September, 2026. The conference theme “Women Leading Global Change” will focus on developing women within policing as well as on how policing responds to the communities they serve.

The Training Themes of the Conference will be:

Professional Development & Leadership | Engagement & Collaboration | Emerging Technologies | High Profile Incidents & Criminal Investigative Techniques | Best Practices & Innovations

We welcome submission from:

- Current and former police personnel
- Subject matter experts in the relevant field
- Academic practitioners.

What We Provide:

- A single day registration fee will be waived for accepted speakers.
- No further compensation is available.
- Travel and accommodation costs are the responsibility of speakers or their sponsoring organization.

Abstract Criteria

- It forms the basis of what you intend to give your oral presentation on at the conference;
- The oral presentation will be for 60 minutes, including question time;
- All presentations must be original work
- You must indicate your co-authors/presenters;
- It is the responsibility of the presenting author to gain approval of their agency/department
- (if required) to submit an abstract and present, should the abstract be accepted for presentation.
- All abstracts must be submitted via the form on the website.

Abstract Submission Deadline

15 January 2026

Author Notification

15 February 2026

Are you a subject matter expert interested in presenting to an international audience in an amazing setting? More details and the abstract submission form may be found at



Submission

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Update

Kartini Series 2: Gender Training – Train the Trainer

Bali, 30 June – 04 July 2025 | Sponsor : Australian Federal Police

This program provided participants with a comprehensive understanding of Gender Awareness and Gender Mainstreaming, as well as providing skills to become a trainer in the field.



Women Police Leadership Training



UK Government Jakarta, 11 – 15 August 2025 | Sponsor : UK Government

This program strengthened INP female officers' leadership skills, as well as preparing them for challenges in dynamic environments, promoted gender equality and women's empowerment in strategic police roles.

Kartini Series 3: Gender Training – Train the Trainer

Jakarta, 08 – 12 September 2025 | Sponsor : Australian Federal Police

This program provided participants with a comprehensive understanding of Gender Awareness and Gender Mainstreaming, as well as providing skills to become trainer in the field.



SITES 3



JCLEC, 08 – 26 September 2025 | Sponsor : Government of Canada

This program trained participants – especially women officers – in core urban surveillance techniques. It enhanced women's operational skills and confidence in conducting professional surveillance duties.

Kartini Series 4: Strengthening Women Leadership in Police Service Delivery

JCLEC, 29 – 03 October 2025 | Sponsor : Government of Canada

This program strengthened women officers' leadership competencies, enhancing their performance, resilience, and decision making. This improved their effectiveness in leadership roles and improved overall police service delivery



Kartini Series 5: Strengthening Women Leadership in Police Service Delivery



JCLEC, 06 – 10 October 2025 | Sponsor : Government of Canada

This program strengthened women officers' leadership competencies, enhancing their performance, resilience, and decision making. This improved their effectiveness in leadership roles and improved overall police service delivery



Kartini Series 2 and 3: Gender Training – Train the Trainer

These two programs were successfully conducted in Bali (30 June–4 July) and Jakarta (8–12 September). They brought together a total of 40 participants from various Regional Police Departments across Indonesia and the International Relations Division of the Indonesian National Police (Divhubinter).



Training activities in Kartini Series 2: Gender Training – Train the Trainers



Training activities in Kartini Series 3: Gender Training – Train the Trainers

With 35% male participation across both sessions, the program reflects an encouraging move toward gender-balanced engagement in gender-focused training initiatives.



Training activities
in Kartini Series 2: Gender Training – Train the Trainers

Kartini Series 2 welcomed 21 participants from the Regional Police of Bali, East Nusa Tenggara (NTT), West Nusa Tenggara (NTB), Papua, Bengkulu, Maluku, North Maluku, and Gorontalo, along with representatives from JCLEC and Divhubinter.

Kartini Series 3 gathered 19 participants from the Regional Police of West Java, Banten, Aceh, Riau, Riau Islands, Bangka Belitung, South Sulawesi, East Kalimantan, and Divhubinter.



Training activities
in Kartini Series 3: Gender Training – Train the Trainers



Training activities
in Kartini Series 2: Gender Training - Train the Trainers

Sponsored by the Australian Federal Police (AFP) and facilitated by the JCLEC Kartini Adviser Board (KAB), the training aimed to enhance understanding of Gender Awareness and Gender Mainstreaming, while equipping participants with the skills to serve as trainers within their respective institutions.



Training activities
in Kartini Series 3: Gender Training - Train the Trainers

Participants are now expected to apply their knowledge by developing and implementing Gender Project Plans tailored to the specific needs of their regions or units. This will contribute to the broader goal of embedding inclusive and gender-sensitive practices within the Indonesian National Police (Polri).



Training activities
in Kartini Series 2: Gender Training - Train the Trainers



Training activities
in Kartini Series 3: Gender Training - Train the Trainers

These back-to-back Kartini Series trainings mark another milestone in strengthening gender-responsive leadership and promoting equality across the law enforcement community in Indonesia.

Women Police Leadership Training



Trainers and Participants of Women Police Leadership Training

The Women Police Leadership Training, hosted by the INP Education and Training Institution (Lemdiklat Polri) with the support from the UK Government, was held in Tangerang, 11-15 August 2025 with the participation of 25 senior women police from all over Indonesia.



Training Activities
in Women Police Leadership Training



Training Activities
in Women Police Leadership Training

A key goal of this second batch of training was to support gender equality within the police force and to empower women officers to take on greater leadership responsibilities in strategic roles.

This initiative reflects a continued commitment to developing inclusive leadership and promoting the advancement of women within law enforcement through international collaboration.



Training Activities
in Women Police Leadership Training

This program was successfully conducted at the Jakarta Centre for Law Enforcement Cooperation (JCLEC) from 8-26 September 2025, with support from the Government of Canada.



The course brought together 15 female law enforcement officers from Malaysia, the Philippines, Thailand, and Sri Lanka, alongside 12 Indonesian trainers, for an intensive three-week program focused on modern surveillance techniques.

Participants received hands-on training in core operations within urban settings, utilizing both cars and motorcycles. The curriculum included takedown tactics, operational communication, surveillance photography and video techniques, as well as biometric evidence collection.

This program highlights the ongoing commitment to enhancing regional law enforcement cooperation while empowering women officers with the skills needed to operate effectively in high-pressure environments.

Kartini Series: Strengthening Women Leadership in Police Service Delivery Batch 5 and 6

The Jakarta Centre for Law Enforcement Cooperation (JCLEC) recently hosted two successive leadership programs under the Kartini Series: Strengthening Women Leadership in Police Service Delivery. The initiatives, known as Kartini Series 4 and Kartini Series 5, were held from 20 September to 3 October 2025 and 6 to 10 October 2025, respectively.



Training Activities
in Kartini Series 4: Strengthening Women Leadership in Police Service Delivery Batch 5

Kartini Series 4 welcomed 24 participants representing Bangladesh, Maldives, Nepal, Pakistan, South Korea, Sri Lanka, Palau, Solomon Islands, and Indonesia, while Kartini Series 5 brought together 23 participants from Bangladesh, Maldives, Nepal, Pakistan, South Korea, Sri Lanka, the Philippines, New Zealand, and Indonesia.



Training Activities
in Kartini Series 4: Strengthening Women Leadership in Police Service Delivery Batch 5



Training Activities
in Kartini Series 4: Strengthening Women Leadership in Police Service Delivery Batch 5

These programs were sponsored by Government of Canada in collaboration with UK Government and Australia Federal Police, and strengthened capabilities of women police officers across the Indo-Pacific region. The curriculum focused on key leadership competencies such as effective communication, change leadership, project management, relationship building, and decision-making, emphasizing the critical role of character in achieving leadership success.



At the heart of the workshops were two guiding principles of modern police leadership:

1. Enhancing performance and resilience—both personally and within teams.
2. Improving police service delivery and public safety through effective and ethical leadership.

Training Activities

in Kartini Series 5: Strengthening Women Leadership in Police Service Delivery Batch 6



Training Activities

in Kartini Series 5: Strengthening Women Leadership in Police Service Delivery Batch 6



Training Activities

in Kartini Series 5: Strengthening Women Leadership in Police Service Delivery Batch 6

Each one-week program utilized JCLEC's state-of-the-art learning facilities, providing an engaging and interactive environment for participants to exchange experiences, build networks, and strengthen their leadership capacity.

Through initiatives like the Kartini Series, JCLEC continues to support the professional development of women in policing—fostering inclusive leadership and contributing to safer, more resilient communities across the region.

Gender Insight



The Power of Women in Uniform



Never ever underestimate the power of women in uniform, because they carry not only a weapon, but also a nation.

Superintendent Aisha Butt

City Traffic Police Officer (CTO) in Gujrawala, Pakistan

Alumni of JCLEC Kartini Series:

Strengthening Women Leadership in Police Service Delivery 2025



Supt. Aisha Butt receive The Excellence in Performance Award from IAWP

Superintendent Aisha Butt, City Traffic Police Officer (CTO) in Gujranwala delivered a powerful and emotional speech as she received the IAWP Excellence in Performance Award. She called the honor more than a personal achievement — a symbol of a silent revolution for women in Pakistan's police force. Once invisible, women officers are now leading investigations, fighting terrorism, protecting children, and standing as symbols of dignity, justice, and hope. Dedicating her award to all women in uniform balancing duty and family, Aisha urged for true inclusion — not just representation, but leadership, opportunity, and safety.

Watch Superintendent Aisha Butt's inspiring IAWP award speech — a powerful celebration of courage, leadership, and the unstoppable rise of women in uniform.



Watch Now

Gender Insight



Gender, Grit, and Growth: drg. Lisda Cancer on Leading with Strength



*The point is not to get mushy.
Think about surviving. If men
see us incapable, then we need to
show the other way around.*

Snr. Supt. drg. Lisda Cancer, M. Biotech

Head of Forensic Doctor and Public Health,
INP Health and Medical Centre

In this episode of the JCLEC Podcast, Senior Superintendent drg. Lisda Cancer, M. Biotech shares her inspiring journey from a dentistry graduate to becoming a respected police officer and Head of Forensic Medicine and Public Health at the INP Health and Medical Centre. Having been involved with JCLEC since 2006, she reflects on her experiences in forensic work and leadership, as well as the challenges women face in balancing career and family life while overcoming gender bias in the field. She also emphasizes that with determination and resilience, women can lead, inspire, and make meaningful contributions in law enforcement and beyond.



Tune in to this inspiring episode and discover how drg. Lisda Cancer breaks barriers, leads with purpose, and proves that women can thrive in both career and life!



Watch Now

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Alumni Story



Beyond the Program

Kartini Series 3: Gender Training - Train the Trainer



Gender is very essential in working environment. All personnel in law enforcement should understand and prioritize gender so that everyone in society receives the best service, without any gender discrimination.

Asst. Superintendent Made Dewi Candraningsih, S.H, M.H
Chief of Unit 2, Sub-Directorate 4, General Criminal Investigation Directorate,
West Java Regional Police

Be part of their journey!



Watch Now



All humans have the right to equality. In accordance with the Indonesian National Police's motto of protecting, safeguarding, and serving the community.

Police Brigadier Edwin Giraldehy Mamusung
NCO Special Crime Investigation Directorate,
South Sulawesi Regional Police

Be part of their journey!



Watch Now



Alumni Story



Beyond the Program *Kartini Series 2: Gender Training - Train the Trainer*



*Live a meaningful life and do
a long life learning*

This has been one of the most memorable messages I've ever received from my senior, Muhammad Fachrur Rozi, who had been serving in the INP for 12 years, specifically in the Criminal Investigation Division.

Second Inspector Degi Rajuandi, S.Tr.K

Officer Unit 1, Criminal Investigation, North Kuta Sub-District
Police, Bali Regional Police

At first, I was very curious about what I would learn in the JCLEC training, especially with the title Kartini series and the focus on Gender. That said, I learnt about gender in Kartini Series 2. In the gender training, we didn't just talk about definitions, differences, needs, and strengths between men and women. We learnt that gender is constructed from the perspectives, history, and values of different cultures.



Training activities
in Kartini Series 2: Gender Training - Train the Trainers

For example, what people associate with the word "woman" can differ between Indonesia and Australia. In Indonesia, it is considered unusual for women to be in positions that have historically been filled by men. For instance, in the Indonesian National Police, there are still relatively few female officers working in the field. In Australia, on the other hand, this is common, in fact, the AFP has made it a priority to increase the number of female officers. Looking at this example, some people might say, "there are indeed differences between men and women."

In this gender training, we also learnt about the impact of not understanding gender. The point isn't simply that the police should increase the number of female field officers, but rather that women should be given equal opportunities and fair chances to achieve the same results if they choose to serve in the field. This training really pushed us to think more deeply from gender perspective in decision making and performing our duties. Honestly, there were so many insights I gained in this training that I cannot possibly fit them all into this short essay. During this training, we were also trained as trainers. This is in line with the title of Kartini Series 2: Train the Trainer. The key takeaway here is that we have to share these positive lessons and spread them in our workplaces. This training was excellent and by spreading what we learnt, we can make the INP even better in the future.

It is very useful to know that in carrying out our duties in the police force, we will always encounter members of the community with different backgrounds. This means that they have their own values and perspectives. For example, the way we engage with men and women from southern Indonesia can be different from those from the western part of the country. In this training, I was taught that these differences are not only due to different origins, but also due to the experiences and situations that these people/communities are going through. Through this training, we can analyze these differences better and I want to share this knowledge with others around me.



As I explained earlier, law enforcement officers in the field will work with a highly diverse community. It is very easy to take the simplest and quickest course of action, but that isn't always the best choice. This training has taught us to think more critically in analyzing and making decisions in the field.

Regarding the gender action plan as an agent of change in the working unit, I will create a work plan in which I will propose that more positions be given to female police officers so that they can serve in the Criminal Investigation Unit. Of course, the main focus will be on strengthening the Women and Children Protection Unit, which currently lacks both members and junior officers who can succeed the female police officers already serving in the unit.



Training activities
in Kartini Series 2: Gender Training – Train the Trainers

This training exceeded my expectations in every way. What impressed me most was the learning environment, which was unlike anything I had experienced elsewhere. The material presented was very interesting and relevant. The teaching methods were far from monotonous. The interactions and icebreakers always kept us interested. The trainers, both domestic and international, whether police officers or not, were all highly knowledgeable and delivered the material exceptionally well. The facilities provided were also excellent. With comfortable spaces for both learning and living, the training participants did not have to worry about anything else other than learning and understanding the materials. The five days of training were filled with valuable experiences that we will always remember.



***Thank you JCLEC, all
trainers, and the entire team
for your dedication to the
success of this program.***

Listen Up

She Was a Coroner, a Trooper, and a Mom



This episode paints a vivid portrait of the law enforcement landscape, acknowledging the emotional toll of transitioning from traumatic incidents to family life, the complexities of protecting children in a digital age, and the importance of fostering a supportive community within the force.



Listen Now



Age and Possibility



Ageism and sexism are sometimes described as a double-whammy that hits women later in life. Ageism is rampant, but we need to re-frame things if we're going to improve life for older workers.



Listen Now

Resources

Artificial Intelligence and Gender Equality

Read More



Women in Law Enforcement in the ASEAN Region

Read More



How Women Can Win in the Workplace

Read More



Our Team



AFP



Foreign, Commonwealth
& Development Office



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

Co-Chair

Inosensia Dinda Juwita

Jess Avalon

Member

Abigail **Hanna**

Corina Forner

Deepti Joshi

Dian Mukti Wuri

Dona Devianti

Elia **Camar** Nustinarani

Emily Rose-Reid

Kumala **Intan** Prawesti

Lina Fransiskawati

Loreanza Putri

Muzayyana Permata

Novia Rimbawanti

Puji Nastiti

Ratna Wulandari

Reza Mutia

Ria Yufanti

Rita Kartika

Shanaz Vindi

Veronika Dewi V. Laiyan

Zulfa Annisa Rahmadhani



Learning and Understanding Through Shared Experience

JCLEC Secretariat, Jakarta

TNCC Building 12th Floor, Mabes Polri
Jalan Trunojoyo No. 3
Kebayoran Baru, Jakarta Selatan
DKI Jakarta 12110 Indonesia
Telephone: +62 21 7260622
Fax: +62 21 7260644
E-mail: info@jclec.org

JCLEC Training Centre, Semarang

Jalan Beladiri No.1
Police Academy Complex
Sultan Agung, Candi Baru, Semarang
Jawa Tengah 50232 Indonesia
Telephone: +62 24 8504009
Fax: +62 24 8504060
E-mail: info@jclec.org

 [@jclec_official](https://twitter.com/jclec_official)

 www.jclec.org

 [@jclec_official](https://www.instagram.com/jclec_official)

 [Jakarta Centre for Law
Enforcement Cooperation](https://www.linkedin.com/company/jclec)