

APRIL 2026



2026-IV-XXI

# WOMEN'S NETWORK *Newsletter*

LEARNING AND UNDERSTANDING THROUGH SHARED EXPERIENCE





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# Newsletter

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Honoring Raden Ajeng Kartini and her vision for education and equality.

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



# HAPPY



*Kartini*  
*Day!*

Kartini Day, celebrated on April 21, honors Raden Ajeng Kartini and her vision for education and equality. In line with JCLEC's motto, "Learning and Understanding through Shared Experience," this day reminds us that progress is achieved by learning together, empowering one another, and fostering mutual understanding across communities.

# Highlights



## HONORING LEADERSHIP, WELCOMING NEW BEGINNINGS

Photo 3.1 Appreciation for the Co-Chair of JCLEC Kartini Adviser Board 2024 - 2026

Sincere appreciation is extended to **Ms. Inosensia Dinda**, the former Co-Chair, for dedicated service and valuable contributions in guiding the Kartini Advisory Board for the past two years.

Congratulations are also extended to **Zulfa Annisa Rahmadhani** on her official appointment as the new Co-Chair on 21 April 2026, following her election by all JCLEC staff.

This leadership transition reflects a continued commitment to collaboration, inclusivity, and learning and understanding through shared experience.



Photo 3.2 The New Co-Chair of Kartini Adviser Board 2026 - 2028



Photo 3.3 Kartini's Day at JCLEC, 21 April 2026

## WOMAN LEADING *Global Change*

**REGISTER NOW**

- **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

## THE INTERNATIONAL ASSOCIATION OF WOMEN POLICE (IAWP) 63<sup>RD</sup> ANNUAL TRAINING CONFERENCE

Bali, Indonesia | 20 - 24 September 2026



# PROGRAM *Updates*



## **FGD GENDER MAINSTREAMING FOR INP NON-COMMISSIONED OFFICER**

22 OCTOBER 2025 | FUNDED BY UK GOVERNMENT

This activity was delivered as a strategic initiative to modernize the police force and enhance its effectiveness and public trust as the primary point of contact with the public. It supported the translation of high-level policies into practical daily actions, addressing issues such as inconsistent responses to gender-based violence and prevailing societal biases.

## **INTERNATIONAL WOMEN IN CT FORUM**

24 - 26 NOVEMBER 2025 | FUNDED BY UK GOVERNMENT & AFP

This activity was designed to examine the evolving role of women as active combatants in extremist movements and counter-terrorism efforts. A series of panel discussions on specific issues related to gender and violent extremism were moderated by a pool of experts and practitioners from various countries to identify policy interventions that could enhance the understanding and management of violent extremism in Asia and beyond.



## **ADVANCING GENDER EQUALITY IN ANTI-CORRUPTION AND LAW ENFORCEMENT**

02 - 04 DECEMBER 2025 | FUNDED BY AUSTRALIAN DFAT

This activity was successfully conducted to strengthen participating countries' understanding of the importance of gender equality and women's empowerment in advancing effective anti-corruption measures. It enhanced the capacity of IPEF beneficiary countries to implement and sustain impactful anti-corruption initiatives through the application of gender-responsive knowledge and skills, while fostering stronger cooperation and networks among anti-corruption agencies across the IPEF region.



## **MONITORING & EVALUATION ON KARTINI SERIES GENDER TRAININGS**

09 - 11 DECEMBER 2025 | FUNDED BY JCLEC

As part of ongoing efforts to strengthen gender initiatives, the program was conducted to collect comprehensive feedback on the 2025 JCLEC Kartini Series Gender Trainings, monitor the implementation of Gender Project Plans within alumni institutions, and support future planning.



## **GENDER MAINSTREAMING FOR INP NON-COMMISSIONED OFFICER COURSE**

09 - 13 FEBRUARY 2026 | FUNDED BY UK GOVERNMENT

The Gender Mainstreaming for INP Non-Commissioned Officer Course was implemented as a strategic measure to advance police modernisation, enhance institutional effectiveness, and strengthen public trust. The course facilitated the translation of policy into operational practice, addressing gaps such as inconsistent handling of gender-based violence and prevailing societal biases.





# FGD Gender Mainstreaming for INP Non-Commissioned Officer

Funded by  
UK Government

JCLEC Semarang | 22 October 2025

The Focus Group Discussion (FGD) on Gender Mainstreaming for INP Non-Commissioned Officers, held on 22 October 2025 at JCLEC Semarang, was conducted as a strategic initiative to support police modernisation and enhance the effectiveness of public service delivery. The program was developed to operationalise high-level gender policies into practical day-to-day policing practices by strengthening gender sensitivity among non-commissioned officers as frontline personnel engaging directly with the community.



With 19 participants in attendance, the FGD was delivered in a hybrid format, combining in-person participation at JCLEC Semarang with online engagement via Zoom (ODM). Discussions focused on key challenges, including inconsistent responses to gender-based violence and persistent societal biases. Through this forum, participants strengthened their understanding and capacity to incorporate gender perspectives into routine policing practices, contributing to increased public trust and more inclusive service delivery.

# International Women in CT Forum

Funded by UK Government and Australian Federal Police

JCLEC Semarang | 24 - 26 November 2026



**The International Women in Counter Terrorism (CT) Forum**, held from 24–26 November 2026 at JCLEC, convened 65 participants from Indonesia and a diverse range of countries, including Malaysia, the Philippines, Singapore, Bangladesh, Pakistan, the Maldives, Tajikistan, Uzbekistan, Australia, the United States, Canada, and New Zealand.

Sponsored by the AFP and the UK Government, the forum was organised as a strategic platform to explore the evolving role of women both as active combatants in extremist movements and as key contributors to counter-terrorism efforts. The event underscored the increasing recognition of gender dimensions within violent extremism and the importance of incorporating gender-responsive perspectives into counter-terrorism policy and practice.

Through a series of panel discussions, experts and practitioners from various countries examined critical issues at the intersection of gender and violent extremism. The forum facilitated the generation of insights and identification of policy interventions to enhance understanding and strengthen strategies for preventing and responding to violent extremism in Asia and beyond. By fostering cross-country dialogue and knowledge exchange, the event contributed to more inclusive and effective counter-terrorism approaches.

The forum was successfully delivered and received highly positive feedback, with participants highlighting strong satisfaction with the speakers, content, and organisation. Key interests included risk assessment, online radicalisation, and reintegration, with Leadership, Stress, and Risk Assessment noted for policy relevance. Participants recommended broader topics, greater collaboration, and more interactive elements such as TTX.

# Advancing Gender Equality in Anti-Corruption and Law Enforcement

Bali | 02-04 December 2025

Funded by  
Australian Department of  
Foreign Affairs and Trade  
(DFAT)



The Advancing Gender Equality in Anti-Corruption and Law Enforcement Program was held in Bali from 2–4 December 2025, with sponsorship from the Australian Department of Foreign Affairs and Trade (DFAT). Hosted by the Australian Federal Police and the Jakarta Centre for Law Enforcement Cooperation, and supported by Australia’s IPEF Fund for Technical Assistance and Economic Cooperation, the program brought together participants from IPEF member countries, including Australia, Fiji, Indonesia, India, Malaysia, the Philippines, Thailand, and Vietnam. Training sessions were facilitated by AFP trainers.

The program was designed to strengthen participating countries’ understanding of the critical role of gender equality and women’s empowerment in advancing effective anti-corruption measures and initiatives. It further supported the capacity development of IPEF beneficiary countries to implement and sustain anti-corruption efforts through the application of gender-responsive knowledge, skills, and organisational change strategies. Additionally, the program fostered stronger collaboration and reinforced networks among anti-corruption agencies across the region.

Throughout the workshop, participants explored how gender mainstreaming enhanced anti-corruption operations, including strengthening risk assessments, investigative approaches, and stakeholder engagement. Discussions also highlighted how advancing organisational gender equality—through inclusive leadership, equitable workplace policies, and supportive institutional cultures—contributed to more transparent, accountable, and resilient public institutions.

By fostering collaboration and knowledge exchange, the program strengthened regional capability in applying gender-responsive approaches to integrity and governance. Australia and Indonesia continued to work together to promote inclusive, transparent, and trusted systems that supported stability and good governance across the Indo-Pacific, reflecting a shared commitment to building stronger and more accountable institutions.



# Monitoring & Evaluation on Kartini Series Gender Trainings

Funded by  
Jakarta Centre for Law Enforcement  
Cooperation (JCLEC)

JCLEC Semarang | 09-11 December 2025



Since 2023, the Jakarta Centre for Law Enforcement Cooperation (JCLEC) has delivered **the Kartini Series: Gender Training** under the Women Empowerment and Gender Mainstreaming in Policing program. Supported by the AFP Grant - Contribution to Women Empowerment, the initiative has engaged a broad range of Indonesian National Police (INP) stakeholders, including Regional Police Offices (Polda), key headquarters divisions, and international partners such as the AFP International Gender Team and the JCLEC Kartini Adviser Board (KAB).

To strengthen program effectiveness and support continuous improvement, JCLEC, INP, and partner organisations undertook a **Monitoring and Evaluation (M&E)** activity at JCLEC from 9–11 December 2025, involving 30 INP work units from across Indonesia. The evaluation examined the program’s relevance, effectiveness, and overall impact on participants and their respective organisations.

The assessment reviewed feedback from supervisors, peers, and alumni, alongside the quality of training delivery and the implementation of Gender Project Plans across participating units. Findings from the evaluation informed strategic recommendations and will guide the continued development and future direction of the Kartini Series.

For future programmes, participants recommended engaging key stakeholders such as INP senior leadership and relevant departments, increasing the participation of female officers, and considering delivery at Sepolwan to expand outreach and strengthen gender mainstreaming efforts.

# Gender Mainstreaming for INP Non-Commissioned Officer Course

Funded by  
UK Government

JCLEC Semarang | 09-13 February 2026

The **Gender Mainstreaming for INP Non-Commissioned Officer (NCO)** program was conducted at JCLEC from 9-13 February 2026 with support from the UK Government. The program brought together 20 Indonesian National Police (INP) officers.

Delivered as a strategic initiative, the program served to strengthen the role of non-commissioned officers in advancing gender mainstreaming within policing. It promoted the integration of high-level policies into practical day-to-day policing actions, particularly in addressing challenges such as inconsistent responses to gender-based violence and persistent societal biases.



Through the training, participants strengthened their capacity to enhance operational effectiveness and foster greater public trust, reinforcing the police's role as the primary point of contact within the community.

The training resulted in increased knowledge and improved ability to apply gender mainstreaming in the workplace and communities, and was considered relevant and well-delivered, with strong satisfaction toward trainers and overall programme quality. It is recommended that similar programmes be conducted more frequently within the Indonesian National Police to further strengthen capacity and expand the implementation of gender mainstreaming.

# GENDER *Insights*

## Leadership, Challenges, and Change: Sidney Jones & Normah Binti Ishak

▶ WATCH NOW

“If you work hard, **with dedication** – and be true to yourself; people just **can not** ignore you.”



In this episode of the JCLEC Podcast, **Normah Binti Ishak** shares her insights on women’s leadership, highlighting the experiences, challenges, and opportunities for women in leadership roles within the law enforcement and security sectors.

Guided by **Sidney Jones**, the conversation explores the importance of empowering women leaders, building inclusive institutions, and strengthening collaboration in addressing complex security issues.

Drawing from her professional journey, Normah discusses the value of resilience, mentorship, and the role of women in shaping effective and balanced leadership in today’s evolving security landscape.

# From Equality to Justice: Rethinking Leadership Through a Gender Lens

By **Mirwan Surya Perdhana, Ph.D**  
Diponegoro University Semarang  
(Trainer of UK Gender Mainstreaming  
for NCO, 9-13 February 2026)

Gender equality is crucial in leadership because in many organisations, including the police, equality is often understood as providing equal treatment to everyone. However, in practice, equal treatment does not always result in fairness. Effective leadership requires the ability to understand that each individual exists within a unique context. Therefore, fairness does not simply stop at uniform procedures; it must ensure that each individual has equal access and protection in the final outcome. When gender perspectives are not taken into account, seemingly neutral decisions can actually have unequal impacts.



In this context, the role of men is crucial. Gender equality cannot be achieved solely by empowering women. It requires the active involvement of men as part of the system, not as parties simply "making space," but as partners who reflect on assumptions, identify biases, and ensure that decisions are truly objective. Change can only occur when the entire system works together, not when only one group is pushed to change.

One of the most memorable experiences for me as a trainer in the Gender Mainstreaming for INP Non-Commissioned Officer Course was when we discussed a simple case: a mother reported her child being taken without permission by her biological father. The officer's initial response was, "That's still her father." This statement seemed reassuring, but it implicitly contained bias that influenced how the case was handled. No rules were broken and there was no intention to discriminate, but the decision was no longer entirely based on facts. This moment opened the participants' awareness that bias often arises not from malicious intent, but from unquestioned assumptions.

From this experience, I saw that the biggest challenge is not a lack of knowledge, but a lack of reflection. Therefore, my hope for the future is that we can move from mere equality to justice, from simply following procedures to understanding the impact, and from mere neutrality to siding with substantive justice. We need to create an environment that allows women not only to be present but also to thrive and lead fully.

In closing, I would like to share this quote:

"Fairness is not about treating everyone the same, but about ensuring everyone receives the justice they deserve."

Thank you for this opportunity. I hope this reflection can contribute to our collective efforts to promote more inclusive and equitable leadership.

# STRENGTH IN *Leadership* UNITY *In Action*

By **Detective Superintendent Lefaoali'i  
Vaaufiao Aldora Mamaia**,  
PICP WAN Programme Coordinator, Pacific  
Islands Chiefs of Police (PICP) Secretariat



From 6 to 10 October 2025, I had the distinct privilege of representing the Pacific Islands Chiefs of Police Secretariat as the Women Advisory Network Program Coordinator at the “Strengthening Women’s Leadership in Police Service Delivery” training, hosted at JCLEC in Semarang, Indonesia. This extraordinary program brought together inspiring women police leaders from across the Asia-Pacific region alongside esteemed trainers from Canada, the United Kingdom and Australia. Over five transformative days, we explored character-based leadership, emotional intelligence, DISC assessments, mentoring, resilience, diversity, team-building and the art of leading from the heart.

The training provided a unique opportunity to strengthen both personal and organizational leadership capabilities. Engaging with regional peers and absorbing lessons from global experts offered practical strategies to enhance leadership development within the PICP WAN space. The program emphasized empathy, authenticity and purpose-driven service, reinforcing the truth that leadership extends beyond rank or title and is reflected in the way we inspire, guide and care for those around us.

The first day opened with an inspiring ceremony, where participants from diverse cultures and backgrounds came together to celebrate shared goals. Icebreaker activities such as “Roll the Dice” fostered connection and camaraderie, setting a positive tone for the week. I created a personal leadership model using LEGO, symbolizing the foundation of leadership through family support, faith, culture and community while highlighting the guiding role of the leader. Through character-based leadership sessions, multimedia case studies and an Emotional Intelligence assessment, I reflected on self-awareness, social awareness and relationship management. I also delivered a SMART framework presentation, drawing on insights from CHOGM 2024 to demonstrate the power of practical, achievable goals.

Day two focused on self-awareness and mentoring. Using the DISC framework, I examined my own leadership style while learning to recognize and adapt to the behavioral patterns of others. Sessions encouraged intentional reflection and provided strategies to enhance decision-making and adaptability. Mentoring emerged as a central theme and I shared my experiences as both a mentor and mentee, highlighting how guidance can empower others to grow and excel. Informal networking reinforced these lessons, forging relationships that will continue to support collaboration across the region.

On day three, the focus shifted to deeper leadership insights, resilience and inclusion. Presentations emphasized that culture drives strategy and offered lessons on leveraging networks, identifying champions, removing barriers and maintaining consistency. Progressive Conversations sessions explored the art of managing difficult discussions with empathy, while resilience and diversity sessions reinforced the importance of inclusive leadership and cross-cultural collaboration. Each discussion reminded us that effective leaders not only guide teams but create environments where everyone can thrive.

I am deeply thankful to the PICP Secretariat for supporting my participation and entrusting me to represent the Secretariat. I extend my sincere gratitude to the Government of Canada for sponsoring my attendance. My heartfelt thanks also go to the JCLEC organizers, trainers and regional colleagues whose insights and collaboration enriched this remarkable experience.

Finally, I wish to celebrate the extraordinary women leaders who took part in this program. Each of you contributed distinctive experiences, insights and talents, cultivating an environment brimming with inspiration, collaboration and shared growth. It was a privilege to learn, exchange ideas and grow alongside such remarkable leaders. You exemplify transformative leadership and the influence of your vision, passion and determination for years to come.

Day four addressed adversity, mental health and leading from the heart. Presentations explored handling adversity in policing, and sessions honored colleagues lost in the line of duty. We examined compassionate crisis management, team cohesion and the importance of self-care in leadership. Leaders from the Indonesian National Police shared wisdom on trustworthiness, humility and leading by example. The “Leading from the Heart” session offered a reflective space to recognize the transformative power of authentic, empathetic leadership. The day concluded with a networking dinner, celebrating cultural exchange and a sense of unity among participants.

Day five emphasized team-building, purpose and accountability. Through interactive exercises inspired by US Navy SEAL leadership principles, we explored Extreme Ownership; taking full responsibility for outcomes, learning from mistakes and maintaining focus on purpose. The closing ceremony celebrated our collective achievements, highlighted lessons learned and captured final memories in photographs. By the end of the week, we departed not only with strengthened leadership skills but also with enduring peer networks and practical strategies to implement in our home organizations.

As a seconded female leader to the PICP Secretariat, this experience significantly contributed to my own leadership and professional growth. It strengthened my capacity for mentoring, supporting and empowering women leaders in the Pacific, while equipping me with practical tools to implement leadership initiatives and promote best practices regionally. The training deepened my understanding of cross-cultural collaboration, resilience in leadership and organizational growth strategies insights that also enriched WAN programs, informed its Strategic Direction and will enhance service delivery across member nations.

Travel and accommodations were seamless and JCLEC’s facilities offered a supportive environment for learning, reflection and networking. Looking ahead, I recommend the continuation of personalized leadership assessments, mentoring and resilience sessions, alongside structured alumni follow-ups to track the long-term impact of such programs.





**HOW A**  
**SHOULD ACT:** *Leader* ★ ★  
**DECISION MAKING & PROBLEM SOLVING**

By **Assistant Superintendent Suryanthi**  
Head of Industry, Commerce, and Investment Unit  
of the Special Crime Investigation Directorate, South Kalimantan Regional Police

As a proud alumna of Kartini Series 4: Strengthening Women Leadership in Police Service Delivery (Batch 5), held from 20 September to 3 October 2025, Assistant Superintendent Suryanthi shares her inspiring journey and reflections on how the program empowered her to lead with confidence, integrity, and impact within the police service.

▶ **WATCH NOW**



# Understanding gender perspectives is key to delivering fair, unbiased, and humane policing.

By **Brigadir Realita Palupi**  
Bamin Sihumas Polresta Magelang

I hope to have the opportunity to participate in advanced training programs in the future so that I can continue to develop myself and contribute more effectively to my duties.

I believe that gender-based programs such as this are highly beneficial, particularly in supporting our work within the police force. In carrying out our duties in the field, we are not only required to be firm, but also to demonstrate **sensitivity** and **empathy**, especially when dealing with **women**, **children**, and other **vulnerable groups**.

From my perspective, understanding **gender is very important** for law enforcement officers. Every individual has different backgrounds and needs, and by applying gender perspectives, we can provide services that are fairer, more impartial, and more humane. This is also essential in building public trust in the police institution.

Hi, I am **Brigadier Police Realita Palupi**, an Administrative Officer at the Public Relations Section of Magelang City Police, Central Java Regional Police.

Participating in the program at JCLEC has been a valuable experience in my journey as a member of the Indonesian National Police. During the nearly one-week program, I learned a great deal about **gender mainstreaming**. While I previously had only a general understanding of the topic, the program provided me with deeper and more **practical insights**.

Moving forward, I plan to begin implementing what I have learned through small steps within my own work unit. I would like to share this knowledge with my colleagues and junior members. In the future, if possible, I hope to develop simple materials that can be delivered to other personnel, for example during leadership briefings, so that this understanding can be applied more widely.

Participating in the JCLEC training has also left a very positive impression on me. It was my first experience learning in such an environment and meeting many inspiring and remarkable people. The materials were highly insightful, and the facilities provided strongly supported the learning process.



## Listen Up

Explore this edition's featured podcast and take a moment to pause, reflect, and gain fresh perspectives. Each episode offers thoughtful conversations and stories that inspire learning and awareness in our everyday lives. Whether during your commute or a quiet break, let this be your space to listen, learn, and stay connected.



### Feminism Lies - The Most Radical Act of Destroying Woman

What if we've been lied to about feminism? What if the most radical act in today's world isn't joining a movement that is meant to destroy women?

In this episode, January Donovan, founder of The Woman School and mother of eight, shares her journey from insecure Filipino immigrant to becoming a mentor for women worldwide.

 LISTEN NOW



### Give to Gain: Stories of Women, Resilience, & Community

In this special International Women's Day 2026, Hideout Podcast explore the theme "Give to Gain" through meaningful conversations on women's resilience, community, and empowerment. Because when we give with intention, what women give, the world gains.

 LISTEN NOW



### Journey Through War, Words, & Legacy

In this episode, Michelle Horn, a retired U.S. Army veteran, shares her remarkable journey from over two decades of service across diverse environments—from the intensity of battlefields to the precision of briefing rooms and the fast-paced world of military broadcasting.

She reflects on the challenges she faced, the lessons she learned, and the resilience that shaped her leadership along the way. Through her story, Michelle offers insight into dedication, adaptability, and the strength required to serve while paving the way for others.

 LISTEN NOW



## Resources

Discover this edition’s curated selection of articles offering insights and perspectives on gender-related topics. These resources provide thoughtful reflections and practical knowledge to support continuous learning and awareness. Take a moment to explore, reflect, and deepen your understanding at your own pace.

### 'Give to Gain'

The International Women’s Day theme, “Give to Gain,” highlights the importance of supporting and investing in women to drive collective progress, while reinforcing the day as both a celebration of achievements and a call to accelerate gender equality worldwide.

[CLICK HERE TO READ](#)



### Rights. Justice. Action.

The UN Women International Women’s Day page emphasizes the 2026 theme “Rights. Justice. Action.,” highlighting that many women still lack full legal protection and face major barriers to justice worldwide. It calls for stronger laws, accessible legal systems, and collective action to ensure women’s rights are enforced in practice, while encouraging individuals to learn, speak out, and support efforts advancing gender equality.

[CLICK HERE TO READ](#)

### Gender Alert on Gaza

The UN Women “Gender Alert” on Gaza highlights how the crisis disproportionately affects women and girls, with widespread displacement, food insecurity, and limited access to essential services, and calls for urgent, gender-responsive humanitarian action.

[CLICK HERE TO READ](#)



# OUR *Team*



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