



The West promotes leadership for women



The AFP Perth office is supporting a program aimed at fostering senior leadership opportunities for women involved in state and federal government agencies located in Western Australia.

The Women's interagency Network (WiN) was launched at West Perth's Constitution Centre on 20 February with more than 180 representatives from federal and state government and the private sector attending. The event celebrated a whole-of-government approach assisting women to achieve career goals, address gender-based issues and promote opportunities for women to achieve leadership roles.

The WiN program was officially launched by Phil Palmer, Corporate General Manager of the National Offshore Petroleum Safety Authority. Mr Palmer also brings ongoing support for WiN through his role as Deputy Chair of the Regional Director's Network Western Australia Executive Committee.

The launch featured WA Police Assistant Commissioner Barbara Etter as the keynote speaker. Assistant Commissioner Etter holds a Pharmacy degree, an Honours Law degree, a Master of



Federal Agent Donna Ninnett (WiN Coordinator), Phil Palmer, Assistant Commissioner Barbara Etter and Susan Kurtjak.

Business Administration in International Management and a Master of Laws in Comparative Law. Her policing career began in 1984 with the NSW Police and by 1992 she had joined the Northern Territory Police as a commander.

She told guests at the WiN launch that when she achieved the rank of commander that became the point in time at which she "smashed through the glass

ceiling, only to walk on broken glass for the next two years".

Assistant Commissioner Etter also recounted her career experiences and the successes that led her to be awarded Western Australia's 2006 Business Woman of the Year.

Susan Kurtjak, State Director of the Australian Public Service Commission,



Above: Federal Agent Donna Ninoyett, Jeff Gough, Australian Crime Commission; Peter Wood, Manager AFP Perth office and Justine Gough (Coordinator of Operations Monitoring Centre – Perth)

Left: Phil Palmer, Corporate General Manager the National Offshore Petroleum Safety Authority.



was master of ceremonies for the event and also spoke about the conception and background of WiN, while Mr Palmer spoke enthusiastically about WiN and offered the ongoing support of the Regional Director's Network.

He told the audience that a project team has been formed to focus on achieving key results including: network creation; leadership development; work-life balance; and interagency mentoring. The team is made up of four cell groups that involve 48 women from 27 federal and state agencies in Western Australia.

Mr Palmer detailed the aims, objectives and the goals of each of the four cell groups:

- Cell Group 1, Connect and Network – to provide opportunities for

women to connect and network in WA Government.

- Cell Group 2, Leadership Development – to develop and promote information sharing, development training programs and create an authoritative and readily accessible toolkit of leadership information.
- Cell Group 3, Work-Life Balance – to develop a database of work-life balance initiatives and arrange guest speakers and relevant information sessions.
- Cell Group 4, Interagency Mentoring – to create learning partnerships to exchange experiences, develop knowledge and enhance professional, personal and social competencies.

He also announced that Cell Group 4 would launch an Interagency Mentoring Pilot Program in March 2007.

"The pilot will create five mentoring pairs drawn from the 10 participating Cell Group 4 agencies," he said.

The program will run for a period of six months with the hope of encouraging other WiN participating agencies to join in.

WiN coordinator Federal Agent Donna Ninoyett was pleased with the positive outcomes of the event and is confident that WiN will continue to promote the value and importance of networks, the sharing of goals and achieving greatness together.

Federal Agent Ninoyett explained that government and independent research indicates that while there are more women working in the Australian Public Service than men, that ratio is not represented at senior executive and executive levels.

"WiN was formed to address the inequity inferred by this research by promoting opportunities for women in leadership roles, while providing support and connection between women working in government to assist them to reach their personal goals," she said.

"I believe WiN highlights the importance networking has in helping aspiring women smash through the glass ceiling together— in stylish footwear," Federal Agent Ninoyett said.

**Through shared learning,
mentoring and networking, women
in Government can achieve
greatness.**