

## Seminar Programme

Seminar-Nr. 25 | 70

**#SHEisIPA**  
***Embracing an Inclusive Vision for the Future II***

13.04.2025 – 17.04.2025



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Die Gesellschaft der Europahäuser und Europäischen Akademien e.V. ist anerkannter Träger der bpb.  
Der Unterträger IBZ Schloss Gimborn e.V. ist Mitglied der GEEA.

## **Content**

The seminar aims to give women within the IPA an opportunity to

- To network and connect with a view to enhancing professional and personal development
- To learn about amazing women within the IPA and to shine a spotlight on them to increase IPA visibility.
- To learn to promote inclusion within the IPA.
- To align with IPA President's vision for the IPA.

The purpose of the #SHEisIPA project and this seminar is to bring women in the International Police Association (IPA) together and create a collective voice. The goal is to transform how the IPA presents itself to the broader policing community, with the aim of encouraging more women to consider joining the organization. Additionally, it seeks to improve how women are represented within the IPA, particularly in positions of influence.

With the gender balance in policing standing at roughly 35% women compared to men, there is a need to shift the IPA's current 15% female representation. Women in policing need to see themselves reflected in an organization to feel encouraged to become part of it. #SHEisIPA is committed to ensuring that they do.

The seminar will foster an environment of mutual support among the delegates through a variety of IPA and Professional Development presentations. One of the key aims is to cultivate new friendships and relationships that will benefit individuals long after the event has concluded.

*Karen Duckworth - #SHEisIPA Project Lead*

**Seminar Chair: Karen Duckworth, Vice-President IPA Section UK, Secretary for the project #SHEisIPA**

**Fees: 200 €**

*For further information regarding the seminar, and the terms and conditions please visit our website: [www.ibz-gimborn.de](http://www.ibz-gimborn.de)*

## Meet the IEB



**Martin Hoffmann** began his career at the age of 15 as an apprentice police officer in Vienna. After 16 years of service with the Vienna Police, he transitioned to the Austrian prison system, where he has made significant contributions over the years.

### **Current Professional Role:**

Martin currently serves as the Head of the Department of Basic Education at the Austrian Prison Service Academy, holding the rank of Colonel. In this capacity, he is responsible for overseeing the foundational training and education of new recruits, as well as the ongoing training and development of the entire prison staff within the Austrian prison system.

### International Police Association (IPA) Involvement:

Martin has been an active member of the International Police Association (IPA) for over 37 years. His extensive involvement within the IPA has seen him serve in various key roles, including International Treasurer for Social Affairs, President of the IPA Austria Section, General Secretary of the IPA Austria Section, and Head of the Krems/Wachau-Horn-Zwettl Branch. In 2023, Martin was elected as the International President of the IPA, a position he will hold until 2027.

Under Martin's leadership, the IPA Strategy for 2024-2027 focuses on several key areas:

Growth and Inclusivity: The strategy aims to significantly increase IPA membership across existing sections and expand into new countries. A new Diversity, Equality, and Inclusion Adviser will be appointed to ensure a welcoming environment for all members.

Professional Development: The IPA will enhance its educational offerings, expanding beyond the Gimborn seminars and incorporating online and hybrid learning opportunities. Collaborations with police HR departments will be sought to officially recognise IPA training.

Sustainability: The IPA is committed to integrating sustainable practices into its operations, including environmental projects such as tree planting and promoting eco-friendly initiatives.

International Collaboration: Efforts will be strengthened to enhance cooperation with international organisations such as the United Nations, Council of Europe, Interpol, and Europol, aiming to increase the IPA's global influence.

Technological Advancement: The strategy includes the development of modern tools and platforms, such as a mobile app, to improve member connectivity and operational efficiency.

Marketing and Promotion: A global marketing team will be established to promote the IPA brand, focusing on social media, digital content, and international visibility.

This strategy reflects a commitment to evolving, adapting, and growing the IPA, ensuring it remains at the forefront of international law enforcement collaboration.



**Diego Trolese** was born in 1955 and lives in Italy in a small town near Venice; he has been married for 40 years to Lorenza, has no children but 20 grandchildren and great-grandchildren. He is currently retired. He worked in the private sector for 5 years; then 38 years, from 1981 January 01 in the Local Police. Veneto Region

#### **STUDIES**

Professional High School Diploma - State Technical Institute  
Local Police Commander Training - University of Trento - Faculty of Law

#### **WORKING LIFE**

Diego worked 5 years as a Local Police Officer & 33 years as Commander of the Local Police Force (last position Commander of the Union of Municipalities of Miranese - Venice Metropolitan Area)  
Member of the Local Police Technical Committee - Veneto Region  
Member of the Regional Law Commission for the Local Police - Veneto Region  
Member of the Prefectural Commission, Local Police guidance document Popular Judge - Court of Assizes and Appeals of Venice

**IPA Diego joined the IPA in 1990.** From 1994 - 1999 he was President of the Venice Local Committee, from 1999 - 2003 - General Secretary of the Italian Section. 2003 - 2007 he was elected National Vice President of the Italian Section and from 2007 - 2013 he was President of the Veneto Delegation. From 2013 - 2022 he was again National President of the Italian Section and 2022 President of the Veneto Delegation. Since 2023 he is a member of the International Executive Bureau

### **Meet the Team**



**Karen Duckworth** joined the Metropolitan Police Service in 1988 and went on to have a 31-year career across a range of operational uniform responsibilities. As a keen sportswomen and public order trained officer, major events provided a natural policing home for Karen over a number of years, during which time she oversee the police planning for, and was part of the strategic command team for international rugby events at the Rugby Football Unions stadium in Twickenham, as well as part of the local planning team and community bronze for the London 2012 Olympic cycling events taking part on the Borough of Richmond. Karen spent several phases of her career in Neighbourhood Policing, retiring in 2019 from the Neighbourhood Policing Strand of Central BCU (Westminster). After the police, Karen took up a role as Lead for International Partnerships for the London Policing College.

During this time (and the Covid pandemic), Karen completed her Masters in Policing at University of West London. A relative newcomer to the IPA, Karen has enjoyed working closely with IBZ Gimborn as the Section UK IBZ Gimborn Lead, as well as being elected to the National Executive Board in June 2023 as the Vice President Social and Culture. During this time, through the friendships she has made in the IPA, she became actively involved in the Women in the IPA project (now known as #sheisipa) and has been selected to Lead this project forward over the next four years.





**Liam Busby**, Thames Valley Police, United Kingdom.

Liam Busby joined Thames Valley Police in 2001. He has always invested his time in developing and mentoring others and early on in his career became a 'street craft' instructor, a tutor constable and a staff personal safety instructor. In 2009 he joined the Tactical Firearms Group and has served on the armed response vehicle department and is now a firearms instructor.

He is a keen advocate for equality, diversity and inclusion and in the last 5 years has been involved with the UN HeForShe initiative and has been the tactical lead for Thames Valley Police HeForShe



**Ruth Busby OBE** – People and Transformation Director, Great Western Railway and Network Rail.

Ruth is a People and Transformation Director, leading the people agenda across two organisations within the rail industry, delivering transformation and change with a focus on engagement, kindness, inclusion and diversity, and health and well-being. Ruth leads a number of industry-wide activities including Rail Wellbeing Live and is a non-executive Director for Youth Futures Foundation, a not-for-profit organization aiming to improve employment outcomes for young people from marginalized backgrounds. Prior to joining the rail industry, Ruth has worked in Defence, Higher Education and the Civil Service, where she started her career



**Marie Daly** – Former An Garda Siochana.

Marie joined the Irish Police Service, An Garda Siochana in 1984. She served as an operational police officer in Co. Donegal for 11 years before transferring to the Garda College at Templemore, Co Tipperary. After obtaining a Postgraduate in Child Protection and Welfare from Trinity College Dublin, Marie worked on designing and delivering the Specialist Interviewer Training. This training is for Police Officers and Social Workers who interview children and persons with intellectual disability who are alleging crimes against them. Marie retired from An Garda Siochana in 2022. Marie joined the International Police Association (IPA) in 1984. She was elected to Regional Board at Garda College in 1997 and onto the Irish National Board in 2001. Marie first held the position of National

Enrolment Officer for which she was ideally located to enroll trainee Garda into IPA. Marie was elected as 1st Vice President Section Ireland in 2018, with IBZ Gimborn liaison as part of the role. She chairs the cultural commission and the editorial board. Marie has been in the International Professional Commission since 2012. She had worked on the Arthur Troop Scholarship Portfolio and is now on #sheisipa women in IPA portfolio.



**Biljana Dulovic - President IPA Section Montenegro**

Biljana has a post graduate degree for the Law Faculty of University of Novi Sad (Serbia). She currently works in the Ministry of Interior where she has had a range of roles over the past 30 years, including: 2 years in the Border Police Sector; 16 years of legal work (drafting regulations, representing the police before competent authorities, second-degree disciplinary proceedings); 6 years, head of the service for personnel and legal affairs of the Police of Montenegro; 5 years of work improvement, police development and analytics. As well as being one of only two female International Police Association Section Presidents, she is President of the Association of Women in the Police of Montenegro as well as legal representative of the Trade Union of the Police Administration of Montenegro. She is the author of three written works including: 'Handbook Gender equality in the police', 'Manual Inclusive guide for people with disabilities' and ' Guide to preventing and dealing with cases of discrimination, sexual harassment and mobbing in the police'. She has co-authored 'Guide to preventing and dealing with cases of discrimination, sexual harassment and mobbing in the police'.



**Kirsten De Jong – Dutch National Police**

Kirsten de Jong is an experienced police professional and currently serves as a team chief within the police organization. She has a diverse background in intelligence and criminal investigations, having worked on various cases related to money laundering, fraud, drugs, and weapons. She began her police career as a financial economic crime analyst. Combining her business administration education and 11 years of experience in the financial sector, including as a private banking account manager, Kirsten is passionate about innovation, data, and tools that can enhance police operations.

She is also completing her Executive Master of Tactical Policing, focusing her thesis on the influence of culture and leadership within the Criminal Investigation Cooperation Team (RST) in Curaçao. The RST is a partnership between the Netherlands, Aruba, the Caribbean Netherlands, Curaçao, and Sint Maarten, targeting cross-border and high-impact criminal activities. At the Gimborn seminar, Kirsten will share her expertise on the application and impact of ChatGPT in the policing context.



**Pel Marumo – Detective in Gabon, Botswana**

Pel Joined the Botswana Police Service in 1996 and has been a detective for 25 of those years. She leads criminal investigations at Broadhurst Police Station. She is also the Chairperson of the Women in Policing Network. Pel joined the IPA in 2003. She holds the position of 1<sup>st</sup> Vice President (Administration). She is a member of the African Chapter where seven African Sections are affiliated to the IPA.



**Ulrike Neuhoff – Programme Director, IBZ Schloss Gimborn**

Ulrike has been working at IBZ for almost 10 years. She has worked in police training for most of her career. She is passionate about diverse and inclusive police forces that are committed to keeping people safe, protecting their rights, and upholding human rights.



**Dr J.J.M Rooijers MPM – Dutch National Police**

Jose Rooijers is a police leader with over 40 years of operational experience, encompassing community policing, major investigations, vice detective work, public order management, and leadership. Her journey in public order management began with the fireworks explosion in Enschede in 2000, after which she served as a gold commander for (international) soccer matches and numerous protest demonstrations, including those related to COVID-19, farmers' protests, and Extinction Rebellion. Jose is a goal-oriented change agent with a strong focus on achieving results while prioritizing the development of the profession, the organization, and its employees. She excels in connecting people and fostering value-driven partnerships to achieve common goals.

Her leadership inspires others to propose unconventional solutions, ensuring that the police make a maximum contribution to a safe society through shared governmental responsibility.

Her behavioral approach includes self-reflection, expertise, engaging in dialogue, being truly present, fostering innovation, and maintaining a development-focused mindset. She continuously strives to improve professionalism and employee development, with transparency and innovation as core principles.

Jose strongly believes in lifelong (international) learning and effectively applies the fundamentals of leadership, with a natural preference for a people-oriented and professional approach. As a serving police officer, she is committed to ensuring the police play a central role in building a safer society.



**Inger Grete Lia Stalesen**, ret. Superintendent in the Norwegian Police Service

Inger has 37 years of experiences of policing in different roles on local, regional, national and international level. She has been working in a variety of uniform, detective and training roles.

Her international experience for the UN is as a mentor and holding the United Nations Police Officers Courses (UNPOC) in Europe and Africa. As a Police Officer Training Advisor, she worked for Organization for Security and Co-operation in Europe (OSCE) in the Mission of Serbia, for the Serbian National Police Training Centre, developing and implementing a totally new training and curriculum for the Serbian Police Service.

Also, she worked for the Ministry of Foreign Affairs of Norway in a peace process in the Philippines. She holds a masters' degree in career guidance from the University of South-Eastern Norway. Now, she runs her on small business [www.lia-coach.no](http://www.lia-coach.no)



**Chief Superintendent Hannah Wheeler QPM** – Metropolitan Police Force, London

Hannah joined the Metropolitan Police Service in 1993 and has broad experience of working in diverse environments in both CID and uniform roles in London and leading teams through change. Hannah has a strong partnership and neighbourhood policing background, working with the Home Office to pilot and embed new ASB policy and early identification of vulnerability and repeat victimisation.

In 2017 Hannah was seconded to Her Majesty's Inspectorate of Constabularies & Fire and Rescue Services (HMICFRS) and led the first mental health inspection of all forces. Her report 'Policing and mental health – Picking up the pieces' was endorsed by the policing minister and led to significant national progress against key recommendations. In March 2020 Hannah volunteered to assist in the national pandemic response - Operation Talla and was appointed national PPE lead. Existing PPE stocks and supply chains were failing against a global demand for PPE which would directly impact on staff safety and sickness if not addressed. Hannah set up a temporary national PPE distribution hub with military expertise and led a small team to source, procure and distribute PPE to all forces and overseas territories. The team has shipped over 80 million items of PPE. Guidance to accompany the use of the PPE was developed and a national PPE performance dashboard was created to track orders, usage, and consumption of each item. Hannah was awarded a QPM in the 2021 Queen's New Year's honours for her inspirational leadership in delivering this unprecedented project. Shortly after this, Hannah moved back into mainstream policing as a Superintendent on West Area BCU covering operational policing across three London Borough. In 2023, she moved on promotion to her current post as Head of Career Management for the Organisation. Her role includes oversight of talent management programmes, as well as setting up of a new Culture, Diversity, and Inclusion Command. She also oversees the Network of Women in the Met and works closely with the UK policing professional body - the College of Policing - on their Aspire course which is aimed primarily at women and black and multiple ethnic heritage officers.





**Sunday**

until 18:00	Arrival of Delegates and Guest Speakers from <b>#SHEisIPA</b>
19:00	Buffet in the Castle Hall

**Monday**

08:00 - 08:45	<b>Breakfast</b>	
	<b>Welcome and Introduction The IEB</b>	<b>Diego Trolese Martin Hoffmann</b>
09:00 – 09:30	<b>#SHEisIPA – The Story so Far</b>	<b>Karen Duckworth</b>
09:30 – 10:00	<b>Delegate Introductions –</b> <i>“What am I looking for from this seminar</i>	<b>All</b>
10:00 – 11:00	<b>Break</b>	
11:30 – 12:30	<b>Opportunities Within The IPA</b> <b>The Role of the Professional Commission:</b> <i>Developing skills and education of IPA members IEB Cultural / Social Commission</i> <i>The socio-cultural portfolio of the IEB includes a variety of opportunities, but how do you implement this at national and regional level? Marie will consider the opportunities that are afforded to members through these key commissions and how to take advantage of them.</i>	<b>Marie Daly</b>
12:30 - 13:30	<b>Lunch</b>	
13:30 – 14:30	<b>Networking</b> <b>Enhancing Potential and Creating Opportunities</b> <i>There is no magic solution, but this workshop aims to give you the tools and confidence to develop and thrive!</i> <i>How do you develop yourself and your career? How do you enhance your potential and create opportunities for yourself?</i>  <i>Career development is very much within your control and in this workshop, you will learn the value of networking and how a series of good networks can help you to understand your value and progress in the direction you want – either a lateral move or promotion.</i>  <i>How do you navigate barriers and push yourself out of your comfort zone but in a way that you feel supported?</i>	<b>Hannah Wheeler</b>

	<p><i>We will help you identify your skills gaps and your strengths and leverage your operational, personal and strategic networks to create opportunities and direction.</i></p> <p><i>We will also examine confidence and Imposter phenomenon and how to tackle it (it affects everyone!)</i></p>	
<b>14:30 – 15:30</b>	<b>WORLD CAFE</b>	<b>Ulrike Neuhoff</b>
<b>15:30 – 16:00</b>	<b>Report from the World Cafe</b>	<b>Table Chairs</b>
<b>16:00 – 17:30</b>	<p><b>Reports from around the IPA world</b></p> <p><b>The African Journey</b></p> <p><i>The cohesion of the ‘African Chapter’ of Women in Policing Networks is enviable. There are many successful networking and shared learning opportunities and activities to support the development and recruitment of women in policing. A detective in Gabon, Botswana, #SHEisIPA Project team member Pel shares here how she is driving this forward.</i></p>	<b>Pel Marumo</b>
<b>19:00 - 19:45</b>	<b>Evening meal</b>	

**Tuesday**

<b>08:00 - 08:45</b>	<b>Breakfast</b>	
<b>09:00 – 10:00</b>	<p><b>Empowered To Lead</b></p> <p><i>Empowered to Lead will draw on Ruth’s experience as a female leader in male dominated industries. It will explore three themes: how to empower ourselves, how we empower the next generation of leaders; and how to ensure that we feel empowered to challenge the status quo.</i></p>	<b>Ruth Busby (TBC)</b>
<b>10:00-10:45</b>	<p><b>Technology Supporting Success</b></p> <p><i>A workshop designed to encourage women to make best use of technology to support their work, their message and themselves. Including Chat GPT, MailChimp and social media</i></p>	<b>Kirsten De Jong</b>
<b>10:45-11:15</b>	<b>Break</b>	
<b>11:15 – 12:00</b>	<p><b>HeForShe</b></p> <p><i>“HeForShe is an invitation for men and people of all genders to stand in solidarity with women to create a bold, visible and united force for gender equality. The men of HeForShe aren’t on the sidelines. They’re working with women and with each other to build businesses, raise families, and give back to their communities”.</i></p>	<b>Liam Busby</b>



	<i>In this presentation, Liam will share the work that he is doing within Thames Valley Police and how he aims to share that expertise as the IPA Section UK HeForShe coordinator through 2025</i>	
<b>12:00 – 13:00</b>	<p><b>Empowering women through my Policing Journey 1</b>  <i>Biljana Dulovic will share her journey from the start of her career in policing, to her current role within the Ministry of Internal Affairs. She will also be able to share her journey within the IPA, currently one of only two women leading Sections, as well as the range of work she undertakes to help support and improve outcomes for women in policing in Montenegro and beyond.</i></p>	<b>Biljana Dulovic</b> <b>President IPA Section Montenegro</b>
<b>13:10 – 14:00</b>	<b>Lunch</b>	
<b>14:00 – 15:00</b>	<p><b>Empowering Women Through my Policing Journey 2</b>  <i>Currently Sector Head of The Regional Operational Cooperation Service (DROS) for the Dutch Police, Jose has over 40 years in policing across a range of responsibilities. In this presentation, she will share the ups and downs of her career and how she successfully navigated the challenges in order to enjoy the successful career in policing she has had to date</i></p>	<b>Dr Jose De Rooijers</b>
<b>15:00 – 16:00</b>	<b>World Café Session 2</b>	
<b>16:15 – 17:15</b>	<p><b>Empowering Women Through My Policing Journey 3 – UN International Policing Missions</b>  <i>There are many law enforcement organisations that offer opportunities for secondments, and just require officers to challenge themselves and say “yes I can”. Inger did just that and worked on behalf of the Norwegian Police for both the Organisation for Security and Cooperation in Europe (OSCE) and the United Nations. Here she will talk about her experiences, her motivation and the importance of networking.</i></p>	<b>Inger Grete Lia Stalesen</b>
<b>1900</b>	<b>Dinner</b>	



**Wednesday**

08:00 – 09:00	<b>Breakfast</b>	
09:00 – 10:00	<b>Report from the World Café 2</b>	<b>Table Leads</b>
10:00 – 11:00	<b>What I have learned, what will I be taking back to my section?</b>	<b>All</b>
11:00 – 11:30	<b>Break</b>	
11:30 – 12:00	<b>The IPA Flagship – 50+ Years of Learning, Training and Encounter at IBZ Castle Gimborn</b>  <i>In this presentation you will learn about the history of this very special police training centre. You will learn about the wide variety of subjects taught here, which are always topical and relevant to policing in modern societies.</i>	
12:00 – 12:30	<b>Conclude and Next Steps – Karen Duckworth</b>	
	<b>Networking</b>	
13:00	<b>Lunch</b>	
14:00	<b><u>Transfer to Cologne City</u></b>	
14:30	<b>Visit to Cologne          Police Headquarters</b>  <b>Empowering women through my IPA and Policing journey 4–          Silka Paul (President IPA Koeln)</b>  <i>In this presentation, Silke will share her experiences of policing and progression as well as of being the newly appointed President of Koeln Branch, IPA.</i>	
18:30	<b>Meal at Fruh Brewery</b>	
21.00	<b>Return to Gimborn</b>	

**Thursday**

08:00 – 09:00	Breakfast and Check-Out
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To get involved or find out more information about #sheisipa, please visit the International Police Association website ([Women in IPA \(ipa-international.org\)](http://Women in IPA (ipa-international.org))) or contact the team at [sheisipa@IEB-IPA.org](mailto:sheisipa@IEB-IPA.org)

## Additional Information Relevant to the Seminar

### 1. INTERNATIONAL POLICE ASSOCIATION - IPA FUNDAMENTALS

#### A Guide for a Member of an IEB Commission

##### **Session 1.**

Fundamental Principals, Aims and Resources of IPA (IS)

**Recording Link:** [video1552860735.mp4](https://www.youtube.com/watch?v=video1552860735)

##### **Session 2.**

Membership

The Procedure for the Foundation and Affiliation of National Sections

**Recording Link:** [video2244623680.mp4](https://www.youtube.com/watch?v=video2244623680)

##### **Session 3.**

Bodies, IEC, IEB and Crisis Committee

Procedure for IEB and Internal Auditors Job

Descriptions

**Recording Link:** [video1150605174.mp4](https://www.youtube.com/watch?v=video1150605174)

##### **Session 4.**

Procedure for International Commissions

International Commissions - IRC

**Recording Link:** [video1934833259.mp4](https://www.youtube.com/watch?v=video1934833259)

##### **Session 5.**

International Commission - PC

The procedure for the Arthur Troop Scholarship

The Procedure for the Young Police Officers' Seminar

**Recording Link:** [video2641409207.mp4](https://www.youtube.com/watch?v=video2641409207)

##### **Session 6.**

International Commission - SCC

The Procedure for IPA Houses and Other Accommodation

The Procedure for the IPA Hosting Sections' Meeting

Procedure for Travel Assistance

Procedure for the Organisation of the IPA Games

**Recording Link:** [video3805489610.mp4](https://www.youtube.com/watch?v=video3805489610)

**Session 7.**

Procedure for Emergency Aid  
The IPA World Class Policing Award  
The procedure for the IPA Technology Innovation Award  
Procedure for Travel and Accommodation Expenses  
**Recording Link:** [video1367233778.mp4](https://www.youtube.com/watch?v=video1367233778)

**Session 8.**

UN SDG  
**Recording Link:** [video1731891788.mp4](https://www.youtube.com/watch?v=video1731891788)

**2. Policing TV – IPA Insights**

<https://policing.tv/playlists/ipa-insights/>

A series of interviews with i