

# GENDER STRATEGY 2018-2022 – STRATEGY ON A PAGE

<b>Vision</b>	<i>To be a world leading police service in the practice of gender mainstreaming, building gender capability and the prevention of gender based crime wherever the AFP operates internationally.</i>				
<b>Strategic themes</b>	<b>Lead and role model</b>		<b>Build capability</b>		<b>Engagement and collaboration</b>
<b>Strategic priorities</b>	Improve gender composition of International Operations deployments	Ensure gender mainstreaming across deployment activities	Improve composition and capacity with partner police	Improve capability on gender related law enforcement operations	Increase stakeholder engagement and collaboration
<b>Strategic initiatives</b>	<ul style="list-style-type: none"> <li>• Display visible leadership</li> <li>• Improved deployment gender composition</li> <li>• Remove barriers for women in deployment recruitment and selection process</li> <li>• Improve collection of gender disaggregated data across the deployment pipeline</li> <li>• Improve end-to-end deployment experience for women and men</li> <li>• Align with AFP Cultural Reform Diversity and Inclusion Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Mainstream gender analysis in missions' and posts' program objective, design and monitoring and evaluations</li> <li>• Improved gender pre-deployment training</li> <li>• Embed active gender advisors and focal points in the international operations network</li> <li>• Establish gender hub with strategy, toolkits, research and resources to support gender strategy implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Provide support and other training opportunities to support the development of women in-country partner police services</li> <li>• Support regional and local women's networks</li> <li>• Provide assistance for developing country partner police services' gender strategies to improve gender composition in their service</li> <li>• Share knowledge on gender strategies and resources with partner police services</li> </ul>	<ul style="list-style-type: none"> <li>• Build our and partner police services' capacity to respond to gender based violence and other gender related crime types</li> <li>• Support gender and human rights training, delivered by local NGOs and women's crisis centres</li> <li>• Support research and training on gender based Trans National Crime</li> <li>• Develop gender mainstreaming response to TNC and critical incidents</li> </ul>	<ul style="list-style-type: none"> <li>• Support a coordinated approach across Australian Government agencies and civil society on program design, delivery, monitoring and evaluation on advancing gender equality</li> <li>• Collaborate with local NGOs and civil society to strengthen partner police response to gender based violence</li> </ul>
<b>National Action Plan (NAP)</b>	Participation	Participation Prevention	Participation Prevention Protection	Prevention Protection Relief and Recovery	Participation
<b>Measures</b>	<ul style="list-style-type: none"> <li>• Increased percentage of women applying for deployment</li> <li>• Year on year increase in the percentage of women on deployment</li> </ul>	<ul style="list-style-type: none"> <li>• 100% IO program design and evaluation processes include gender analysis</li> <li>• 100% Women and men deployed by IO undertake gender pre-deployment training</li> <li>• Increased number of gender focal points across network and mission locations</li> </ul>	<ul style="list-style-type: none"> <li>• Increased percentages of Women in partner police services</li> <li>• Increased number of partner police services with a Gender Strategy and / or policy</li> <li>• Increased number of partner police services with a sex based harassment policy</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number of partner police in the Asia-Pacific region trained in gender and human rights</li> <li>• Increase in data collection and reporting of gender based crimes</li> <li>• Evidence of change in police attitudes and response to Gender based crimes</li> </ul>	<ul style="list-style-type: none"> <li>• Positive outcomes from community perception surveys conducted in country</li> <li>• Qualitative examples of effective and collaborative multi-agency delivery and sharing</li> </ul>