

Australia Awards Short Course

Women in Leadership in the Security Sector



The participants of the Australia Awards Short Course on Women in Leadership in the Security Sector at the post-course workshop with guest speakers from the Australian Command and Staff College.

The Australia Awards Short Course on Women in Leadership in the Security Sector aimed to empower women from Indonesia's security related agencies to actively work towards enhancing women's leadership and participation within their respective organisations and the wider sector. The course was designed and delivered by Deakin University and targeted officials and practitioners from various ministries and agencies, including the police and armed forces, marine and fisheries, counterterrorism, cyber and crypto and intelligence, the state-owned petroleum company, and universities. The course consisted of a 3-day pre-course workshop, an 18-day online course, a 3-day post-course workshop and two monthly mentoring sessions.

Due to the Covid-19 pandemic, the course was delivered online, with the pre-and post-course workshops delivered as hybrid sessions in Bogor, Indonesia. The course was delivered by a two-person team from Deakin University's Alfred Deakin Institute: Ms Jacinta Carroll, and Professor Shahram Akbarzadeh. Throughout the course, participants participated in technical content sessions run by course leaders and experts from Australia's academic institutions and security related agencies. Participants also engaged in peer and one-on-one mentoring sessions to guide the planning and implementation of their Award Projects.



Pre-course Workshop

At the pre-course workshop, awardees presented their draft Award Projects to course leaders. Course leaders organised participants and their projects into the following areas: counterterrorism; conflict & peace keeping; gender mainstreaming; marine & fisheries; police; cyber & crypto. The course leaders took on the role of a mentor for each group. During the course, participants workshoped best practices for peer-mentoring and how to best support one another in the development and implementation of their Award Projects.

"The participants in this course are lovely women who come from various agencies in Indonesia. This will definitely be one way to build a strong network amongst women in the security sector and to also collaborate between women in security agencies in Indonesia."

"The information I received during this course shed more light on my personal perspective and gave me the opportunity to explore my potential and perhaps, be able to share this knowledge with other women in our field."



Participants discuss with Captain Virginia Hayward RAN, Royal Australian Navy, and Lieutenant Colonel Eileen Deemal-Hall & Colonel Timothy Rutherford, Australian Army

Online Course

The course focused on a range of learning objectives, including identifying ways to create champions for change in women's participation and leadership, benchmarking strategies to attract women into the security sector, developing policies, regulations and guidelines that increase women's participation and promotion to leadership roles. The program tackled the questions of what roles women can and should play in security, and conscious and unconscious obstacles that may limit realising women's potential. Practical activities reinforced learnings.



Participants attend a session by Ms Christine Nixon, former Chief Commissioner, Victoria Police

In the course survey the participants noted the benefits of the course:

- Increased understanding and knowledge of gender and security, women's leadership, and gender mainstreaming
- Increased understanding of how to overcome challenges to enhancing women's inclusion and participation in the security sector
- Personal growth and feeling empowered and inspired to become a good leader in the security sector
- Peer and one-on-one mentoring for the development of Award Projects
- High quality of content experts and the expertise and support provided by the course leaders
- Materials on the learning management system and access to Deakin University Library resources

Throughout the course, key security domains were explored in depth, with participants introduced to the Australian security environment, including challenges and interests shared with Indonesia, and examined the various approaches used by Australian security agencies. This included sessions by the military, police, border and intelligence domains, engaging with the Australian Federal Police, Victoria Police, NSW Police, the Royal Australian Navy, Australian Army and Royal Australian Air Force, Intelligence, Department of Home Affairs, and professional network associations in security-related fields. This ensured that participants engaged with Australians in similar fields and equivalent agencies to their own, and to see, hear and benchmark

relevant policies, programs, regulations, and guidelines.

"The course was comprehensive to learn. I gained a lot about how women in security can thrive – from how the gender lens works, the leadership styles that I c[an] adopt because they match well with me, to how I can use the mentoring method to elevate myself as a woman in this industry."

"The course taught me about leadership and building networks. It shared experiences and best practises from wonderful speakers...through this course, I learned so much, from best ways to overcome challenges, to empowering and maximising women's inclusion in the security sector."

"From the experts, I learned a lot about what I should do as a mere woman staff in a male dominated institution; be brave, work hard, aspire to inspire others, and find a support group of mentors that you can rely on."

Post-course Workshop

In the lead up to the post-course workshop, participants engaged in monthly peer group and one-on-one mentoring sessions that supported participants' Award Projects. The post-course workshop was held in person in Bogor, Indonesia. Participants, reflected on their AAI course experience and presented their Award Projects. The Award Projects were of exceptional standard. All projects were successfully implemented with meaningful impact. A post-course evaluation by Deakin University showed participants significantly increased their knowledge and understanding of women's leadership and practices in the security sector.

"The safe space we all have created gave me the courage to ask questions and comment on many things during the session – I also enjoyed the break-out rooms with fun and interactive activities. The bond between the participants, the course coordinator, and the course leaders fostered a great learning environment."

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