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womENACTion NEWSLETTER

Globally, women's representation in law enforcement agencies remains low, especially in leadership positions. INTERPOL encourages gender diversity within law enforcement across all its member states as diversity and inclusion are part of the Organisation's core values. This is a recognized fact as expressed by INTERPOL's Secretary General in his message during the 2023 International Women's Day "**Police forces need stronger female representation at all levels, but in particular, need more women in leadership positions**".

The INTERPOL ENACT project aims at assisting African member countries to proactively respond to Transnational Organised Crime (TOC) by providing them with evidence-based analysis and supporting the development of criminal intelligence analysis capabilities. The project has successfully assisted seven member countries in opening criminal intelligence analytical units and has trained more than 400 African officers on criminal intelligence analysis. Noting the unequal representation of female police officers during its activities, the ENACT team has devised and launched the womENACTion initiative to empower African female police officers with technical knowledge on criminal intelligence analysis and TOC.

The womENACTion initiative is a safe networking environment that already gathered 155 female officers from 32 African countries. It is implemented in close collaboration with INTERPOL's Capacity Building and Training Directorate and the Organisation's Regional Bureaus. The skills acquired by the participants will be a valuable asset to all law enforcement agencies in Africa, as this knowledge will be cascaded down to other officers, thereby making a significant contribution to preventing, analyzing and combatting criminal activities.

Through the womENACTion initiative, we expect that more female law enforcement officers will continue contributing to make the world a safer place.

You will find more details on previous and current activities of the womENACTion initiative in this first edition of the womENACTion newsletter. I hope that you will enjoy reading it.

Cyril Gout
Director, Operational Support and Analysis Directorate



Welcome to the first womENACTion newsletter. The newsletter will highlight previous activities and inform you about upcoming initiatives.

BACKGROUND

In the framework of the ENACT project, INTERPOL's role consists in assisting police agencies in Africa to adopt pro-active strategies to combat organised crime, improve investigations and exchange information. Based on factual analysis of the scale of organised crime and its impact on security, governance and development, INTERPOL's work assists decision-makers in their directing and likewise aims at strengthening police cooperation at regional and continental levels.

While delivering the project's actions, the INTERPOL ENACT team has found that women's representation in criminal analysis activities is often scarce. Such under-representation stems from an overall insufficient representation of women in law enforcement.

Female police officers increased participation in all roles and at all levels has long been recognised as a gap to be filled globally and yields tremendous potential to increase law enforcements' overall strategic and operational effectiveness. Women police officers deserve equal career opportunities but several structural and cultural obstacles, amongst others, continue preventing their equitable inclusion in security forces in Africa.

With this in view, the womENACTion initiative offers a safe virtual networking environment dedicated to African female police officers working in the fields related to TOC and Criminal Intelligence Analysis, with the objective of facilitating the sharing of experiences, tools and learning resources that can contribute to the career development of participating female police officers.

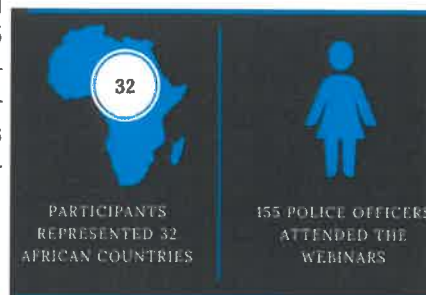
A survey, conducted with English and French speaking participants to assess whether this initiative would receive interest and identify the best way to achieve its goals confirmed that many participants were interested in the womENACTion initiative. Respondents also highlighted the lack of similar enterprise in their home countries and welcomed being provided with such opportunity.

womENACTion WEBINARS

The objective of womENACTion virtual webinars is to empower and elevate senior female police officers' competencies by equipping them with crime analysis skills and knowledge to counter organised crime. It is expected that at the end of these webinars, the number of female police officers with solid skills in these areas will have significantly increased. Additionally, the womENACTion webinars have created a conducive environment for women to share their experiences, best practices and potentially to promote their career development.

Two womENACTion webinars targeting both English and French speaking countries were organised in June and September 2022 respectively. 155 participants from 32 African countries took part in these events. The webinars covered the basics of criminal intelligence analysis and the development of analytical skills and, just as importantly, enabled women analysts from Congo, Gabon, Uganda and Malawi to express their views on women in intelligence analysis and their pride in working in this profession.

In the future, the womENACTion initiative could not only help equip African female police officers with the necessary skills to support their careers in crime analysis or in the fight against organised crime, but also encourage and serve as a platform for discussion and research on issues related to building a representative pool of analysts in law enforcement.



TESTIMONIALS

Jackline Nyakaana, Analyst, Uganda Analytical unit

Crime Intelligence Analysis enables to identify and understand criminal groups' activities. Once they are identified and their habits are known, police authorities can assess current trends and forecast their developments so as to hamper future criminal activities.

Serial crimes and organised crime groups can hence be detected faster and more cases can be solved. The days of: "this is my information and you can't see it" have to end. Separating crime investigators and intelligence analysts within police is a no-win situation.



Irina D'almeida, Senior Gender Affairs Expert, INTERPOL

"Policing with a gender perspective refers to two dimensions: external, in the provision of services to the population, and internal, in the way police forces are organised to ensure the better delivery of these services to the population.... As we analyze the constantly evolving nature of policing, of crime and of criminal investigations, law enforcement agencies are called to integrate the gendered dimensions of criminal conduct, victim impacts and the operational capabilities required to analyze, investigate and combat crimes at the local and transnational levels.

Along the same line, a more gender-equal workforce has been identified as enhancing law enforcement capabilities. Therefore, looking inward, an essential consideration for law enforcement is to develop a diverse, flexible and adaptive workforce to make law enforcement agencies more agile and able to adapt to rapidly changing environments.

For the past four years, INTERPOL's Capacity Building and Training Directorate has been working to develop its 'Policing with a gender perspective' portfolio for the benefit of INTERPOL's member countries and law enforcement officers worldwide..... A dedicated gender desk is available to answer any questions you might have on this topic at: GenderMainstreaming@interpol.int".



Medine Mavoungou, former analyst, Congo Analytical unit

As an analyst, I was responsible for liaising with the different national law enforcement agencies to facilitate the exchange of information and promote the capabilities of the Congo's criminal intelligence analysis unit. Women can bring a different and complementary approach to analysis. They are often better placed to analyse the role of female criminals within organised crime groups and bring them to cooperate with the police.



PLATFORMS

Following the first two womENACTion webinars, the ENACT team created two virtual discussion groups (in English and French respectively) on WhatsApp in order to animate the network formed during the webinars and to extend the discussion spaces that the webinars had created.

WhatsApp was chosen because of its versatility and wide use in Africa.

No police or sensitive information is communicated or used in the virtual discussion groups. The participants share their experiences with the groups members and ENACT team provides guidance and exercises to improve their analytical and critical thinking skills .

(map based on UN map: countries which registered on the platforms—blue/ French speaking countries - red/English speaking countries)



QUIZ

« this quiz provides a good insight about criminal intelligence Analysis »
Eswatini, Congo, DRC

ENACT team launched the first womENACTion quiz on 8 March 2023 as a way to celebrate International Women's Day by learning new skills in relation to Criminal Intelligence Analysis and TOC.

The aim of the quiz was to test and refresh the knowledge acquired during the first womENACTion webinars. The participants enjoyed the exercise and the ENACT team decided to organise a similar quiz every eighth day of the month.

« so refreshing and informative, let's do this kind of quiz often to keep us on peak » Mauritius

« We are back to the basics of analysis, which is the core brain of intelligence world » Namibia

« I'm so thankful. The quiz reminds us about analysis. With this information we can be able to go out and share knowledge with our colleagues » Botswana



RESOURCES

The ENACT team shares free online tools to improve participants' criminal intelligence analysis skills and capabilities so that they are better equipped to fight organised crime.

OSINT TOOLKIT

TWEETDECK, AN EASY AND CUSTOMIZABLE TOOL TO COLLECT INFORMATION ON CRIME IN YOUR COUNTRY OR REGION.

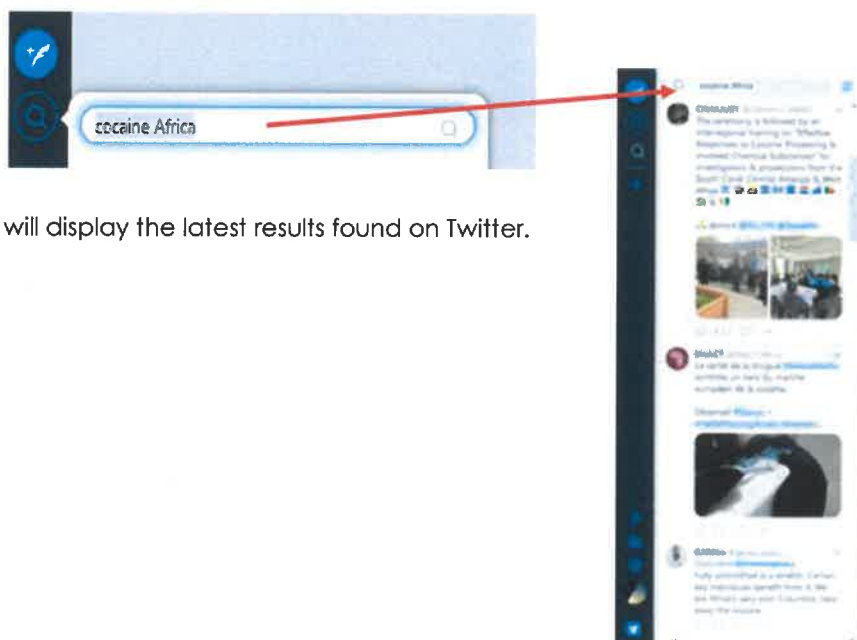
It is essential for law enforcement officers to keep abreast of crime trends and information related to their country and region. In this edition of the womENACTiOn newsletter we would like to introduce you to **TweetDeck**, a tool enabling to simultaneously monitor multiple crime topics reported in open sources and published on Twitter. For instance, you can use **Tweetdeck** to monitor events, follow the news, identify reports on various crime areas. **Tweetdeck** is hence a good tool to produce open-source intelligence (OSINT), which is the collection and analysis of data gathered from open sources to produce actionable intelligence.

Open sources are publicly available sources such as online newspapers, TV and radio publications, blogs, social media websites, public data and official reports, professional and academic publica-

Tweetdeck uses the Twitter search engine to find topics of interest based on searched keys words. Its interface consists of customisable columns which enable to display search results in separate columns.

How to proceed?

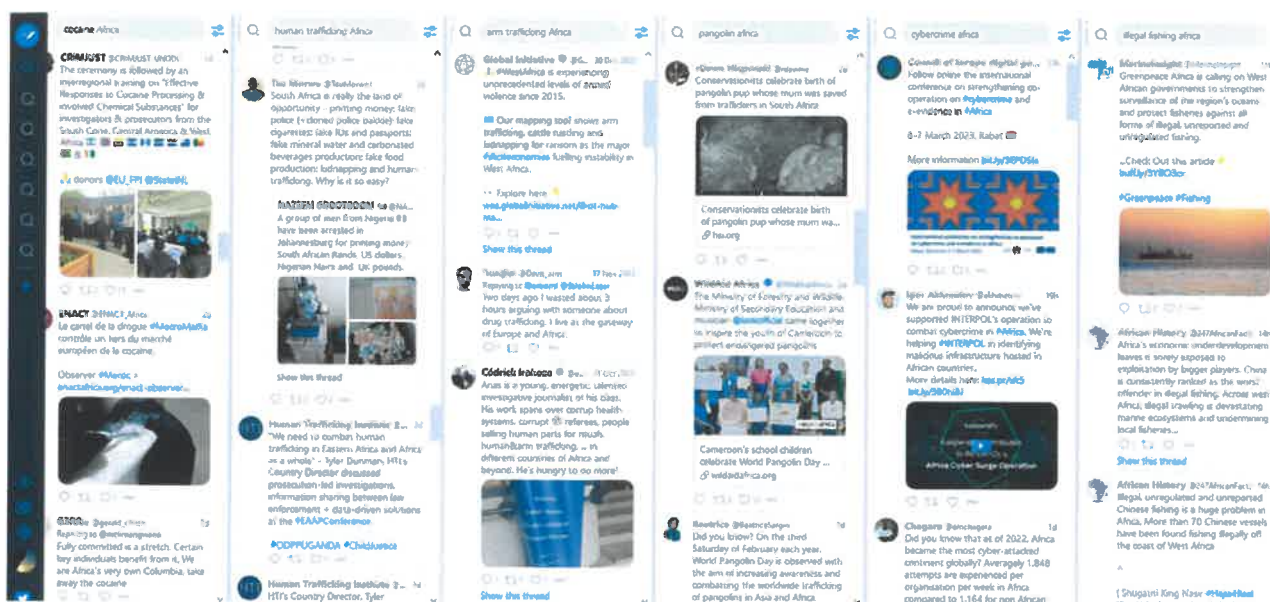
- ⇒ Create a Twitter account <http://twitter.com/signup>
- ⇒ Then go to <http://tweetdeck.twitter.com> (If you are still connected to Twitter, you will be directly connected to your Twitter account in the **Tweetdeck** interface in your browser.)
- ⇒ To create a "search column", click on the magnifying lens icon on the left column and enter a crime key word + a location (country, region, city, GPS coordinate). As an example, we will use the keywords **cocaine + Africa**



- ⇒ A column will be created and will display the latest results found on Twitter.



- ⇒ You can add as many key word as you wish. In the example below, we have the following keywords : cocaine, human trafficking, arm trafficking, pangolin, cybercrime, illegal fishing, etc. associated with the location "Africa"



Tips: It is recommended to check your Tweetdeck every day.

- ⇒ If you have to produce a report on a specific topic, this tool can be very useful to collect information. After identifying relevant information on **Tweetdeck**, collect it. Then go to the original source of the information, that is to say the website where the information was originally published. Check the reliability of the source (beware of fake news), copy and paste the original link, title, and date of publication.
- ⇒ Do not hesitate to discuss with your colleagues about what you found. It is an effective way to share relevant information.

We invite you all to propose specific topics that can enrich the womENACTion initiative. We shall take them into consideration in 2023 as we strive to share knowledge and organize webinars.

COMING ACTIVITIES

- ⇒ 2 womENACTion webinars (English and French).
- ⇒ One womENACTion newsletter in Quarter 4.
- ⇒ Regular interactions and quiz on the platforms.

CONTACT DETAILS

We invite female police officers interested in participating in the womENACTion initiative to contact the ENACT team at enact@interpol.int