



# ENGENDER CHANGE

Transforming Culture Through Leadership

For Immediate Release

26 October 2020

## MEDIA RELEASE

### New campaign promotes a culture of diversity and inclusion in forensic science

The Australia New Zealand Policing Advisory Agency's National Institute of Forensic Science (ANZPAA NIFS) has today launched *Engender Change* on behalf of the Australia New Zealand Forensic Executive Committee (ANZFEC). The initiative aims to transform diversity and inclusion culture in the forensic community through leadership.

The program's initial activities focus on challenging the everyday actions and language that are used that contribute to gender issues that do not foster a sense of inclusiveness.

Signing up to the initiative is on a personal and voluntary basis and is open to all members of the forensic community. As part of the campaign, 18 forensic leaders across Australia and New Zealand have joined the program, signing the Everyday Commitment Statement as an accountable, extendable, measurable, and visible display of their commitment to actively champion women in forensic leadership, increase the visibility of women contributors in forensic science and leverage their influence in the broader community to promote diversity and inclusion ideals.

For the first time, the forensic community has come together as a collective to systematically address inclusivity and acknowledge that gender equity has far reaching benefits.

ANZPAA CEO Katherine van Gorp says "workplace culture and conditions are fundamental in recruiting and retaining women as well as supporting their advancement to leadership positions. We are incredibly proud to launch this campaign as a visible, accountable and measurable way to prompt real action to address gender equity in forensic science."

ANZPAA NIFS Director Dr Linzi Wilson-Wilde (OAM) says "This is an exciting time as leaders within the forensic community take a strong and proactive role to recognise that individual actions can impact workplace culture. I am thrilled to be part of a change campaign that has the opportunity to fundamentally improve our profession. This has been a personal goal of mine, having worked for a number of law enforcement agencies in my career and seen firsthand the impact of negative actions and language."

Dr Linzi Wilson-Wilde notes "individual accountability of the campaign ensures that leaders will undertake tangible actions to support women in the forensic science field and will be reflected organisation wide. I invite anyone in the forensic science field to sign the everyday statement so we can ensure this initiative influences real change."

The full Everyday Commitment Statement, advocate honour roll and more details on the program (including how to become an Engender Change advocate) can be found on the website <https://www.anzpaa.org.au/forensic-science/engender-change>. Regular updates will be posted to ANZPAA and ANZPAA NIFS social media sites under #engenderchange.

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