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womENACTion



INTERPOL

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womENACTion NEWSLETTER

Welcome to the second issue of the womENACTion newsletter! The newsletter highlights previous activities and informs you about upcoming initiatives.

THE WOMENACTION INITIATIVE

The womENACTion initiative, launched in 2022 by INTERPOL, provides a virtual networking environment dedicated to African female law enforcement officers working in the fields of Transnational Organized Crime and Criminal Intelligence Analysis.

womENACTion aims at facilitating the sharing of experiences, tools and learning resources that can contribute to their development in these fields and to increase knowledge on gender mainstreaming on criminal intelligence analysis among law enforcement agencies.

- Free virtual network
- Launched in 2022
- 200 female officers participate

Through different activities such as a monthly Quiz, meetings and webinars, the womENACTion network already reached 200 female officers from 35 African countries.

womENACTion WEBINARS

On 27th April 2023, Project ENACT organized the webinar “Gender perspective in the use of criminal intelligence analysis to tackle wildlife crimes in Africa”. Experts on environmental crimes, analysts and leaders of initiatives on gender perspective on wildlife shared their knowledge on trends and challenges on wildlife crime in the region and discussed on the importance of applying a gender perspective in the use of analysis to prevent and curb such crimes. More than 100 officers from 17 African countries participated.

OUR MISSION – WILDLIFE CRIME PREVENTION



Make the reserve the most undesirable and risky area to poach.



Develop environmentally patriotic community on our borders.

The first **all-women** ranger unit in **Kenya**

Based under the Olgulului Community Wildlife Rangers (**OCWR**)

First line of **defense** against poaching and retaliatory killing of wildlife in community lands surrounding **Amboseli National Park and the KE/TZ border.**



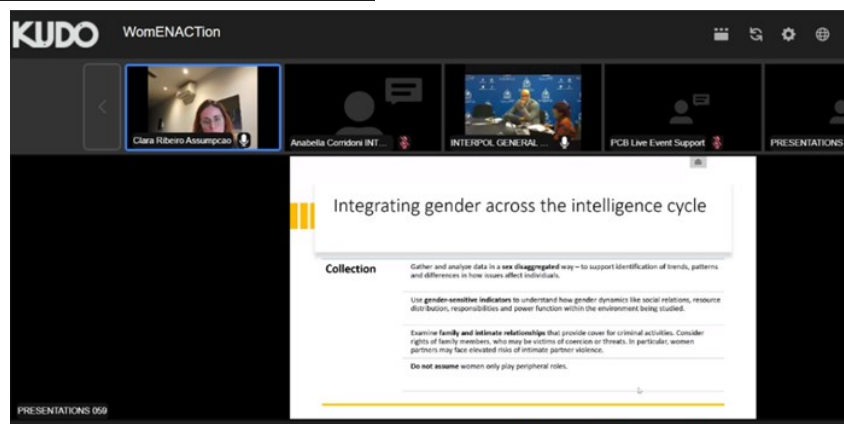
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In his welcome remarks, Mr. Cyril Gout, Director, Operational Support and Analysis, INTERPOL, highlighted that **INTERPOL encourages diversity, gender and inclusion** which are fundamental values. In her introduction to gender perspective in the use of analysis in wildlife crimes, Ms. Anabella Corridoni, ENACT Analytical Coordinator, INTERPOL, noted that International Consortium on Combating Wildlife Crime (ICCWC), identified in 2022 that **‘the costs and benefits of wildlife and forest crime are different for men and women, and they can be impacted differently by efforts to tackle and prevent these crimes’**. Ms. Jacqueline Bubi, Senior Criminal Analyst, International Fund for Animal Welfare (IFAW) introduced **“Team Lioness” an all-women ranger unit drawn from the Maasai community in Kenya**. She acknowledged that they are in the first line of defense against poaching and retaliatory killing of wildlife in the community lands surrounding Amboseli National park. Mr. Craig Spencer, Founder and Sergeant Cute Mhlongo, **Black Mamba Wildlife Rangers** presented an **all women wildlife security team based in The Greater Kruger National Park, South Africa**. The team is at the frontline and work by gathering and analyzing information, conducting patrols and searching. **He recognized the values that the women bring into the eco-system and concluded that its “imperative to recruit women for the talents and skills they bring to the conservation arena”**. Mr. Andrew Kachere, Head of Analytical unit, Malawi, highlighted the importance of Criminal Intelligence Analysis vis-à-vis Wildlife Crimes. Ms. Jayeeta Kar, Criminal Intelligence Analyst, Environmental Security Unit, INTERPOL provided an overview of wildlife trafficking in Africa.

womENACTion WEBINARS

On 14th December 2023, ENACT INTERPOL hosted the webinar ‘Gender perspective in the use of Open-Source Intelligence (OSINT) analysis to disrupt transnational organized crime’. The event gathered experts from the fields of criminal intelligence analysis, security, OSINT and gender. More than 100 participants from 25 African countries attended.

In her welcome remarks, ENACT Senior Project Manager at INTERPOL, Ms. Nathalie Richard Bober, stressed that **gender is closely tied to the roles that an individual plays in criminal activities as well as to the impact that these activities may have on gender**, as evidenced by the ENACT analytical report ‘Women as actors of transnational organized crime in Africa’. Ms. Elisabete Julio Domingues, ENACT Criminal Intelligence Analyst, provided an **OSINT overview**. Ms. Clara Ribeiro Assumpção, PhD researcher and Assistant Lecturer at Monash University and Consultant at United Nations, presented the topic ‘**Incorporating gender perspectives into open-source intelligence**’. She noted that **Organized Crime is not gender neutral** and that gender analysis allows proactive law enforcement action. Mr. Serge Epouhe, ENACT Criminal Intelligence Analyst, **presented analytical tools and resources, most of them of free-access, to conduct Open-Source Intelligence analysis**. The last presentation was on ‘**Experience sharing: use of OSINT to collect data in Gabon**’, delivered by Mr. Christian Ayenengoye, Head of Crime Intelligence Analytical Unit (CIAU) from Gabon. He presented the different steps that the CIAU follows to conduct OSINT in Gabon.



The webinar served as a platform to share best practices and an opportunity for participants to strengthen their analytical skills as well as better understand how to integrate gender in open-source intelligence analysis.

TESTIMONIAL



Evelyn Cherop, Analyst, Crime Research and Intelligence Bureau, Directorate of Criminal Investigations, Kenya Police— Member of womENACTion network

As member of womENACTion network, I attended the conference 'Sowing the seeds of criminal intelligence analysis in Africa to better fight Transnational Organized Crime' organized by ENACT INTERPOL in Kenya on 14-16 November 2023. Attending the conference was very educative and the different interaction helped me to better understand how women are engaged in Criminal Intelligence Analysis and their involvement as both analysts and perpetrators in organised crime, terrorism, armed criminals, drug and human trafficking. Also, to understand the capabilities of women in analysis field as women build easily trust to the members of the society/community.

Women active in the analysis field are in a better place to understand and establish their modus operandi on how the criminals are engaged in a certain crime. **Let's encourage more women to join in the field of criminal intelligence analysis!**



VIRTUAL PLATFORMS



In 2022 ENACT team created two virtual forums (one in English and one in French) as a platform for womENACTion members. These forums are used to share analytical tools, exercises, identifying opportunities and understanding the challenges women police officers face on career development in the field of criminal intelligence analysis. ENACT feeds the virtual platforms with (non-police) information and animate a monthly quiz to assist the womENACTion member's testing their knowledge on analysis and transnational organized crime. These forums **already gathers 125 African law enforcement officers** and the number is increasing on a monthly basis! African law enforcement officers **interested in joining the virtual platform** can send a request to enact@interpol.int indicating WhatsApp number, name, country and position within their national agency.

QUIZ

To commemorate International Women's Day, ENACT team launched on 8 March 2023 a monthly Quiz as a way to celebrate by learning new skills. ENACT analysts share information and analytical techniques in the 2 virtual platforms followed by a number of multiple choice questions linked to the monthly topic.

So far womENACTion member's have learned about:

Criminal Intelligence Analysis and Intelligence Cycle
Analytical Comprehension
Gender & Wildlife Crimes
Evaluation of information
Cybercrime
Data Collection Plan
SWOT Technique
Strategic Analysis techniques
Open-Source Intelligence

RESOURCES

The ENACT team shares free available online tools and analytical techniques to improve participants' skills and capabilities in relation with criminal intelligence analysis in order to be better equipped to fight organized crime

TECHNICAL SKILLS TOOLKIT

Learning to use specialized tools and having general computer literacy does not suffice for an analyst. It does however create a tangible starting point within analysis, and can serve as a shortcut to making an impact. New tools are best learnt by applying them to a relevant task or need within the organization.

Spreadsheets

Excel (Paid-With office suite)
Google sheets (Free – requires internet access)
Libre office (Free)

Specialized crime analysis software

I2 Analyst notebook (Paid)
Palantir (Free)

Presentations

PowerPoint (Paid- With office suite)
Google Slides (Free – requires internet access)

Mapping

Qgis (Free- General application for mapping)
Geotime (Paid - Specialized for visualizing geographic location over time)
Arcgis (Paid - General application for mapping)

Programming for data analysis

R/Rstudio (Free - Scripting language focused on data analysis)
Python (Free- General application programming language)
SQL (Free- Scripting language focused for working with databases)

DISCLAIMER

*These tools and resources are mentioned as they are widely used by analysts.
The contents of this Technical Skills Tools can in no way reflect the views or policies
of INTERPOL nor imply INTERPOL's endorsement.*

COMING ACTIVITIES

The womENACTion initiative expands its activities in 2024!

ENACT INTERPOL will launch the womENACTion **Mentorship Program** aiming at providing equipment and support selected women law enforcement officers, at junior to mid-professional level, to work on a strategic analytical report focusing on the use of criminal intelligence analysis to prevent and counter transnational organized crime. **3 fellowship recipients will be selected on a competitive basis.** INTERPOL will launch an open call for candidates interested in submitting a research proposal. The womENACTion Mentorship Program will contribute to the integration of gender mainstreaming into criminal intelligence analytical services in African countries. **More information on the Mentorship Program in the upcoming weeks, stay tuned!**

In 2024 we will establish a **Working Group** composed of African law enforcement officers, the Heads of the seven analytical units opened under ENACT, senior analysts from other continents and ENACT INTERPOL analysts. Experts will bring a wide range of skills on **criminal intelligence analysis, gender mainstreaming and transnational organized crime.** The working group will draft a **report** to the attention of the African Chiefs of police on the relevance of gender mainstreaming on criminal intelligence analysis and on the efforts to prevent TOC and disrupt criminal networks. The working group will draft as well a **guideline** on how to incorporate gender perspective in criminal intelligence analysis in African police academies.

We will continue hosting webinars, issuing the newsletter and keeping regular interactions and monthly Quiz within the virtual platforms!

CONTACT DETAILS

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

