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### **REPORT TO THE EXECUTIVE MAYOR**

LC17025

#### 1. ITEM NUMBER

2. SUBJECT

FEEDBACK ON THE INTERNATIONAL TRIP UNDERTAKEN BY JEAN HESQUA TO THE UNITED STATES OF AMERICA WHO ATTENDED THE WOMEN'S LEADERSHIP INSTITUTE (WLI) COURSE HOSTED IN PARTNERSHIP WITH THE MINNEAPOLIS AND ST PAUL POLICE DEPARTMENTS FROM 12 TO 21 AUGUST 2016

#### ONDERWERP

TERUGVOERING OOR DIE INTERNASIONALE REIS NA DIE VERENIGDE STATE VAN AMERIKA ONDERNEEM DEUR JEAN HESQUA OM DIE KURSUS VAN DIE VROUELEIERSKAPSINSTITUUT (WLI) WAT VAN 12 TOT 21 AUGUSTUS 2016 IN VENNOOTSKAP MET DIE POLISIEDEPARTEMENTE VAN MINNEAPOLIS EN ST. PAUL AANGEBIED IS, BY TE WOON

#### ISIHLOKO

INGXELO EMALUNGA NEHAMBO KUMAZWE APHESHEYA EQHUTYWE NGU- JEAN HESQUA E-UNITED STATES , EMELIKA APHO AYE WAZIMASA IKHOSI ENGOQEQESHO KWEZOBUNKOKHELI KUMAKHOSIKAZI (WLI) ECHOTSHELWE NGOKUBAMBISENENE NAMASEBE ELEZAMAPOLISA LASE- MINNEAPOLIS NELASE- ST PAUL UKUSELA NGOWE-12 UKUYA KOWAMA-21 AGASTI 2016

### 3. EVENT SUMMARY

	City Manager's Office	Malli
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	Signature:	

	EVE	NT DETAILS
CONFERENCE/SEMINAR	WOMEN'S LE	ADERSHIP INSTITUTE (WLI) COURSE
OTHER		
DATE	12 TO 21 AUGUST 2016	
VENUE	RADISSON BLUE MALL OF AMERICA	
CITY	BLOOMINGTON	
COUNTRY	TWIN CITIES, MINNESOTA, USA	
		EE DETAILS
JEAN HESQUA		SUPERINTENDENT
PROVI	DE SUMMARY OF H	IOST ORGANISATION / CITY
rganization convened a s	mall group of se	of Police is an organization that is for a of developing police leaders. In 2012, the nior women leaders from U.S and Canada to a reality and then develop

brainstorm on how to make this program a reality and then developed a program specifically for current and emerging female public safety leaders. One of the major objectives of the institute is to challenge the attendees to create and share a strategic plan for the next step in their careers.

### 4. OBJECTIVE

The United States Department of Justice, International Criminal Investigative Training Assistance Program (ICITAP) extended an invitation to the City of Cape Town to nominate a female Police Official to attend the woman's leadership institute (WLI) course hosted in partnership with the Minneapolis and St Paul Police Department.

The highly interactive academically program that was taught by senior level law enforcement professionals, focused on challenges women face in public safety organizations. The program gave the opportunity to participate interactively, learning about leading teams, organizations and change; motivating success, and fair, impartial and ethical policing. In addition

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attendees were subjected to sessions on improving communications and counseling and incorporating leadership and wellness.

#### 5. OUTCOMES

As a female officer the knowledge gained, may be well shared in the workplace to strengthen relations as well as to empower females on how to better deal with their challenges they face in public safety organizations. The Women's Leadership Institute is open to sworn and non – sworn women and the knowledge consumed can be used to empower and improve our organization's approach to the development of women leaders or it can be used to develop the attendee's own skills.

- Partnership Agreement
- Membership Agreement
- Grants Agreement
- Memorandum of Understanding
- Statement of Intent
- X Other

As a female officer the knowledge gained, may be well shared in the workplace to strengthen relations as well as to empower females on how to better deal with their challenges they face in public safety organizations

### 6. ACTIONS REQUIRED

- The official who attended the course will share her knowledge with her counterparts through presentations, reading material and mentoring.
- The City must use best practices to empower females to become stronger leaders, whilst practicing fair and impartial policing.
- The City must continue to expose its female officers with this type of training as it encourages and allows females to self-assess their leadership skills and capabilities.

#### 7. IMPLICATIONS

7.1	<b>Constitutional and Policy Implications</b>	No X	Yes 🗌
7.2	Environmental implications	No X	Yes
7.3	Financial Implications	No X	Yes 🗌
7.4	Legal Implications	No X	Yes 🗌
<u>7</u> .5	Staff Implications	No X	Yes
7.6	Risk Implications	No X	Yes

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8. OTHER SERVICES CONSULTED None.

# 9. RECOMMENDATIONS

## **RECOMMENDED** that:

 a) it be noted that the attendance of this training has resulted in knowledge gained and shared by a city of cape town female officer may be shared in order to improve and uplift future female leaders in safety and security

## AANBEVEEL dat:

 a) daarvan kennis geneem word \_dat die bywoning van hierdie opleiding tot gevolg gehad het dat die kennis wat 'n vrouebeampte van die stad kaapstad opgedoen het, gedeel kan word om toekomstige vroueleiers in veiligheid en sekuriteit te verbeter en op te hef

# KUNDULULWE ukuba:

 makuqatshelwe kufuneka kuqatshelwe ukuba ukuzinyaswa kolu qeqesho kubengumphumela wolwazi oluthe lafunyanwa kwaye lanikezelwa ligosa elilinina, kungabelwana ngalo ukuze kuphuculwe kwaye kuphakanyiswe iinkokheli zamanina zexesha elizayo

# 10. GENERAL DISCUSSION

The training exposes the attendee to various other international policing organizations and sharing of experiences amongst female officials and their endeavors in the public safety environment has turned out to be quite enriching. The City of Cape has the opportunity to empower females to become stronger leaders, whilst practicing fair and impartial policing. The training creates and share strategic methods and plans how to set objectives and challenges for females to set their own platform to the next steps in their careers within their organizations. It encourages and allows you to self-assess your leadership skills and capabilities. In addition to building character of leaderships and preparing candidates for next career advancement levels an extensive part of the training deals with leading the change in your organization. How females can be instrumental to leading their organizations to create, implement and sustain change. They are also encouraging leaders to apply the principles that is providing during the training to apply these principles to affect the necessary changes in organizational mission, policies and procedures. The training comes highly recommended

#### 11. ANNEXURES

### FOR FURTHER DETAILS CONTACT:

NAME	Jean Hesqua	
<b>CONTACT NUMBERS</b>	084 3190 414	
E-MAIL ADDRESS	Jean.hesqua@capetown.gov.za	
DIRECTORATE	Safety and Security	
FILE REF NO	carety and coounty	
SIGNATURE		

AND EXECUTIVE DIRECTOR COMMENT: authles LER NAME 19.10.2016 DATE

MANAGER INTERNATIONAL RELATIONS DR. DENVER VAN SCHALKWYK

DATE

27/10/2016

COMMENT:

NOTED, WITH PROPOSED

CHANGES

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CITY MANAGER ACHMAT EBRAHIM SUPPORTED FOR ONWARD SUBMISSION TO MAYOR / MAYCO / COUNCIL NOT SUPPORTED 28.10.2016 DATE REFERRED BACK COMMENT: REPORT COMPLIANT WITH THE PROVISIONS OF COUNCIL'S DELEGATIONS, POLICIES, BY-LAWS AND ALL LEGISLATION RELATING TO THE MATTER Inla UNDER CONSIDERATION. LEGAL COMPLIANCE NON-COMPLIANT COMMENT: Joon-Mari Holt NAME For information. JAH. 021 400 2753 02/11/2016 TEL DATE COMMENT:

MAYORAL COMMITTEE MEMBER NAME Jean-Pierre Fruith DATE 07-11-2016	Will be oshing for presentation in knowledge gained.
Executive Mayor Patricia De Lille	SUPPORTED FOR ONWARD SUBMISSION TO MAYCO / COUNCIL : PC RECOMMENDATION RECOMMENDATION AS CONTAINED IN ORIGINAL REPORT
Date	ALTERNATIVE RECOMMENDATION TO BE   REFLECTED BELOW     APPROVED I.T.O. DELEGATED AUTHORITY   NOTED   REFUSED   REFERRED BACK