

LEADERSHIP AND DIVERSITY

some cases, women officers can build closer ties to the community and de-escalate conflicts better than male officers.

The South American INTERPOL official also pointed out that many young officers in the region do not consider IP crime to be as important as other types of crime. Hence, it was important to expose all officers to all forms of crime.

The former U.S. police chief had also found that interpersonal skills and an interest in journalism were well suited to a career in law enforcement, particularly in report writing. This police chief had selected officers for several special units based on their report-writing abilities and improved performance in those units as a result.

For the Norwegian police director, the question of hiring across the community is one of “value for money. We cannot afford to waste 50 percent of our brainpower. We’re competing seriously with the private sector. It’s not about gender, it’s about talent. We won’t be successful unless we can develop the workforce as society expects us to do”.

While law enforcement needs to strengthen its ranks, in the entertainment industry, rights holders also recognize that more “self-help” is needed. As one entertainment industry executive observed, “we can only do so many civil litigations, and only so many enforcements”. To combat online piracy, entertainment rights holders have “started to identify operators of platforms, breaking their anonymity”. They have done so through “open-source intelligence”, identifying operators of pirate sites and connected services. Many times, rights holders “go to court, get disclosure orders against intermediaries, and then search them and get their operating details”. Eventually tracing such services to the hosting company can, the executive said, force pirate sites into compliance.

Once sites are seized, rights holders take possession of the domain names to prevent them from being resold. As the executive explained, “part of the settlement is getting domains, redirecting to legitimate websites and platforms, and driving customers to legitimate content sources”.

It was noted that such approaches would not work in all cases. “We cannot knock on the door of an organized crime unit that makes USD 35 million a year”, the executive said. “Law enforcement needs to take those cases”. However, these strategies can be effective in most cases and result in settlements in favour of rights holders.