

Denise Milani

DIRECTOR: DIVERSITY & CITIZEN FOCUS

METROPOLITAN POLICE SERVICE



- Most senior African-Caribbean female within the Metropolitan Police Service.
- First African-Caribbean, non-uniformed female member of staff to complete the highest Police Officer Development course in the country: Strategic Command Course, 2006.
- Responsible for the Association of Chief Police Officer portfolio, Violence Against Women.
- Currently responsible for a multi-million pound Directorate budget and a staff resource comprised of teams of Police Officers and Police Staff.
- Advisor to EHRC on strategic equality and diversity matters.

Denise joined the Metropolitan Police Service in 1999 as Strategic Adviser and Senior Manager to the Positive Action Team (PAT). A role that carried responsibility for the formulation and implementation of the Police Service's diversity recruitment strategy with regards to the recruitment, retention and progression of ethnic minority police officers. The MPS continues to improve its ethnic recruitment profile on the back of the PAT model

In October 2001, Denise established The Development and Organisation Improvement Team "DOIT", whose focus was the retention and progression of under-represented groups within the organisation. Issues affecting Police Staff employees, part-timers and those on career breaks were also part of the team's remit It was during this time that Denise created the innovative "Dancing on The Glass Ceiling" events an innovative and groundbreaking approach to gender engagement and management action which was the basis for the Gender Strategy being delivered by the MPS to date.

In October 2003 she accepted additional responsibilities as Deputy Director for the MPS Diversity Directorate. As Deputy to the Commander her remit widened to include strategic responsibility for key areas of service delivery.

In 2006, Denise became the first member of Police Staff within the Metropolitan Police Service to attend and successfully complete the Strategic Command Course in its entirety. As a member of the Association of Chief Police Officers (ACPO) Denise has the national lead for improvement in Service Delivery to women.

A graduate of London University with a Post Graduate Diploma in Business and Public Sector Strategy, Denise began her career as a Secondary School Teacher in Brent before moving into the realm of employee and organisation development. She is a qualified and experienced trainer and facilitator with a keen interest in the areas of Leadership and Strategic Change.

As Director of Diversity and Citizen Focus for the Metropolitan Police Service reporting directly to the Deputy Commissioner, she is responsible for strategic direction and performance outcomes with particular emphasis on enhancing the service user's experience.