

International Women's Day: Recognition for female leaders in corrections

Ravenhall Correctional Centre will recognise the achievements and leadership of its female staff this International Women's Day (Monday 8 March), proud that 50 per cent of its 590-strong workforce are women.

Manager of Clinical Intervention, Allana Osborne, 30, is a registered forensic psychologist who grew up in Melbourne. Her work in the corrections industry began in 2013, as a psychology student undertaking research in Queensland prisons, and she has since held various clinical, research and leadership roles.

Ms Osborne joined GEO Australia at Ravenhall Correctional Centre in 2017 as a Senior Clinician and was promoted in November 2020 to her current role. She leads a clinical team of 50 staff in the coordination and delivery of a range of clinical and offending behaviour programs and services provided to prisoners pre- and post-release, and oversees the Centre's Prisoner Peer program.

Her early career was diverse and included the delivery of offending behaviour and substance abuse programs to prisoners, community-based treatment of forensic mental health issues, supervising research teams, and undertaking a range of risk assessments on behalf of the State.

Reflecting on this year's International Women's Day theme — *Choose to challenge* — Ms Osborne said: "Good female leaders are those who demonstrate belief in themselves and others, are self-aware, are strong and tenacious, but also empathetic and willing to be vulnerable. They are passionate and also brave enough to take risks, including challenging gender bias.

"The best female leaders equally challenge gender bias and embrace gender-based traits such as vulnerability and empathy, which can be perceived as 'weak' in an industry like corrections, and capitalise on these for success."

Ms Osborne considers herself to be a dynamic, passionate, empathic, strong and knowledgeable leader, who works collaboratively and innovatively with a range of individuals across the organisation to achieve shared outcomes.

"I choose to be a role-model through my own actions, to lead by example and demonstrate the value female leaders have in a correctional environment," she said.

- *The GEO Group Australia is Australia's largest provider of private correctional services. Our focus is on rehabilitating prisoners and giving them the support and growth to become positive and productive contributors to our society.*
- *GEO Australia manages Ravenhall Correctional Centre on behalf of Corrections Victoria, with 590 staff and a capacity for 1200 prisoners. Find out more at: geogroup.com.au*