

INSIDE ATF Newsletter

The Diversity Corner
WIFLE Develops Leadership Among Women
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The WIFLE Foundation held its 14th annual Leadership Training Conference in Rancho Mirage, California on June 24-27, 2013. It was a very fulfilling week with this year's theme of "Leadership".

The week started with a tour of the Border Patrol Checkpoint, self-defense courses, and the WIFLE Executive Leadership Institute (WELI) training. This training was open to both sworn and non-sworn attendees from federal, local, and state law enforcement agencies. Attendees included law enforcement from mid-level experience to SES executives. The WELI seminar included an immersive facilitated session for over 40 participants, followed by a general session the following day. The workshop successfully captured the heart of the mission of WIFLE, which is centered on collaboration; why partnership is critical to organizational success; what hinders its development; and the leaders' role in making it happen. Participants were given a whole new lens for seeing, understanding and moving past the roadblocks to success. The Chief of ATF's Leadership Institute participated in the three-day workshop to research the quality and delivery of the concept. Each participant was dropped into roles as top leaders, middle managers, workers and customers, all interacting in a fast-paced environment and experiencing situations that regularly occur in these positions. Very quickly it all became real – mirroring what they face day-to-day. Overall the workshop was very successful and was well received by all.

On Tuesday, WIFLE kicked off the training conference with opening ceremonies. Featured was keynote speaker, United States Attorney for the Southern District of California, Laura E. Duffy, a dynamic presenter who spoke on leadership and women in leadership positions.

Additional topics covered during the week included:

- First Line Supervision: Avoiding Complaints
- Leading During Adversity
- The Psychology of Hiring; Professionalism and Ethics
- A Winning Mind for Women
- From Peer to Promotion
- Preparing for the Senior Executive Service
- Combating Gender Based Violence and Promoting Gender Equity
- When Shots are Fired: A look at Officer Safety as it Relates to Domestic Extremist Groups

Additionally, ATF and ICE held a joint panel entitled, "Leading during Adversity/Viewing Adversity as an Opportunity," facilitated by John H. Williams, Chief of ATF's National Academy and Claude Arnold, Immigration and Customs Enforcement, Special Agent in Charge. The presentation focused on leading an agency in a post-critical incident environment. The panel discussion addressed an analysis of lessons learned in the aftermath of the tragedy in Waco, Texas in 1993 where four ATF agents lost their lives. Although the incident at Waco occurred over twenty years ago, the lasting effects on ATF's operational responses and policies are still felt today. Chief Williams discussed the vision and development of the Waco case study that will be used in future leadership curriculum as well as a learning tool for new agents at the ATF Academy. The second half of the presentation concentrated on a violent incident at the workplace where an ICE agent shot his manager and was subsequently killed by another supervisor. This presentation focused on how to employ effective leadership in the aftermath of extreme violence in the workplace.

ATF writer/historian Barbara Osteika provided an historical perspective of Bureau of Prohibition Agent and Cryptanalyst Elizabeth Smith Friedman, a legacy ATF Agent. Mrs. Friedman is America's first federal law enforcement cryptanalyst. She battled transnational organized crime groups as they conspired to smuggle liquor into the United States during prohibition. Although Mrs. Friedman was the tip of the spear in the nation's fight against organized crime from 1925 to well into the 1940s, her story is relatively unknown. Barbara has attempted to recreate her narrative and recognize her accomplishments to federal law enforcement and intelligence-led policing.

HRPD Division Chief Kimberly Sanchez represented ATF in the Career Fair, where she discussed the different positions in each agency. Division Chief Sanchez participated in active recruitment during the open job fair.

On Wednesday evening WIFLE celebrated the accomplishments of women in law enforcement with its annual awards banquet. WIFLE recognized 19 women for their outstanding contributions in Federal Law Enforcement including the "Julie Y. Cross Heroism Award", named in memory of United States Secret Service Agent Julie Y. Cross, the first female officer killed in the line of duty on June 4, 1980. In addition to this revered award, recognition categories included: "Outstanding Advocate for Women in Federal Law Enforcement"; "Outstanding Federal Law Enforcement Employee"; "Top Prosecutor"; "Public Service" and the "WIFLE / Wal-Mart Leadership Award". U.S. Secret Service Director, Julia A. Pierson, was recognized with the "WIFLE President's Award" not only for her lifelong contributions to law enforcement, but also for becoming the first woman to head the Secret Service. Accompanying these awards was the inaugural "WIFLE Lifetime Achievement Award", presented to Margaret M. Moore, retired ATF Special Agent and founder of WIFLE, Inc., and the WIFLE Foundation, Inc.

Ms. Moore (Margie) was recognized for her many achievements during her rise within ATF, and for her unwavering dedication to the support and advancement of women in law enforcement. Her lifelong contributions to the profession, along with her leadership and mentorship for other women, go far beyond her distinguished professional career, which includes 23 years as a federal agent and law enforcement executive,



founder and builder of WIFLE, and her extraordinary contributions and accomplishments with the National Center for Women in Policing (NCWP). Her professional endeavors provided the venue for her real passion – advocating for and empowering women. She has spent a lifetime crashing through glass ceilings, moving over or around hardened obstacles, and developing innovative ways to get the job done despite adversity. As a retired ATF Special Agent, she pulled many women within the organization along with her. A special thanks to Margie Moore.

ATF has had numerous award recipients over the past years: Bernadette Griffin (Julie Y. Cross); Theresa Stoop; Jenna Maguire; and Sheree Mixell, just to name a few.

ATF has had a strong, long standing partnership with WIFLE dating back to Director Magaw's early support, ensuring WIFLE transitioned from interagency committee to the WIFLE non-profit. Since the inception of WIFLE, ATF has always been an advocate and supporter of the WIFLE mission; however, the ATF support has waned in recent years. ATF is diligently working towards re-building that strong support and commitment. We are encouraging ATF's aspiring female leaders to become a part of the new generation of WIFLE.

WIFLE will be hosting the next monthly meeting at ATF Headquarters, on October 24, 2013, in an effort to initiate renewed support and commitment. The agenda will include a tour of the historic exhibits in our building, and the opportunity for WIFLE representatives to participate in the "Beamhit" laser marksmanship training system. ATF would like to expose other agencies to the variety of uses for this unique system, which includes an alternative shooting device for female agents who are expectant mothers. This is done for the purpose of keeping their shooting skills up to par during pregnancy, and to perfect their skills upon their return from maternity leave.



WIFLE's commitment and dedication to law enforcement does not go unnoticed as they continue to show allegiance to ATF. On August 29, 2013, President Cathy Sanz and Vice President, retired ATF agent, Sheree Mixell, attended the swearing in of ATF Director B. Todd Jones, showing support for the new director during this momentous event and WIFLE's continued commitment to a strong partnership with ATF.

WIFLE has been instrumental in empowering Women in Federal Law Enforcement since it was first founded in 2006, and remains focused and dedicated to being a true advocate for Women of Service.