

THE LEADERSHIP CHALLENGE:

Redesigning Law Enforcement

WEDNESDAY, APRIL 4 –SUNDAY, APRIL 8, 2001

*Riviera Resort & Racquet Club
Palm Springs, California*

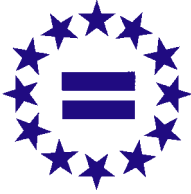


NATIONAL CENTER FOR WOMEN & POLICING

a Division of the Feminist Majority Foundation

in partnership with





THE LEADERSHIP CHALLENGE:
REDESIGNING LAW ENFORCEMENT

6th Annual Leadership Development Conference

THE LEADERSHIP CHALLENGE: REDESIGNING LAW ENFORCEMENT

The National Center for Women & Policing is very pleased to present its 6th Annual Leadership Development Conference. This year, for the first time ever, we have partnered with Women in Federal Law Enforcement (WIFLE). We believe that this partnership will serve to strengthen our shared goal of encouraging women leaders to use their vision and influence to increase the numbers of women in law enforcement at all ranks, and to address the critical issues facing law enforcement today.

The current and worsening nationwide crisis of corruption and excessive force scandals presents an unprecedented opportunity to promote the significant positive impact that greater numbers of women make on the culture, operations and efficacy of law enforcement. Through this challenging leadership development conference, participants will explore how women leaders can use research, technology and training to increase the numbers of women in law enforcement and make significant reforms in their departments.

NATIONAL CENTER FOR WOMEN & POLICING

A division of the Feminist Majority Foundation, the National Center for Women & Policing (NCWP) promotes increasing the numbers of women at all ranks of law enforcement as a strategy to improve police response to violence against women, reduce police brutality and excessive force, and strengthen community policing reforms. Twenty years of exhaustive research on the performance of women in policing demonstrates that women police officers utilize a style of policing that relies less on physical force and more on the communication skills that defuse potentially violent situations. Women police officers are therefore much less likely to be involved in occurrences of police brutality and are more likely to effectively respond to police calls regarding violence against women, which today remain the single largest category of calls to police agencies nationwide. Despite this overwhelming evidence, women are severely under-represented in police departments and their numbers are kept artificially low by wide-spread discriminatory hiring and selection practices.

The National Center for Women & Policing is the only nationwide resource for women police leaders, law enforcement agencies, community leaders and public officials seeking to increase the numbers of women police in their communities and to improve police response to family violence. We work to educate criminal justice policy makers, the media and the public about the positive impacts of increasing the representation of women in policing; to ensure that gender is included in the analysis of contemporary policing issues and reform efforts; and to promote initiatives aimed at gender balancing law enforcement agencies. We also produce and disseminate original research on issues relevant to women in the field of law enforcement, and provide direct assistance and training to law enforcement agencies seeking to increase the representation of women within their ranks.

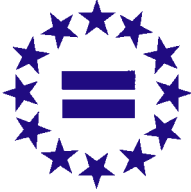
FEMINIST MAJORITY FOUNDATION

The Feminist Majority Foundation is a national organization founded in 1987 to encourage feminists to take power and to win equal representation for women in decision-making position in all arenas. The Feminist Majority's name is its message. Inspired by a 1986 Newsweek/Gallup poll, which showed that 56% of women self-identified as feminists, the Feminist Majority Foundation specializes in programs that combine research and action to develop long-term cutting edge strategies for the political, economic, and social empowerment of women.

The National Center for Women & Policing grew out of the efforts of the Feminist Majority Foundation's campaign to generate public attention to the gender dimensions of police excessive force in the LAPD following the Rodney King beating. The Foundation provided research and testimony to the Christopher Commission during its investigation, and campaigned for and won gender balance policies by the Los Angeles City Council and Police Commission.

WOMEN IN FEDERAL LAW ENFORCEMENT

WIFLE is an organization of women and men who work together to foster awareness of the value women bring to law enforcement. Formed as an outgrowth of a 1982 interagency committee of the Department of the Treasury and the Department of Justice, WIFLE recently became an independent incorporated non-profit in June of 1999. WIFLE strives to bring together the resources of its members to achieve gender equity throughout the law enforcement profession resulting in better service to the public. WIFLE celebrates the historic accomplishments of its members and strives for new achievements by recognizing and using the skills, creativity, and leadership abilities that women in law enforcement have demonstrated. Through cooperation and communication, WIFLE aims to improve gender equity in law enforcement by encouraging women to enter and excel in their chosen careers.



THE LEADERSHIP CHALLENGE:
REDESIGNING LAW ENFORCEMENT

6th Annual Leadership Development Conference

Conference Agenda

WEDNESDAY, APRIL 4

- 8:00am – 5:30pm **REGISTRATION**
Grand Ballroom Lobby
- 9:00am – 11:00am **ADVISORY BOARD MEETING**
Mesquite A
- 11:30am-12:30pm **REGIONAL REPRESENTATIVES MEETING**
Mesquite B
- 2:00pm-5:00pm **OPENING GENERAL SESSION -**
Grand Ballroom Center
Penny E. Harrington, *Director, NCWP*
Margaret Moore, *Assistant Director, NCWP*
Monica Blodgett, *President, WIFLE*
- THE LEADERSHIP CHALLENGE:
REDESIGNING LAW ENFORCEMENT**
Penny E. Harrington, *Director, NCWP*
Eleanor Smeal, *President, Feminist Majority Foundation*
- MAKING CHANGE: CASE STUDIES IN LEADERSHIP**
Deborah Campbell, *Lt. Colonel, New York State Police*
Bonni Tischler, *Asst. Commissioner, U.S. Customs Service*
Dr. Elsie Scott, *Metropolitan Police Dept., Washington, DC*
- 7:00pm **RECEPTION -**
BREAKING THE GLASS CEILING AWARDS
Mediterranean Showroom
Ida Gillis, *Inspector in Charge, U.S. Postal Inspection Service / President, NOBLE*
Penny E. Harrington, *Director, NCWP*

THURSDAY, APRIL 5

- 8:00am – 5:30pm **REGISTRATION**
Grand Ballroom Lobby
- GENERAL SESSION**
Grand Ballroom Center
- 9:00am- 11:00am **LESSONS LEARNED FROM LAW ENFORCEMENT
MISCONDUCT INVESTIGATIONS:
EXCESSIVE FORCE AND GENDER**
Moderator: Daphne Felton-Green, *Special Counsel,
Office for Civil Rights, Office of Justice Programs,
USDOJ*
Steve Rosenbaum, *Chief, Special Litigation Section,
Civil Rights Division, USDOJ*
Katherine Spillar, *National Coordinator,
Feminist Majority Foundation*
Andrea Sheridan Ordin, *former U.S. Attorney for the
Central District of California / Member of the Christopher
Commission*
- 11:00am-11:30am **BREAK**
- 11:30am-12:30pm **“UP AGAINST THE WALL” – CHALLENGING
SEX DISCRIMINATORY HIRING PRACTICES**
Moderator: Penny E. Harrington, *Director, NCWP*
Kay Baldwin, *Chief, Employment Litigation Section,
Civil Rights Division, USDOJ*
Richard Ugelow, *Deputy Chief, Employment
Litigation Section, Civil Rights Division, USDOJ*
Sharon Seeley, *Senior Trial Attorney, Employment
Litigation Section, Civil Rights Division, USDOJ*
- 12:30am-2:00pm **LUNCH ON YOUR OWN**
- 2:00pm-4:00pm **GENERAL SESSION –
INNOVATIVE STRATEGIES THAT WORK TO INCREASE
WOMEN IN LAW ENFORCEMENT**
Grand Ballroom Center
- PANEL DISCUSSION**
**CHANGING THE CULTURE:
REPORTS FROM THE FRONTLINES**
Moderator: Penny E. Harrington, *Director, NCWP*
Margo Frasier, *Sheriff, Travis County Sheriff’s Office*
Lee Baca, *Sheriff, Los Angeles County Sheriff’s Dept.*

Linda Rosato-Barone, *Commander Pittsburg Bureau of Police*

Anna Lena Barth, *Superintendent, Stockholm County Police, Sweden*

RECRUITING AND RETAINING WOMEN: THE SELF-ASSESSMENT GUIDE FOR LAW ENFORCEMENT

Penny E. Harrington, *Director, NCWP*

Margaret Moore, *Assistant Director, NCWP*

4:00pm-4:30pm

BREAK

4:30pm-5:30pm

BREAKOUT SESSIONS –

USING THE SELF-ASSESSMENT GUIDE TO INCREASE WOMEN IN LAW ENFORCEMENT

AGILITIES TESTS: CHALLENGING THE WALL & OTHER DISCRIMINATORY SELECTION STANDARDS

Oleander 1

Kay Baldwin, *Chief, Employment Litigation Section, Civil Rights Division, USDOJ*

REDESIGNING THE SELECTION PROCESS

Oleander 2

Richard Ugelow, *Deputy Chief, Employment Litigation Section, Civil Rights Division, USDOJ*

Sharon Seeley, *Senior Trial Attorney, Employment Litigation Section, Civil Rights Division, USDOJ*

REDESIGNING THE TRAINING ACADEMY

Mesquite C/D

Bea Weaver, *Captain Miami-Dade Police, Florida*

PROMOTIONS AND JOB ASSIGNMENTS

Mesquite A

Charlene Graham, *Deputy Chief, Pueblo Police Dept., CO*

REDESIGNING INTERNAL AFFAIRS

Mesquite B

Laura Goodman-Brown, *Ombudsman, Office of Crime Victims Ombudsman, State of Minnesota*

DESIGNING EFFECTIVE SEXUAL HARASSMENT PREVENTION PROGRAMS

Oleander 3

Linda Burkett-Ginsberg, *Assistant Chief, Tucson Police Dept. (Ret.)*

FRIDAY, APRIL 6

GENERAL SESSION CRITICAL ISSUES CONFRONTING LAW ENFORCEMENT TODAY Grand Ballroom Center

9:00 am –10:30 am

**RACIAL PROFILING:
PATTERNS, PRACTICES, AND REFORMS**
Moderator: Fabienne Brooks, *Chief, King County
Sheriff's Department*
Steve Rosenbaum, *Chief, Special Litigation Section,
Civil Rights Division, USDOJ*
David Bejarano, *Chief, San Diego Police Dept.*

10:30am -11:00am

BREAK

11:00am – 11:30pm

**OBSTACLES TO REFORM:
THE RAMPART CORRUPTION SCANDAL**
Erwin Chemerinsky, *Sydney M. Irmas Professor of
Public Interest Law, Legal Ethics & Political
Science, University of Southern California Law
School*

11:30am –12:00pm

**PHILADELPHIA STORY:
THE MISSING SEXUAL ASSAULT FILES**
Carol Tracy, *Executive Director, Philadelphia Women's
Law Project*

12:00pm-1:30pm

LUNCH (ON YOUR OWN)

1:30pm – 2:30 pm

**BREAKOUT SESSIONS
INNOVATIONS IN LAW ENFORCEMENT**

THE WAR ON DRUGS: BROADENING THE DEBATE
Mesquite A
Jenni Gainsborough, *Senior Policy Analyst,
The Sentencing Project*

Hear from an expert on current drug policy about why the anti-drug tactics over the last twenty years haven't worked and what the new direction should be for incarceration, treatment, and trafficking deterrence.

MAKING THE TRANSITION TO COMMUNITY POLICING: THE GENDER FACTOR

Oleander 1

Kay Scarborough, *Associate Professor, Justice and Safety Center, Eastern Kentucky University*

Community policing is the future of law enforcement, and when administered correctly, will be the answer to many of the crime problems facing our communities. It relies heavily on negotiation, communication, empathy and cultural relativism. Find out what it really means to be a “community police officer” and how women at the federal state, and local levels in law enforcement can play a unique role in this new form of policing.

HOW WE BECAME A CITY OF SHELTER: THE RIVERSIDE EXPERIENCE

Mesquite D

Susan Brasier, *Prosecutor, City of Riverside, OH*

Riverside, Ohio has taken some extremely innovative steps to become a safe city for victims of domestic violence. One of the initiators of the “City of Shelter” project will share what occurred in Riverside, and how that city achieved extraordinary results in a short period of time and with limited initial funding. She’ll discuss the success they’ve had in getting grants for their project, and how they’ve been able to effectively encourage the city’s agencies to work together to become a true “City of Shelter.” Learn how you can bring a similar model to your community.

IT’S THE LAW: WOMEN’S RIGHT TO NON-DISCRIMINATORY POLICE SERVICES

Mesquite C

Marie DeSantis, *Director, Women’s Justice Center*

Richard Seltzer, Esq., *Seltzer & Cody*

After repeated calls to the police asking for help, Maria Teresa Macias was murdered by her ex-husband. The Women’s Justice Center took on her cause and helped put together the strategy that resulted in a federal court decision regarding women’s rights to police services. Make sure your agency knows about this important court decision.

STOPPING VIOLENCE AGAINST
WOMEN'S HEALTH CENTERS:
CONTEMPORARY THREAT MANAGEMENT TOOLS

Mesquite B

Margaret Moore, *Assistant Director, NCWP*

Katherine Spillar, *National Coordinator, Feminist Majority
Foundation*

Learn to understand the escalation of violence and ways to safely manage it through the use of the latest contemporary threat management tools. While this session will focus on combating domestic terrorism at women's reproductive health clinics, the tools discussed are applicable for a variety of violent situations.

2:30pm-3:00pm

BREAK

3:00pm – 4:00pm

ROUNDTABLES –

USING NEW TECHNOLOGY IN LAW

ENFORCEMENT: CHALLENGES AND BENEFITS

LASER SHOOTING TECHNOLOGY

Mesquite A

Sherman McGill, *National Sales Manager, BeamHit*

Laser shooting technology is one of the best tools available to deal with range qualification issues faced by pregnant police officers. It is also an excellent method for assisting recruits having problems with their shooting skills.

RECRUITING ON THE INTERNET

Mesquite B

Toni Palmer, *Staff Sergeant, New York State Police*

The New York State Police has developed an extremely successful internet recruiting program. Hear about how they were able to make the Internet their primary source of applications during their last recruiting drive.

DNA DOCUMENTATION INTERACTIVE TRAINING

Mesquite C

Lyndsey Taylor, *Research Specialist, Justice and Safety
Center, Eastern Kentucky University*

Eastern Kentucky University's Justice and Safety Center develops interactive computer technology to train law enforcement on such skills as identifying sources of DNA evidence. See this effective method of individual officer training.

INNOVATIVE CRIME SCENE DOCUMENTATION

Mesquite D

Ardie Hood, *Market Development Manager, Polaroid Corp.*

Using instant photography at crime scenes can be of great assistance in obtaining criminal complaints, warrants, restraining orders and documenting other important steps in an investigation. Polaroid will explain how their technology can also be especially helpful in investigating domestic violence crimes.

TECHNOLOGY TO ASSIST IN RECOVERING

MISSING CHILDREN

Oleander 1

Bernice Yost, *Manager, National Center for Missing and Exploited Children*

Learn about the services offered by the leading organization working to find missing children and deter child exploitation, as well as how your agency can become an active partner in its programs.

INNOVATIVE DOMESTIC VIOLENCE TRAINING FOR LAW ENFORCEMENT

Oleander 2

Anne O'Dell, *President, STOP DV*

Anne O'Dell is an internationally respected instructor in the areas of domestic violence and sexual assault. Hear about the programs that she has developed for law enforcement agencies and how your agency can benefit from this training.

4:00pm-5:00pm

TOUR THE TECHNOLOGY VENDOR AREA

8:30pm

AN EVENING OF COMEDY

Sheriff Margo Frasier, *Emcee*

SATURDAY, APRIL 7

10:00am-4:00pm

SPECIAL TRAINING PROGRAMS

(Training sessions will break for lunch from 12:30pm-2pm)

INNOVATIVE TECHNIQUES IN INVESTIGATING

SEXUAL ASSAULT

Desert Conference Center

Kimberly Lonsway, PhD, *NCWP*

Sue Welch, *Lieutenant, Urbana Illinois Police Dept. (Ret.)*

PREPARING FOR ASSESSMENT CENTERS

Desert Conference Center

Sherry Fox, *CWH Management Solutions*

Linda Reames, *CWH Management Solutions*

BECOMING A CHIEF

Desert Conference Center

Peter Herley, *Chief, Tiburon Police Department (Ret.)*

Susan Manheimer, *Chief, San Mateo Police Department*

Lucy Carlton, *Chief, Los Altos Police Department*

Penny E. Harrington, *Director, NCWP*

DEVELOPING WOMEN LEADERS IN

FEDERAL LAW ENFORCEMENT

Grand Ballroom West

Gale Rossides, *Assistant Director of Training, ATF*

Veronica Freeman Coleman, *United States Attorney for
the Western District of Tennessee*

Margaret Moore, *Assistant Director, NCWP*

Monica Blodgett, *President, WIFLE*

Tracy Raines, *Instructor, Federal Law Enforcement Training
Center*

7:00pm

LIFETIME ACHIEVEMENT AWARDS DINNER

Grand Ballroom Center

Claudia J. Kennedy, *Lieutenant General, U.S. Army (Ret.)*

Fanchon Blake, *Sergeant, Los Angeles Police Dept. (Ret.)*

Veronica Freeman Coleman, *United States Attorney for
the Western District of Tennessee*

Joellen Kunkel, *Deputy Chief, New York City Police Dept.*

Lynda Castro, *Captain, Los Angeles County Sheriff's Dept.*

Judy O'Neal, *Branch Chief, Victim Witness Branch,
Governor's Office of Criminal Justice Planning,
State of California (Ret.)*

SUNDAY, APRIL 8

8:30am-10:00am

INTERNATIONAL ROUNDTABLE

Mesquite A

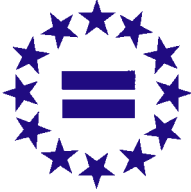
Moderator: Helen McDermott, *Australasian Council on
Women and Policing*

10:00am -12:00pm

CIVILIAN OVERSIGHT GROUPS

Mesquite B

Moderator: Teresa Guerrero-Daley, *Director,
Independent Police Auditor*



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Speakers

PENNY E. HARRINGTON

Director, National Center for Women & Policing

Penny Harrington is the Director of the National Center for Women & Policing, a division of the Feminist Majority Foundation. Chief Harrington spent 23 years in the Portland Police Bureau, rising to the rank of Chief of Police in 1985, and becoming the first woman chief of a major U.S. city. Harrington has been instrumental in opening policing to women while being a mentor to women nationally. She was named as Ms. Magazine's Woman of the Year in 1986, and is considered the foremost expert on women in policing in the United States.



MARGARET MOORE

Assistant Director, National Center for Women & Policing *Executive Director, WIFLE*

Margaret Moore is the Assistant Director of the National Center for Women & Policing, and also serves as the Executive Director of WIFLE. She has been a law enforcement professional for 26 years, and began her career in law enforcement as an undercover narcotics police officer with NYPD. She later joined the Bureau of Alcohol, Tobacco and Firearms where she spent 23 years. She achieved many firsts at ATF, most notably becoming the first woman Special Agent in Charge. When Moore retired from ATF in 1999, she was the Deputy Assistant Director for Science and Technology, the highest position held by a female law enforcement officer in that agency.



MONICA BLODGETT

President, WIFLE

Monica Blodgett, Associate Special Agent in Charge, with the U.S. Environmental Protection Agency's Criminal Investigation Division (EPA/CID), has been a federal law enforcement professional for seventeen years, with more than thirty years of federal service. After working for thirteen years for the Interstate Commerce Commission in various positions, she joined the U.S. Department of Health and Human Services, Office of Inspector General, as a Criminal Investigator in 1983. Blodgett transferred to EPA/CID in 1987 and in 1995 was the first Special Agent posted by the agency to the International Criminal Police Organization. She is the recipient of four bronze medals awarded by the EPA and many other awards for her performance in federal service and for volunteer activities in her community.





ELEANOR SMEAL

President, Feminist Majority Foundation

Eleanor Smeal is the co-founder and President of the Feminist Majority Foundation, a national organization working for women's equality and empowerment. An accomplished political strategist and grassroots organizer, Smeal was the first to identify the "gender gap," which is the difference in the way women and men vote. Smeal has played a leading role in both national and state campaigns to win women's rights legislation and a number of landmark state and federal court cases for women's rights. During the 1970s, as president of her local chapter of the National Organization for Women (NOW) in Pittsburgh, Pennsylvania, Smeal helped bring the first sex discrimination lawsuits against police departments, which resulted in the consent decree requiring the Pittsburgh Police Department to hire more women.



VERONICA FREEMAN COLEMAN

United States Attorney for the Western District of Tennessee

Veronica Freeman Coleman was sworn in as a U.S. Attorney for the Western District of Tennessee in 1993, the first African-American woman to hold the position of U.S. Attorney in the state of Tennessee. Her legal career is extensive and has been marked by many other firsts. She was a founding partner in the first all-woman law firm in Tennessee, and was the founding president of the Memphis Chapter of the Coalition of 100 Black Women. As U.S. Attorney, Coleman has initiated many innovative programs, including Operation Ceasefire, which focuses on reducing the numbers of guns in the hands of juveniles, and Child Pornography and the Internet, which brings law enforcement, Internet service providers, and the business community together to fight child pornography. In 2000, she was awarded the Association of Women Attorney's prestigious Marion Griffin-Frances Loring Award.



CLAUDIA J. KENNEDY

Lieutenant General, U.S. Army (Ret.)

Lieutenant General Kennedy was commissioned as a Second Lieutenant in June 1969 through the Women's Army Corps. Her military education includes completion of the Women's Army Corps Officer Basic Course, Military Intelligence Officer Advanced Course, the Junior Officer Cryptologic Career Program at the National Security Agency, the U.S. Army Command and General Staff College and the Army War College. When Kennedy retired in January 2000, she had served for 31 years and was the highest ranking woman in U.S. Army history, serving as the Deputy Chief of Staff for Intelligence. She is the recipient of many awards including the Legion of Merit, the Defense Meritorious Service Medal, the Army Meritorious Service Medal, and the Army Staff Identification Badge.



LEE BACA

Sheriff, Los Angeles County Sheriff's Department

Sheriff Baca began his public service career on August 23, 1965, when he was sworn into the Los Angeles County Sheriff's Department as a Deputy Sheriff Trainee. On December 7, 1998, Sheriff Baca was sworn in as Los Angeles County's 30th Sheriff, having been elected by the citizens of Los Angeles County. Sheriff Baca commands the largest sheriff's department in the world and supervises more than 13,000 sworn and civilian personnel. He also serves on the Board of Directors for the Optimist Youth Homes Ranch, Puente Learning Center, Buena Nueva Foundation. He has been a leader in the effort to increase the numbers of women in policing.

BONNI G. TISCHLER

Assistant Commissioner, U.S. Customs Service

Bonni Tischler was named Assistant Commissioner, Office of Field Operations, U.S. Customs Service on July 3, 2000. She is the first woman to hold that position. In this position, Ms. Tischler is directly responsible for Trade Compliance, Anti-Smuggling, Outbound and Passenger Operations, 20 Customs Management Centers and 300 Ports of Entry. She was the first recipient of the Julie Y. Cross Memorial Award in recognition of her outstanding achievements in law enforcement. In 2000, Tischler was honored by the National Center for Women & Policing with their Lifetime Achievement Award.



DAVID BEJARANO

Chief, San Diego Police Department

David Bejarano was promoted to Chief of the San Diego Police Department in April of 1999. Prior to becoming Chief, he served in every rank of the Department since he joined the Department in January of 1979. He is currently responsible for all departmental operations, including the overseeing of 2063 sworn officers, 787 sworn civilians, and a budget of \$232 million dollars. He is a member of several professional law enforcement organizations and is the recipient of numerous awards. Most recently, Chief Bejarano has been championed as one of the leaders in the effort to combat racial profiling.



IDA L. GILLIS

Postal Inspector in Charge, U.S. Postal Inspection Service

Ida L. Gillis was appointed to her current position, Inspector in Charge of the Northern Illinois Division in 1994. She is responsible for all programs, projects, investigations and reviews and fraudulent investigations. Gillis is also the President of the Board of the National Organization of Black Law Enforcement Executives (NOBLE).



KAY BALDWIN

Chief, Employment Litigation Section, Civil Rights Division, USDOJ

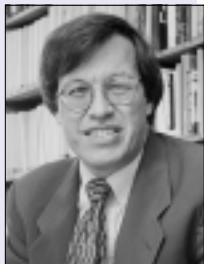
Kay Baldwin has been the Chief of the Employment Litigation Section of the Civil Rights Division at the U.S. Department of Justice since 1994. She has handled employment discrimination cases for more than 20 years, and also serves as chair of the Attorney General's Advisory Committee on the Prevention of Sexual Harassment.



STEVE ROSENBAUM

Chief, Special Litigation Section, Civil Rights Division, USDOJ

Steven H. Rosenbaum is the Chief of the Special Litigation Section, Civil Rights Division, United States Department of Justice. Chief Rosenbaum joined the Civil Rights Division in 1978, and was appointed to the Senior Executive Service in 1992. In addition to the Special Litigation Section, he has worked in the Appellate Section (1994-1996), the Voting Section (1983-1994) and the Employment Litigation Section (1978-1983). He received his J.D. from the University of Michigan Law School (1978) and his B.A. in History from Harpur College, State University of New York at Binghamton (1975). He is a member of the District of Columbia and the State of New York bar associations.



ERWIN CHEMERINSKY

Sydney M. Irmas Professor of Public Interest Law, Legal Ethics and Political Science, University of Southern California Law School

Erwin Chemerinsky is one of the leading legal scholars in the United States, and is especially known for leading progressive reforms in civil rights and law enforcement. His legal texts are used in law schools nationwide and he is also a regular contributor to various legal publications. In October 2000, he was named as one of the 10 most influential lawyers in California. Chemerinsky has recently been active in the analysis of the LAPD's Rampart scandal, and prepared a report at the request of the Los Angeles Police Protective League that has been instrumental in beginning the discussion for investigation and reform.



FABIENNE BROOKS

Chief, King County Sheriff's Department

Chief Fabienne Brooks has over 22 years experience with the King County Sheriff's Office. She oversees the Criminal Investigations Division, which includes a staff of 106 sworn and 51 non-sworn personnel. Her prior experience includes patrol, field training officer, media relations, major crimes investigation and supervision. Chief Brooks is extensively involved in her community, including participation with the following organizations: Park Lake/White Center Boys and Girls Club, the Black Law Enforcement Association of Washington, the YWCA, the King County Sexual Assault Center and the National Center for Women & Policing.



PETER G. HERLEY

Chief, Tiburon Police Department (Ret.)

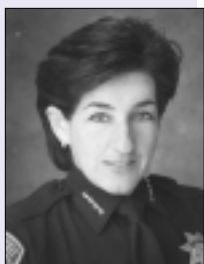
Chief Herley began his career in 1966 with the Torrance Police Department where he served for 20 years. In 1987, he became Chief of Police of Tiburon in the San Francisco Bay area. He recently retired in January 2001 after 14 years of service. He is currently on the advisory board of the Law Enforcement Leadership Program at the University of San Francisco and is a member of the Women's Peace Officer Association.



LUCY A. CARLTON

Chief, Los Altos Police Department

Chief Carlton began her law enforcement career in 1969 with the Milpitas Police Department. In 1991 she was appointed Chief of Police for the City of Los Altos. In 1996, the Womens' Fund of Santa Clara County and the San Jose Mercury News honored her as a "Woman of Achievement" in the category of Public Service. She was recently honored by San Jose State University as the "distinguished alumni" from the Administration of Justice Department.



SUSAN MANHEIMER

Chief, San Mateo Police Department

Chief Manheimer became San Mateo's Police Chief on May 1, 2000 and commands the 155-member Department with an annual budget of \$16,000,000, serving approximately 95,000 residents. Chief Manheimer is the fourth female Police Chief in the state of California, and the first in the history of San Mateo County. She came to San Mateo after serving 16 years with the San Francisco Police Department. Manheimer has initiated several new programs at San Mateo PD including the nationally acclaimed "Every 15 Minutes" anti-drunk driving program, and has helped develop the county-wide "First response to violence" protocol. She also initiated the creation of the first San Mateo Community Policing Office.

GALE D. ROSSIDES

Assistant Director, Bureau of Alcohol, Tobacco and Firearms

Assistant Director Rossides has served more than 20 years with ATF. She was appointed as ATF's first Assistant Director of Training and Professional Development in October 1994. She is the primary leader for ATF's training and professional development initiatives. During her tenure as Assistant Director, Rossides has revolutionized ATF's training standards, academic protocols, and has been a reformer of major Bureau operations in areas including Critical Incident Management, Special Response Team (SRT) training protocol, Use of Force, process management, and legally defensible curricula. For her efforts, Rossides received the Presidential Rank Award in 1998.



MARGO FRASIER

Sheriff, Travis County Sheriff's Office, TX

Sheriff Frasier is the first woman sheriff in Travis County. She oversees over 1,300 employees as the Chief Law Enforcement Officer and Chief Corrections Officer of Travis County. Prior to assuming this position, she worked as a private practice litigator for twelve years, specializing in representing and advising law enforcement agencies in criminal justice, civil rights, and employment law matters. She began her career in law enforcement with the Texas Department of Corrections in 1974.



KATHERINE SPILLAR

National Coordinator, Feminist Majority Foundation

Katherine Spillar is the National Coordinator for the Feminist Majority Foundation. As one of the founders, she has been a driving force in executing the organization's diverse programs to secure women's rights since 1987, including the National Center for Women & Policing. Spillar spearheaded the Feminist Majority Foundation's initiatives to gender-balance the Los Angeles Police Department from 1991-1994, and served as co-convenor of the Women's Advisory Council to the Los Angeles Police Commission from 1992-1993.



DEBORAH CAMPBELL

Lieutenant Colonel, New York State Police

Deborah Campbell was appointed Director of the New York State Police Office of Human Resources in April of 1994, and is responsible for the implementation of the current Equal Employment Opportunity laws. In addition to the National Center for Women & Policing, she is a member of the International Association of Chiefs of Police, and serves on the New York State Women's Advisory Counsel to the Governor.



ANDREA SHERIDAN ORDIN

Morgan, Lewis & Bockius LLP

Andrea Sheridan Ordin is a partner in the Litigation and Government Regulation Practice Groups at Morgan, Lewis & Bockius LLP. Ordin served as the United States Attorney for the Central District of California from 1977-1981, supervising all criminal and civil litigation. She was also Chief Assistant Attorney General of the State of California, in charge of environmental, consumer, antitrust, charitable trust and civil rights litigation from 1983 through 1990. Ordin is a former president of the Los Angeles County Bar Association. She served as one of the ten members of the Independent Commission to Study the Los Angeles Police Department, known as the Christopher Commission, and is now on the American Bar Association Standing Committee on Federal Judicial Improvements.

ANNA-LENA BARTH

Superintendent, Stockholm County Police Department

Anna-Lena Barth is a Superintendent of the Stockholm County Police Department in Sweden, and is the current President of the European Network of Policewomen, a position to which she was elected in April 1999. She has been a police officer since 1970 and has spent most of her career in operational uniform duties. Presently she is assigned as Staff Officer to the Commissioner of Stockholm County Police Department.

CAROL E. TRACY

Executive Director of the Women's Law Project, Philadelphia

Tracy has been an activist in women's rights for more than twenty five years, having directed the Women's Center at the University of Pennsylvania and the Mayor's Commission for Women in Philadelphia. She was a founding member of Women Against Abuse, the largest provider of domestic violence services in Pennsylvania.

CHARLENE B. GRAHAM

Deputy Chief, Pueblo Police Department, CO

Deputy Chief Graham became one of the first female officers with the Pueblo Police Department in 1972. In her 29-year career, she has worked as a detective in both adult and juvenile investigations units, the patrol division, traffic, communications and identification. Currently she is in charge of the Investigative Services Bureau of the Pueblo Police Department. Throughout her career, Deputy Chief Graham has been involved in training and public presentations. She works tirelessly on domestic violence issues in the community and has testified before the Colorado Legislature for improved domestic violence statutes.

LINDA M. ROSATO-BARONE

Commander, Pittsburgh Bureau of Police

Commander Rosato-Barone has been with the Pittsburgh Police Academy since she was 21 years old. She has held various positions in different units throughout the department, and was the first female polygraph examiner in the Pittsburgh Police Department, as well as one of the first female detectives in the Homicide Unit. For the last two years, she has held the position of Chief of Staff.

KIMBERLY A. LONSWAY, PhD

National Center for Women & Policing

Dr. Lonsway is the Research Director for the National Center for Women & Policing. She is also an adjunct professor at California Polytechnic State University. Dr. Lonsway earned her Ph.D. in Psychology at the University of Illinois at Urbana-Champaign, and previously served as a post-doctoral research fellow at the American Bar Foundation.

DAPHNE FELTON-GREEN

Special Counsel, Office for Civil Rights, Office of Justice Programs, USDOJ

Daphne Felton-Green currently serves as Special Counsel to the Director of the Office for Civil Rights (OCR), Office of Justice Programs in the U.S. Department of Justice. She has works on civil rights enforcement matters involving police departments in the areas of employment discrimination and discriminatory delivery of services. Before joining OCR, Felton-Green served as Associate General Counsel of the Office of Community Oriented Policing Services at USDOJ.

MARIE DE SANTIS

Director, Women's Justice Center

Marie De Santis is an advocate and activist who has worked for the last nine years to stop violence against women, particularly in the Latina and other under served communities of Sonoma County, CA. De Santis is the founder and current director of the Women's Justice Center. This independent organization serves victims of rape, domestic violence, and child abuse free of charge. Through grassroots activism, the organization also vigorously advocates improving the criminal justice system's response to violence against women. De Santis also coordinates the Task Force on Women in Policing with the goal of increasing the number of women and minorities in local law enforcement agencies.

JENNI GAINSBOROUGH

Senior Policy Analyst, The Sentencing Project

Jenni Gainborough is a Senior Policy Analyst on the staff of The Sentencing Project, a national non-profit research and advocacy organization. Gainsborough writes and speaks on issues including sentencing policies, juvenile justice, prison conditions and the damaging effects of current policies of mass incarceration. From 1993-1998, Ms. Gainsborough was the Public Policy Coordinator for the American Civil Liberties Union's National Prison Project. Before joining the ACLU, she worked as a contractor to the Department of Justice on juvenile offender programs.

SUE WELCH

Lieutenant, Urbana Illinois Police Department (Ret.)

Welch has spent the past twenty years working for change for victims of crime. After graduating from the University of Illinois with a Bachelor's Degree in Social Work, she served on the Urbana Police Department in Illinois for 14 years. In 1999, Susan assisted with curriculum development and training for the National Center for Women & Policing Train-the-Trainer Program in Sexual Assault Investigation.

SHERRY FOX

Vice President, CWH Management Solutions

Sherry Fox is the Vice President of Sales and Marketing and a member of the Executive Leadership Team at CWH Management Solutions in Aurora, Colorado. She has expertise in training and training needs assessments, and has developed, implemented, and presented training seminars and workshops. Most recently, Fox has developed training programs for both small and large companies, as well as designed marketing strategies and plans, and created hiring procedures and employee review systems, including training for supervisors. She has also been involved in software design for Visibility Plus, an employee opinion software program.

SUSAN BRASIER

Prosecutor

In 1990, after years of working for large law firms, Susan Brasier became a Montgomery County, OH prosecutor. In 1994, when the city of Riverside incorporated, she became its municipal prosecutor. She had been providing pro bono legal work for domestic violence agencies for many years and used her experience there to initiate the "City of Shelter" project in Riverside. She has received many awards for her work there and is the only prosecutor to ever receive the "Peace Keeper" award on behalf of victims of domestic violence. She also provides police and prosecutor training on domestic violence for state and local agencies.

LAURA GOODMAN-BROWN

Ombudsman, Minnesota State Office of Crime Victims Ombudsman

As Ombudsman for the Minnesota State Office of Crime, Goodman-Brown serves as the State's top investigator of crime victim's rights violations and victim mistreatment. Her background includes eight years with the Minneapolis Police Department and three years as a Ramsey County Sheriff's Deputy.

KATHRYN SCARBOROUGH, PHD

Associate Professor, Justice and Safety Center, Eastern Kentucky University

An author, researcher and speaker in criminal justice issues, Dr. Scarborough is an Associate Professor at Eastern Kentucky University. Her work focuses on gender and criminal justice issues.

LINDA BURKETT-GINSBERG

Assistant Chief of Police, Tucson Police Department (Ret.)

Linda Burkett-Ginsberg served with the Tucson Police Department for 29 years before retiring in 1999. She rose to the rank of Assistant Chief of Police during that time, and is an accomplished police trainer.

BEA WEAVER

Captain, Miami-Dade Police Department

Captain Bea Weaver has served with the Miami-Dade Police Department since 1973. She currently serves as the Executive Officer with the Crime Scene Investigations Bureau, and is a trainer for the National Center for Women & Policing.

Additional Program Participants

Maria Otero, *Chief Customs Inspector, U.S. Customs Service*; Terrie Swann, *President, International Association of Women in Policing*; Annette Long, *Officer, U.S. Mint Police*; Jan Strauss, *Chief, Mesa Police Department*; Frank Cousins, *Sheriff, Essex County Sheriff's Department*; Cynthia Herriott, *Lieutenant, Rochester Police Department*; Christine Nixon, *Commissioner, New South Wales Police*; Pastella Williams, *Sergeant, Detroit Police Department*; Debra Haugen, *Records Manager, Portland Police Bureau*; Barbara Hopkins, *Captain, Annapolis Police Department*; Theresa Hardy, *Special Agent in Charge, Department of the Interior - OIG*; Gwendolyn Elliot, *Commander, Pittsburgh Bureau of Police*; Cindy Shain, *Associate Director, Regional Community Policing Institute, Eastern Kentucky University*; Cynthia Transue, *Captain, Pennsylvania State Police*; Barbara Chovan, *Captain, Broward County Sheriff's Department*; Sylvia Fort, *Lieutenant, Los Angeles County Sheriff's Department*; Mary Wamsley, *Assistant Chief, Commerce City Police Department*; Jeanne Clarke, *Deputy Superintendent, Chicago Police Department*; Myra Harmon, *Lieutenant, Port of Seattle Police*; Dr. Steve Stanard, *Stanard & Associates*; Jennifer Wellman, *Sergeant, Port St. Lucie Police Department*; Rosa Melendez, *Regional Director, Community Relations Service, USDOJ*; Carey Policastro, *Sergeant, New York City Police Department*; Richard Seltzer, *Seltzer & Cody*; Richard Ugelow, *Deputy Chief, Employment Litigation Section, Civil Rights Division, USDOJ*; Sharon Seeley, *Senior Trial Attorney, Employment Litigation Section, Civil Rights Division, USDOJ*; Teresa Guerrero-Daley, *Director, Independent Police Auditor*; Helen McDermott, *Australasian Council on Women and Policing*; Anne O'Dell, *President, STOP DV*



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REDESIGNING LAW ENFORCEMENT

6th Annual Leadership Development Conference

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The National Center for Women & Policing would like to thank these agencies for participating in the 6th Annual Leadership Development Conference.

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