

N.A.W.L.E.E

National Association of Women Law Enforcement Executives



OUR MISSION

THE NATIONAL ASSOCIATION OF WOMEN LAW ENFORCEMENT EXECUTIVES (NAWLEE) IS THE FIRST ORGANIZATION ESTABLISHED TO ADDRESS THE UNIQUE NEEDS OF WOMEN HOLDING SENIOR MANAGEMENT POSITIONS IN LAW ENFORCEMENT.

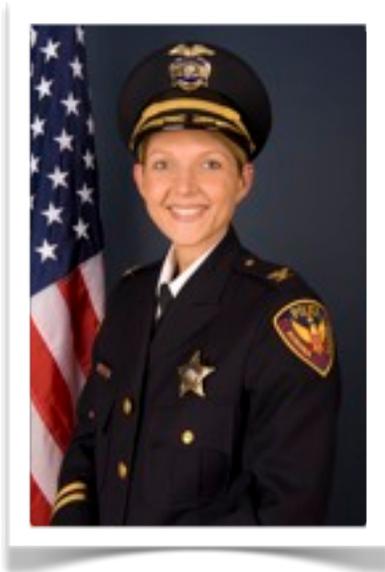
OUR MISSION IS TO SERVE AND FURTHER THE INTERESTS OF WOMEN EXECUTIVES AND THOSE WHO ASPIRE TO BE EXECUTIVES IN LAW ENFORCEMENT.

“Leaders are not, as we are often led to think, people who go along with huge crowds following them. Leaders are people who go their own way without caring, or even looking to see, whether anyone is following them. "Leadership qualities" are not the qualities that enable people to attract followers, but those that enable them to do without them. They include, at the very least, courage, endurance, patience, humor, flexibility, resourcefulness, stubbornness, a keen sense of reality, and the ability to keep a cool and clear head, even when things are going badly. True leaders, in short, do not make people into followers, but into other leaders.”

-John Holt



MESSAGE FROM THE PRESIDENT



Connection is the energy that exists between people. A thousand fibers connect us through law enforcement and out of those, we weave a tapestry of relationships that cultivate and derive strength from our common purpose and shared experiences.

I've always found it difficult to eloquently describe the "Magic of

NAWLEE" because it really cannot be described – only felt. I felt it in Houston, Texas in 2005 while attending my first annual conference and those who joined us in Austin this year now understand the conductive energy that exists between women law enforcement. We come together to share our experiences and to be seen, heard and valued as leaders in our profession.

I am honored to serve as the President of this organization during the 2012-2013 year and I'm humbled to take the torch from those who came before me – those women who had to clear the path in law enforcement so the rest of us may have an easier journey.

My goal this year is to grow NAWLEE and spread the "magic" so that other women may bask in the warmth that I have felt as a member of such a professional and prestigious organization. I am

privileged to have a seat at the Executive Board with some of the most compassionate and competent women I have ever met. My hope is that we will leave NAWLEE better than we found it and that those who come after us will continue to do the same.

I'm so proud of the accomplishments of women in law enforcement and our progress has placed us in a favorable light with other established organizations. It was a privilege to be included to represent NAWLEE on the Dais at the International Association of Chief of Police Conference (IACP) in San Diego this year. NAWLEE has earned a place at the table and that is a result of the dedication and perseverance of our NAWLEE members who have represented us well. We have come so far and yet we have miles to go.

If you aren't a member already, consider joining us so you can experience the "magic" yourself. If you are already a member, commit to becoming more involved in growing and shaping our organization. Reach out to other women and expose them to the training, networking, and the friendships that develop from our shared passions of law enforcement.

We are inextricably connected by those thousand fibers and we must recognize the power and potential of human connectedness. As women law enforcement leaders, we should continue to strengthen our commitment to our organization, to our chosen profession and to each other.

Onward and upward,

Commander Kristen Ziman

NAWLEE President

"TRULY POWERFUL PEOPLE HAVE GREAT HUMILITY. THEY DO NOT TRY TO IMPRESS, THEY DO NOT TRY TO BE INFLUENTIAL. THEY SIMPLY ARE. PEOPLE ARE MAGNETICALLY DRAWN TO THEM. THEY ARE MOST OFTEN VERY SILENT AND FOCUSED, AWARE OF THEIR CORE SELVES. ... THEY NEVER PERSUADE, NOR DO THEY USE MANIPULATION OR AGGRESSIVENESS TO GET THEIR WAY. THEY LISTEN. IF THERE IS ANYTHING THEY CAN OFFER TO ASSIST YOU, THEY OFFER IT; IF NOT, THEY ARE SILENT." - SANAYA ROMA

MESSAGE FROM THE EXECUTIVE DIRECTOR



2012 Conference Recap:

I'm happy to announce that our 17th annual conference in Austin, Texas was a huge success. So much credit goes to Commander Cathy Haggerty and Lt. Gena Curtis along with their committee members who put on a most effective & outstanding conference. I've received so many positive comments about the high level of service, the workshops, speakers and overall satisfaction with the conference. Many thanks to all of the sponsors, especially Motorola, who made this conference possible with their support. I'm often reminded how much work truly goes into the planning and hosting of a conference, and I speak on behalf of the Board with heartfelt gratitude to Austin PD for a job well done. It goes without saying that Lt. Curtis and her team covered every single detail to make for a most memorable week. I'm sure she and her team breathed a sigh of relief at the end. It is through their tireless dedication that the members of the Austin Police Department were able to put this conference on and under the leadership of Chief Art Acevedo who strongly supported our conference as well.

"First Time Attendees" - Fifty-Eight (58) first-time attendees met with several NAWLEE veterans

who shared their experiences and told stories of how NAWLEE meant so much to them and the impact the conferences and the membership network has meant to them. Thanks to all the "veterans" who participated in this event.

Honorary Diane Skoog scholarship - This year's conference marked the first recipient of the Skoog scholarship. Chief Amanda Bittle of the Forest Park, OK Police Department received a full scholarship to the conference and truly had a great time engaging in the "magic of NAWLEE." We were honored to have our former Executive Director Diane Skoog in attendance at this year's conference to congratulate Chief Bittle. Skoog was looking very relaxed I might add!!!

National Law Enforcement Officer Memorial fundraiser: NAWLEE President Kristen Ziman and I attended this year's NLEOM fundraiser along with other NAWLEE members at



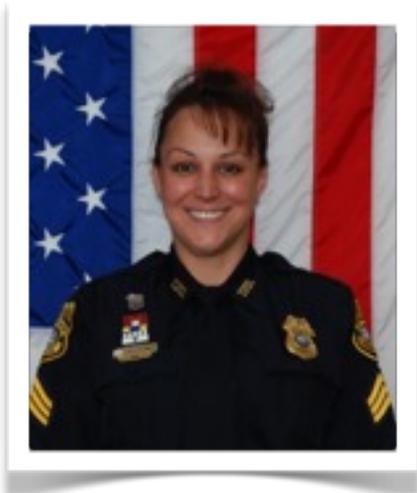
the WNBA Liberty basketball game in Newark, NJ. The fundraiser was held to honor Officer Christopher Reeves, Millville, NJ Police Department, who was killed in the line of duty. The monies raised will help to provide scholarships for their son.

Our 2013 Denver conference hosts are working diligently in preparation for next year Aug. 1-5 in Denver, CO. The Tucson Police Department has been selected as the host for our 2014 conference.

*Captain Rosanne "ROE" Manghisi (Ret.)
Executive Director - NAWLEE*

MUSINGS FROM A FIRST-TIME ATTENDEE

Captain M.E. O'Connor, Tampa Police Department



With approximately 15 percent of females representing all of the law enforcement officers in the United States, we are still considered a minority. Regardless of the amazing strides that many of our peers have

achieved, it would be difficult to argue that female executives in this profession are advancing at the same rate as their private sector equals. It is for this reason that women who do achieve rank in the law enforcement field face unique challenges and obstacles in the performance of their daily supervisory roles.

Women law enforcement officers historically suffer from the same stressors and ailments that their male counterparts do, and are often the caregivers of a family in addition to their daily law enforcement duties. This can cause internal struggles, causing many female officers to never strive for advancement, putting family priorities first. I found myself in conflict at different times during my career, as trying to find just the right balance of work and family was challenging.

In my 18th year at the Tampa Police Department, working as a patrol Lieutenant on dayshift, married to a Tampa PD Captain, raising an 11-year-old son and a 6-year-old daughter, I was introduced to the opportunity that would change my outlook on these daily challenges I faced. Chief Jane Castor encouraged me to apply for the Star and Shield Scholarship offered for the 2012 NAWLEE Conference. At the time I was completely unaware of what the organization offered. One quick look at the NAWLEE website made me realize that this great organization was created for women just like

me, who had unique needs within the law enforcement field.

I applied for and was thrilled to be the recipient of the prestigious Star and Shield Scholarship for the 2012 conference. The NAWLEE conference was officially on my agenda for the first week of August in Austin, Texas. Nervous and concerned about how I would manage networking and socializing with so many unfamiliar faces, I ventured on my way. Upon arrival in Austin, I almost instantaneously realized that this was going to be a week to remember.

From the welcoming reception to the daily social events to the informative and interesting seminars and training sessions offered, I couldn't get enough of the conference. I found myself continually engrossed in conversations with women from across the country that had similar backgrounds and interests as my own. The training seminars were outstanding. I learned about personality types, media relations, and attended the immensely entertaining "Emotional Survival for Law Enforcement" seminar. Each day was packed with activities that kept me excited for the next one. The best part about each of these activities was that there was never any shortage of smart, energetic and friendly women to share work and family stories with.

My first NAWLEE conference was an experience of a lifetime. I met women from police departments across the country that I truly feel that I could call on at any time for advice and guidance. The reality that I was not alone in my journey was refreshing and motivating. I have always felt that women in law enforcement could benefit from mentors and role models to help them in their venture, and this organization was that exact fit. I look forward to many years of friendship and guidance from my fellow NAWLEE members. Thanks to Star and Shield for this phenomenal opportunity.

See you in Denver! Until then, stay safe sisters.

BECOMING A NAWLEE MEMBER IS EVEN EASIER



We have switched to regonline to manage our memberships. Regonline provides a user friendly system that also coincides with the host agencies who use regonline to process registrations. Visit NAWLEE.org and click on “Application” under the Membership heading. Spread the word!

NAWLEE National Association of Women Law Enforcement Executives
 NAWLEE Executive Director Roe Manghisi
 Phone: 973-975-6146

160 Lawrenceville-Pennington Road
 Suite 16-115
 Lawrenceville, NJ 08648 [Email Us](#)

[View, Change, or Renew Your Existing Membership](#)

Start Your Membership

- Email Address:
- Verify Email Address:
- Select member type:
 - Executive Membership [Details](#)
 - Associate Membership [Details](#)
 - Supporting Membership [Details](#)

You can also register a group. [Learn More](#)

IMPORTANT NOTE: Please use the "Start Your Membership" for all new memberships and renewals as we have changed our membership processing service. It is necessary for all membership processing to include renewals to be handled by checking one of the three boxes above and to register your email address. This will allow for more efficient processing of memberships. It will also allow members to update their own information and will subsequently streamline the renewal process in the future. Thank you in advance. -NAWLEE Executive Board

PROMOTIONAL TRAINING



Are you interested in a promotion within your own agency? Or perhaps advancing your career and becoming a chief of police? NAWLEE is committed to helping you achieve your goals.

The annual conference provides many educational and mentoring opportunities and we hope you can attend the 2013 conference.

This year NAWLEE will be providing a unique mentoring opportunity for its members. A select panel of NAWLEE chiefs will be providing a program for members to participate in a mock chief of police process. Along with having your resume and cover letter reviewed in a competitive process, a few chosen finalist will be selected to participate in a mock interview at the conference.

Stay tuned for more details as the conference program is developed and announced. In the meantime, get the resume drafted!

THE CHARACTER TRAIT THAT SETS PEOPLE APART

COMMANDER KRISTEN ZIMAN | AURORA (IL)



As a police officer, my job description has changed over the years but the one thing that still fascinates me about policing is human behavior. I was never a psychology major in college but I have come to believe that those entering law enforcement should, at the very least, minor in

behavioral science.

When I worked the street, I was puzzled by the way different people reacted to similar situations. I found myself viewing the world as a laboratory and every human encounter was an experiment in social behavior.

I started to analyze the ways in which some people reacted to a traffic ticket. Some would be extremely argumentative and rude while others would receive it politely and respectfully. Of-course you might say that a police officer's demeanor sets the tone for the interaction and I can't disagree so perhaps that is not the best example in sharing my observations.

I noted that when responding to traumatic incidents, some crime victims were emotionally strong while others seemed to "breakdown" when faced with a similar scenario. Although I noted that people handled death and trauma quite differently, I'll reserve my commentary because reactions to these situations are at the core of emotion and there are many variables involved.

Rather, I'm referring to incidents where there is a notable hardship incurred but not a loss of life. For example, in responding to burglary victims, it was fascinating to have a front row seat into the layers of emotion that surface when a person was faced with this type of an invasion. Some saw it as a devastating and debilitating blow to their security and peace of mind while others put it in perspective and even found a way to be grateful that there was no human life harmed.

The character trait that sets the two extremes apart is resilience. This can be said for any event or interaction involving human beings. Why does one person fall apart when they are faced with a difficult situation while another perseveres or even thrives in times of turmoil and strife? These coping mechanisms can be seen throughout everyday life if you carefully watch the world around you.

Have you even ridden in a car with someone who becomes furious with other drivers and has fits of rage in response to their actions? This, I believe, comes from the same place that dictates coping skills in other areas of life. When we see people come unraveled by the small inconveniences in life, it is a good indication that they will have trouble coping with bigger problems.

Resilience is a skill that is taught early on. When my children get hurt and I know that it's nothing life-threatening, I tell them to "suck it up and take the pain." I've gotten curious looks from others when I've said this in public but the message I'm trying to convey is that you have to keep moving through discomfort.

If you are alive, it is inevitable that you will experience both physical and emotional pain at some point. How you cope with that pain is what sets you apart from those who survive and those who thrive. Ask any police officer who has been shot and had to continue to fight through the pain in order to live. In that moment, they had to either lie down and surrender or make a conscious choice to survive.

Everyday life isn't much different. Resilience is gauged by our ability to recognize the stressful (or painful) situation and then consciously choose to maintain composure.

Having the mental fortitude to re-frame pain and place it in proper perspective can add much needed clarity. Resilience is accepting your new reality, even if you don't believe it's as good as the one you had before.

You can fight it or you can accept it-- and try to put together something that's better.

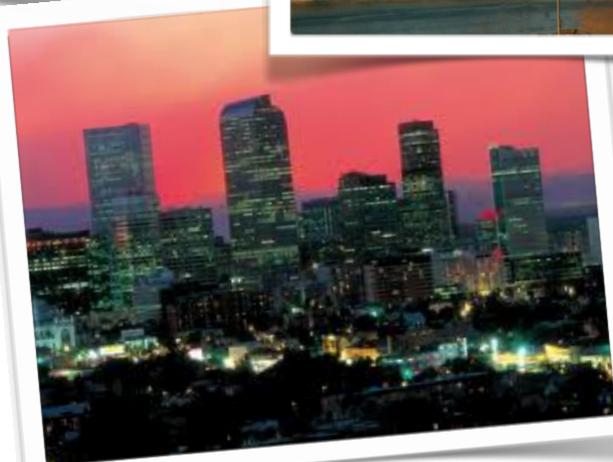
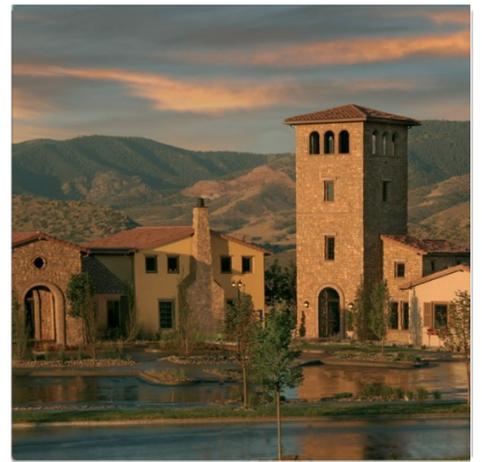
NAWLEE Conference Denver 2013

Mile High Journey to Success



July 31-
August 4, 2013
The Embassy Suites in
Downtown Denver

Register NOW at NAWLEE.ORG



PROMOTIONS

Mary O'Connor, Tampa Police Department | Lieutenant to Captain

RETIRED

Chief Ellen Hanson | Lenexa, Kansas Police Department

Lt. Col. Debbie Baker | New Jersey State Police

NEW MEMBERS

Lieutenant Shelley Knight | Dallas County Sheriffs Office

Lieutenant Jeannine Pettiford | New Bedford Police Dept

Sr. Police Officer Veneza | Bremner Austin Police Dept.

Lieutenant Marisol Gamboa | Freeport Police Dept.

Lieutenant Janet Aiello | City of Hoboken, NJ Police

Captain Nancy Brown | Orange County Sheriff's Dept

Assistant Chief Sharon Arnold | Fort Bend County Constable PCT 2

Sergeant Michelle Pickrom | Tucson Police Dept

Captain Sharon William | Oakland Police Dept.

Police Services Manager | Kiona Tamu Suttle Oakland Police Dept

Fiscal Manager Felicia Silva | Oakland Police Dept.

Deputy Chief Erika Shields | Atlanta Police Dept.

Chief Jacqueline Rubin | St. Helena Police Dept.

Assistant Special Agent in Charge Marjorie June Quin | Tennessee Bureau

Acting Captain of Police Danielle OM. Outlaw | Oakland Police Dept.

Police Sergeant Olivia Deloria Greer Brown | Cincinnati Police Dept.

Police Auditor Kristin Burgess Medeiros | Oakland Police Dept.

Chief of Police Bonnie W. Bowers | City of Anacortes

Personnel Manager Cecilia V. Belue | Oakland Police Dept.

Acting Police Service Manager Regina Harris | Gilyard Oakland Police Dept.

Lieutenant of Police Donna Hoppenhauer | Oakland Police Dept

U.S. Park Ranger Lauren LaRocca | National Park Service

Lieutenant Drennon Lindsey | Oakland Police Dept.

Captain Kelly Ann McCarthy | Lino Lakes Police Dept.

Commander Kris Mienert | Woodbury Police Dept

Police Officer Kim Nelson Edwards | Montclair Police Dept

Chief of Police Jessie Irene Pennington | Thunderbolt Police Dept.

Sergeant Debbie Aguilar | Salem Police Dept.

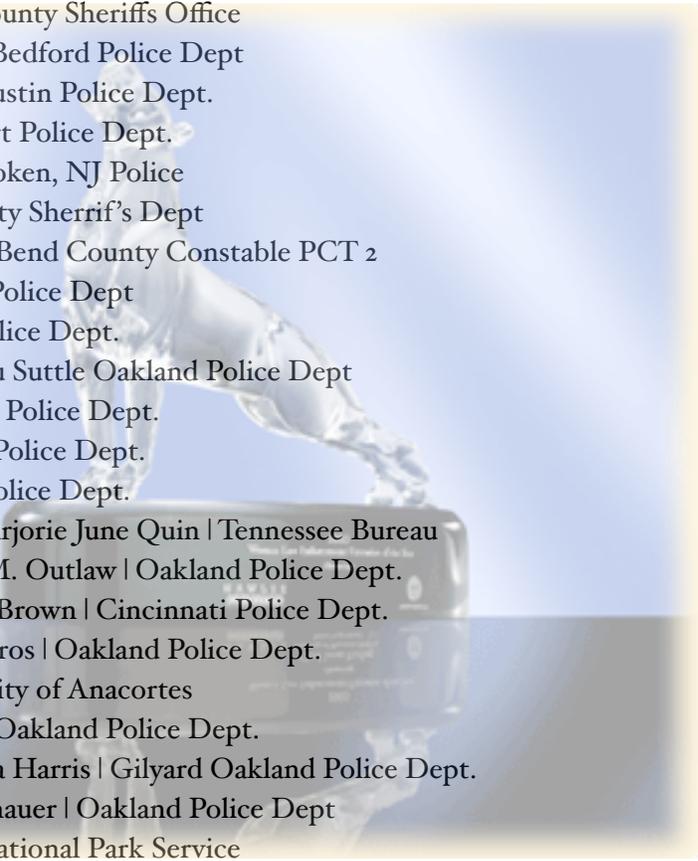
Chief of Police Jacqueline Litzinger | CSX Transportation

Lt. Michele MacPhee | Newark Police Dept.

Chief Fabienne "Fae" Brooks (Retired) | King Co. Sheriff's Office of the Mayor of Seattle

Captain Ivonne Roman | Newark Police

Chief of Police Sheila A. Coley | Newark, NJ



FIRST TIME CONFERENCE ATTENDEES | AUSTIN, TX

Captain Mary Lentschke | Houston Police Dept.
 Captain Jennifer Evans | Houston Police Dept
 Captain Wendy Baimbridge | Houston Police Dept.
 Captain Lori Bender | Houston Police Dept.
 Lieutenant Dana Hitzman | Houston Police Dept.
 Police Officer Julie Stahnke | Aurora Police Dept.
 Texas State Trooper Arminda M. Henke | Texas Dept of Public Safety
 Texas State Trooper Cyndi Fey | Texas Dept. of Public Safety
 Lieutenant Rachel Garza | Houston Police Dept.
 Major Alma Sonia Garcia | Texas Dept. of Public Safety
 Sergeant Seymer Tabaska | Milwaukee Police Dept.
 Detective Joanne Blake | Milwaukee Police Dept.
 Detective Michelle Harrison | Milwaukee Police Dept.
 Lieutenant Nicole Davila | Milwaukee Police Dept.
 Dispatcher Francine Martinez | Wheat Ridge Police Dept.
 Lt. Colonel Brenda Leffler | Colorado state Patrol
 Captain Laurie Hadley | Colorado State police
 Major Sonta Wilburn | Overland Park police Dept.
 Commander Lisa Fair | Denver Police Dept.
 Sergeant Jennifer Pagnato | Tucson Police Dept.
 Police Officer Megan Larson | Lenexa Police Dept.
 Captain April Hastings | Orlando Police Dept.
 Sergeant Susan Nielsen | Adams County Sheriffs Office
 Deputy Chief of Police Sonja White | Orlando Police Dept.
 Lt. Lisa Davis | Cincinnati Police Dept.
 Chief Amanda Bittle Eastridge | Forrest Park Police Dept.
 Lt. Maria Rodriguez Solis | Texas Police Dept.
 Corporal Maria Higina Martinez | Texas Dept. of Public Safety
 Corporal Sandra Barrette | Texas Dept. of Public Safety
 Lt. Mary O'Connor | Tampa Police Dept.
 Trooper IV Katherine D. Creekmore | Texas Dept. of Public Safety
 Sgt Susan Pohl Wilson | Manchester Police Dept.
 Sgt. Tracie Johnson Pfeifer | Manchester Police Dept.
 Sgt. Julia Prescott | Comal County Sherffs Office (promoted)
 Sgt. Jessica Romero | Comal County Sherffs Office
 Detective Carrie McNally | Seattle Police Dept.
 Lt. Maria Herold | Cincinnati Police Dept.

