

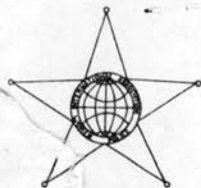


Carolyn Bailey papers

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www.mnhs.org/copyright.



International Association of Women Police

Memories for the Future -
IAWP Parade

On October eleventh, in the
Capitol City.

A sun dappled day in
autumn so pretty.

Centurians assembled from
every shore;

Dressed as for battle,
their daily war.

To protect and defend the
tall and the small,

Tempering the sword with
compassion for all.

Here stands a new breed,
the rank and the file;

Endowed with knowledge
and insight

The gift of coming these
miles.



International Association of Women Police

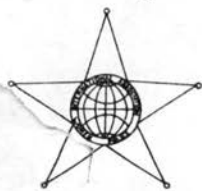
In great number they
will march for the world
to see,
A small victory won for
a minority.

These soldiers are "ladies",
with banners and brass
Employing their duties
with relish and class,
at the side of our brothers
in peril or joy.

Our goals are as one, our
presence no play.

Police officers, all! in
stalwart determination.

In service to claim the
good reputation;



**International Association
of
Women Police**

Of those who stand not
above all the rest
But in unity and effort
to achieve the quest,
That Peace on Earth may
be the end,
and all God's Children
will call "the cop" friend.

Dedicated to
the IAWP

Carole Woolley
St. Paul, Minnesota
October, 1978

Dear Roger,

Thank you for your help in procuring Mrs. Carolyn Bailey to speak to our girl scouts on child molestation. The police department could not have sent a more effective representative. The girls were entranced and most receptive and most important, were alerted to the danger from the sick element in our society.

On behalf of the leaders Mrs. Boeke, Mrs. Erickson, Mrs. Montgomery and myself, we are most grateful to you.

Thank you,
Mrs Robert L. (Judianne) Jones
Troop 1045

SEARCH AND SEIZURE

COB'

IF SHE'S A

Carolyn,

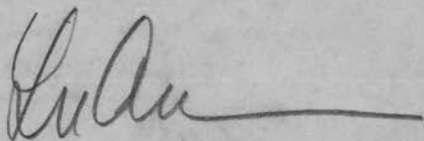
This is the original copy of the grant application.

Will you please take it over to the Gov's Crime Commission and give it to Bob Crew.

Sandy suggested that we ask Joe Marolt for advice as to what we are required to do as far as individual contracts with each of the instructors for the seminar. Would it be possible for you to talk with him and find this out.

Also.....please advised Bob Crew ^{→ Gov's Crime Comm} that the City Attorney is now making up the contract between the City of Minneapolis and the Minnesota Association of Women Police, so that the money can be gotten from them and given to us. Is that all that is required?

Thank you,

A handwritten signature in cursive script, appearing to read "Lulu", followed by a horizontal line.

RESUME

CAROLEN F. BAILEY

PERSONAL: D.O.B. 9-30-36, married, three sons, excellent health.

EDUCATION: Johnson High School, St. Paul, MN, graduated 1954 (Top Ten)

University of Minnesota, Minneapolis, MN., B.A. Degree,
major in Psychology & Sociology, graduated 1957 cum laude.

Various graduate courses and training schools. See attached
list. Most recent: Mini MBA, St. Thomas College, 6-5-90
Planning & Budgeting For Effective Management, Southern Police
Institute, University of Louisville, Kentucky, 12-14-88.

WORK EXPERIENCE:

First Trust Company, Personnel Office, St. Paul, MN
June - October, 1957.

Ramsey County Welfare Dept., St. Paul, MN, social worker
October, 1957 - January, 1961.

St. Paul Police Department, St. Paul, MN

Appointed Policewoman, July 17, 1961

Appointed Sergeant, December 25, 1971

Appointed Lieutenant, May 26, 1985

Retired St. Paul Police Dept., February, 1991.

See attached list on Specific Work Experience & Expertise.

AWARDS: Kiwanis Outstanding Public Servant of the Year, 1969
Outstanding Personality, National Alpha Gamma Delta Sorority, 1972
Outstanding Young Woman of the Year, U.S., 1978
Outstanding Alumnae, Twin City Panhellenic Association, 1979
Officer of the Year (First Annual), Minnesota Association of
Women Police, 1981
Outstanding Community Leader, St. Paul Y.W.C.A., 1982
White House Award for Professionalism & Leadership to Nations,
Washington, D.C., Emergency Management Agency, April 26, 1984
National Distinguished Citizen Award, Alpha Gamma Delta Sorority,
New Orleans, LA, 1985.
MN Women's Consortium Merit Award, Year 1988.
MN Women's Political Caucus Founding Feminist Award, Ramsey County,
Year of 1988.
MN Treasure award, Women in State Employment, Year 1990
Susan B. Anthony Award, MN Center for Women In Government, Year 1991.
The "Carolyn Bailey Mentoring Award" (1st annual), MN Assoc. Women Police,
1991.

AUTHOR: "Incest: A Practical Investigative Guide",
POLICE CHIEF magazine, April, 1979
"Sexual Assault", MN Dept. of Corrections, Training Manual
"Incest, The Hidden Crime", MN Dept. of Corrections,
Training Manual
"Prescription for Protection", St. Paul Police Dept. brochure
"Law Enforcement Bible", Stoeger Publishing Company, 1980.

BOARDS: MN Peace Officers Standards & Training Board,
Appointed by Governor August 10, 1977
Re-appointed by Governor February 1, 1980
Ramsey County Child Abuse Team (a founder), 1969 - 1985
MN Advisory Council on Child Abuse & Neglect
MN Program for Victims of Sexual Assault
MN Advisory Council on Battered Women
Sudden Infant Death Center, Children's Hospital, Mpls., MN
Alpha Human Services, Mpls., MN
Stress Resource Institute, Mpls., MN
Alpha Gamma Delta House Corporation, University of MN, Mpls., MN
Federal Emergency Management Agency, Special Task Force,
Washington, D.C., December, 1983 - May, 1984

OFFICES HELD / CONSULTANT:

International Association of Women Police, President, 1980-1982
(and other Board offices)
Minnesota Association of Women Police, President, 1972 - 1976
(and other Board offices)
Ranking Officers Association, Director, 1973 - 1976
National Center for Women Policy Studies, Washington, D.C.,
Consultant, 1976 - 1977
Law Enforcement Assistance Administration, National Institute
of Policing, U.S. Dept. of Justice, Washington, D.C.,
Consultant, 1978 - 1980.
National Victim/Witness Center, Washington, D.C., Consultant,
1977 - 1979
Dept. of Health & Human Services, San Francisco, CA, Consultant,
1980
Community Advisory Panel, WTCN TV, Minneapolis, MN, 1978
International Association of Women Police, Executive Director,
Appointed by Board Sept., 1988 to present.

INSTRUCTOR / TRAINING CONDUCTED:

Minnesota State Law Enforcement Instructor

Some of the Colleges at which I have instructed:

University of Minnesota, Minneapolis & St. Paul, MN
 Lakewood Junior College, White Bear Lake, MN
 University of Iowa, Des Moines, Iowa
 University of Northern Iowa, Cedar Rapids, Iowa
 Fargo/ Moorhead State University, Moorhead, MN
 Continuing Education Program
 Worthington Community College, Worthington, MN
 Presentation College, Aberdeen, S.D.
 Cornell university, Ithaca, New York
 South Dakota State University, Brookings, S.D.
 St. Cloud State University, Studies in Criminal Justice,
 St. Cloud, MN
 Minneapolis Community College, Law Enforcement Skills Course,
 Mpls, MN
 Hamline University, St. Paul, MN
 Macalester College, St. Paul, MN

Some of the Seminars I have conducted/instructed:

(Subjects included Interviewing/Interrogation Techniques, Investigative Techniques, Dealing with Violent Crimes, Interdisciplinary/Team Approach, Family Dynamics, Identifying/Resolving Problems, Crime Control, etc.)

Dayton, Ohio Convention Center, May, 1981
 Thermopolis, Wyoming (multiple sponsors), September, 1981
 Bismarck, N.D., State's Attorney, November, 1981
 " " State Supreme Court, April, 1982
 Multnomah County, Oregon Div. of Public Safety, October, 1981
 State of Minnesota, Employee Relations (various years)
 SouthWestern Mental Health Center, Luverne, MN, October, 1982
 Dept. of Community Services & Dept. of Corrections, Winnipeg,
 Manitoba, Canada, November, 1982

(continued:)

Ulster County Mental health Services, Kingston, NY,
May, 1980

International Association for Hospital Security, Mpls.,
August, 1980 (& other years)

University of Minnesota School of Public Health, produced
video training tape in current use on Ch.. 2 TV, Sept., 1980

County Attorney's Office, Willmar, MN, December, 1980

Minnesota Safety Council, Mpls. Auditorium Convention Hall,
March, 1977

Mayo Clinic, Rochester, April, 1977

MA Governor's Conference on Families, May, 1978 and 1984.

LEAA National Victim/Witness Conference, Washington, D.C.,
December, 1978.

MISCELLANEOUS:

St. Paul Police Department Peer Counselor
(completed training March 19, 1985)

Served on various oral boards (entry & promotion) for
law enforcement and social service agencies.

Delivered commencement addresses at graduations of various
law enforcement schools.

Numerous St. Paul Police Departmental Commendations
(See Personnel file)

Speak Portuguese, French, & Spanish.

Leader, Women In Law Enforcement Delegation to China,
Citizen Ambassador Program, August, 1988

Leader, Women In Law Enforcement Delegation to U.S.S.R.,
Citizen Ambassador Program, April, 1990.

JOB ASSIGNMENTS:

Juvenile Division, Policewoman (Investigator), two years,
July, 1961 to November, 1963.

Sex-Robbery Unit, Policewoman (Investigator), two years,
September, 1964 to August, 1966.

Sex-Homicide Unit, Policewoman (Investigator), five years,
September, 1966 to December, 1971

Sex-Homicide-Robbery Unit (later changed to Crimes Against Persons Unit),
Sergeant Investigator, fourteen years, January, 1971 to May, 1985.

Patrol Division, Northwest Team, Lieutenant, two years, May, 1985 to
May, 1987.

Vice Unit, Lieutenant (Unit Commander), one year, May, 1987 to May, 1988.

Volunteer Services/ Special Events Unit, Lieutenant (Unit Commander),
May, 1988 to present.

SPECIFIC WORK EXPERIENCE & EXPERTISE DEVELOPED

INVESTIGATIVE:

Extensive experience in the investigation of all types of crimes.

During my first two years of employment, I was assigned to the Juvenile Division, where I investigated all offenses committed by juveniles. This also involved referring juveniles to appropriate outside agencies and filing petitions to Juvenile Court.

While assigned to the Juvenile Division, I was also detailed to the other investigative units on special details, especially to the Morals/Vice Unit where I frequently worked "under-cover" assignments.

Following this, I was assigned to the Sex-Robbery Unit, then the Sex-Homicide Unit, which is now the Crimes Against Persons Unit. This involved the investigation of all types of crimes against persons. Because the violent crimes generally take priority over property crimes in classification and assignment, this unit also becomes involved with other crimes which occur with violent crimes.

PATROL:

Following promotion to Lieutenant, I have been assigned to the Northwest Patrol Team, which is a highly diversified and active area. In addition to the Summit-University & Aurora-St. Anthony neighborhoods, this Team includes St. Anthony Park, Como Park, and the vicinity of the State Fairgrounds, providing a variety of concerns and problems. I have been fortunate to receive experience in performing the functions of Patrol Officer, Sergeant, and Captain during the absence of those ranks, as well as Lieutenant, which has offered me highly intensified experience and training. In addition, it has been very useful to be able to view police problems, processes, etc. from both the patrol and investigative knowledge and experience.

COMMUNITY RELATIONS:

During all of my job assignments, I have been actively involved with the Community Relations Unit. I have made hundreds of presentations within our community, statewide, and nationally. In addition, I have participated in many community meetings to resolve specific problems or increase mutual understanding and cooperation.

(WORK EXPERIENCE continued:)

INTER-AGENCY COORDINATION:

Many agencies share common problems and responsibilities with the police department, and often cooperation among agencies with a common goal results in more effective solutions. I have developed and maintained a network of contacts within most of the agencies in our community, and I have extensive experience in bringing together, coordinating, and organizing multi-discipline agencies to resolve problems. Examples of this include:

Ramsey County Child Abuse Team

Sexual Offense Services

Investigation & Criminal Prosecution involving Bethel Nursing Home

Investigation & License Removal of Hillman Homes

PLANNING & ORGANIZING:

Although this is required in many of my responsibilities, it is perhaps most obvious during the preparation and conducting of professional Conferences. I have successfully written requests for grants and obtained funding from a variety of resources. I have been the Director or Co-Director of many Conferences, including the International Association of Women Police Annual Conference hosted in St. Paul in 1978.

TRAINING:

In addition to providing professional training, I have attended many law enforcement training seminars and schools. I have been fortunate to be able to attend the annual training conferences for the International Association of Women Police, because, unlike many schools which concentrate on a single subject, the IAWP seminars offer a wide variety of workshops encompassing many of the most current law enforcement subjects, allowing a broad base of training rather than concentrating on those relevant only to a current job assignment. The most recent schools which I have attended include:

"Police Supervision", Institute of Police Technology & Management,
University of North Florida, Sept. 23-27, 1985

"Staff & Command", Northwestern University Traffic Institute,
May 12-23, 1986.

See Personnel file for additional courses completed.

ADMINISTRATIVE/MANAGERIAL:

As Commander of the St. Paul Police Vice Unit, I was responsible for the enforcement of laws that regulate and control gambling, prostitution, liquor, and obscenities. Specific functions included:

- Responding to and supervising the investigation of all complaints re. above.
- Developing & maintaining files (records, reports, etc.) of licensed businesses
- Supervising background investigations on applicants for liquor licenses, charitable gambling permits, etc.
- Coordinating among federal, state, and local agencies concerned with related/similar responsibilities.
- Participating in inter-agency committees related to above responsibilities.
- Supervising the preparation of cases presented to City & County Attorneys for prosecution of offenders.
- Utilizing undercover personnel and informants to combat clandestine liquor operations, prostitution and gambling activity.
- Investigating liquor licensing infractions and making appropriate recommendations to license inspector and License Committee.
- Supervising and inspecting licensed establishments and enforcing pertinent laws and ordinances related to gambling and liquor.
- Preparing and executing search warrants in the enforcement of above.
- Assuming responsibility for custody of evidence to assure safe custody and presentation in court.
- Reporting to and testifying at City Council Meetings/Hearings re. above.
- Training subordinates to perform above duties.

As Commander of Special Events/Volunteer Services Unit, I am in charge of the Police Reserves, the Neighborhood Assistance Officer Program, the Police Chaplaincy Corps, and the Police Explorer Program (approximately 300 active volunteers). In addition, all applications for special events in the City of St. Paul are planned, organized, issued and billed through this unit. Specific functions include:

- Administration and supervision of police volunteer programs.
- Scheduling and attending planning meetings for special events.
- Planning and executing details pertaining to parades, runs, & other events.
- Organizing and conducting regular monthly meetings of volunteers.
- Planning and conducting training academies for volunteers.
- Writing articles for monthly newsletter, media recruitment, etc.
- Cooperating with city officials and citizens during above procedures.

As Executive Director of the International Association of Women Police, I act in an advisory capacity in all activities of IAWP, handle all correspondence not specifically directed to another officer, am a member ex-officio of all committees, and officially represent IAWP as appropriate.

ADMINISTRATIVE/MANAGERIAL continued:

As Acting Commander of the Police Community Services Unit, it is my responsibility to:

- Develop programs designed to keep the public properly informed to gain public support and instruct the public in crime prevention.
- Seek public support and cooperation in connection with police function.
- Administer the department program for providing qualified officers to speak to interested groups about police and related subjects.
- Arrange for tours and demonstrations for interested groups.
- Prepare and maintain posters, exhibits and other displays to keep the general public informed as to departmental operations.
- Administer the departmental ride-along program.

Hayden Heights Baptist Church
Pioneer Girls

April 17, 1963

Policewoman Carolen Bailey
Dept. of Public Safety
St. Paul 1, Minn.

Dear Mrs. Bailey:

I wanted to especially thank you for speaking to our Colonists on Monday evening.

We all enjoyed you so much and before you were even out the door they were asking if you could come again. We all would like to have you come again in the near future, if you would consider it sometime.

I've always been interested in Police work and you were real interesting.

I forgot to ask you if there was a charge for you coming which we would have been glad to pay. Thanks again.

Very truly yours,

Carolee Johnson
Carolee Johnson





April 15, 1966

Dear Mrs. Bailey:

The American Business Women's Association, Boreas Chapter, want to thank you for taking time out of your busy schedule, last Wednesday evening, to talk to us. It was most interesting as well as enlightening. You are certainly holding a very worthwhile position, and may add thankless. We admire you, and wish you much success in the future.

If we can be of help to you in any way, please let us know.

Sincerely,

Esther Fritz

Program Chairman

Handwritten signature or logo, possibly reading "H. L. Hunt", with a small graphic element below it.





[March 28, 1967]

Dear Mrs Bailey,

The members of the "Jollities"
were so happy to have you
join them for lunch last Wednesday.

I know for myself and all
of the ladies thoroughly enjoyed
your talk - It was interesting
and very educational - Thank you
again -

Dois Clark, (Mrs Percif.)

Secretary

March 29, 1967

Mrs. Carolen Bailey, Detective
Bureau of Police, Sex and Homicide Division
101 East 10th Street
St. Paul, Minnesota 55101

Dear Mrs. Bailey:

I wish to thank you for the time you spent with our informal group on Tuesday.

The information you gave and your personal enthusiasm for your work has, I am sure, given each one of us encouragement and knowledge of additional avenues to pursue in terms of finding a challenging and satisfying vocation.

Your willingness to share your experiences was much appreciated.

Sincerely,



(Miss) Nancy L. Carlson
Sociology Advisor

NLC:jk

cc Mr. Lester McAuliffe, Chief
Bureau of Police
101 East 10th
St. Paul, Minnesota 55101

MILLERS FALLS
ERASE

October 26, 1967

Mrs. Carllyne Bailey
Dept. of Public Safety
101 E. 10th St.
St. Paul, Minnesota

Dear Mrs. Bailey,

I want to thank you very much
for the thrilling and exciting
evening you provided for us at
our Guild meeting last Monday.
Even with the projector confusion,
it was thoroughly enjoyable.

Comments have run from "frightening,"
to "wonderful" and "marvelous."
We really had a grand time.
Thank you again.

Sincerely yours,

Priscilla Guild
St. Paul's United Church
of Christ
by Mrs. Nancy Harnisch
Corresponding Sec'y.

August 5, 1968

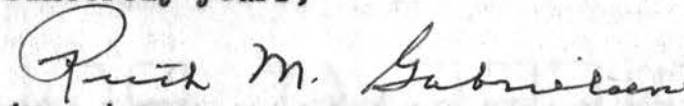
Robert J. Freischel
Deputy Chief
St. Paul Police Department
101 E. 10th St.
St. Paul, Minn. 55101

Dear Mr. Freischel:

Mrs. Carolen Bailey gave our students much to think about. The overwhelming response of the students was that the new class should have this information upon arriving in the school. The students to whom she spoke graduated August 1. I am sure that they are going to be taking many more precautions having heard Mrs. Bailey speak.

We would like to ask if we could have Mrs. Bailey this fall to speak to a larger number of students after they arrive; possibly in the latter part of September or the first part of October. I will write you again when I can make arrangements with the other schools in our building that would be involved in this planning, namely, the Gustavus Adolphus College Department of Nursing and the Bethesda Lutheran Hospital School of Radiologic Technology.

Sincerely yours,


(Mrs.) Ruth M. Gabrielsen, Director

RMG:mc

cc: Mrs. Carolen Bailey

Thank you!!



The National Secretaries Association

(International)

(3-24-150)
Saint Paul Chapter
Saint Paul, Minnesota

Please reply to:
2706 W. Seventh Boulevard
St. Paul, Minnesota 55116

September 6, 1968

Mrs. Carolen Bailey
Department of Public Safety
Homicide-Sex Unit
101 East Tenth Street
St. Paul, Minnesota 55101

Dear Mrs. Bailey:

Just a note to let you know how very much we enjoyed your speech at our meeting Wednesday evening. Thought you would like to know that I received many complimentary comments after the meeting.

I, personally, enjoyed meeting you very much and hope our paths cross again--not professionally, however.

Thank you again, for a most informative and enjoyable program.

Sincerely,

(Mrs.) Estelle Siegel
Vice President



CERTIFIED PROFESSIONAL
SECRETARY



rate, it gave us all a
great deal to think about.

Sincerely,
Lois Young
Sis'cy
(Mrs. Alex)

Throughout wonderful Minnesota one finds himself beautifully surrounded with the quiet elegance of deep blue water, whispering northern pines and pure fresh air. This breathtaking view offers a glimpse of the natural enchantment which abounds in the beautiful water-wonderland of Minnesota.

PLEASE NOTE!

Dear Mrs. Bailey, January 12th 1969

On behalf of the Splash Club, I want to thank you for a most informative talk at our last Wednesday's meeting. We almost expect someone as charming as you to be giving something other than the grim facts on the subject of crimes against women. At any

Mrs. D. W. Watts

for your very informative
(and oft times witty) talk.
And it a real pleasure
meeting such a charming
personality. The Dept.
should be proud to have
you as a Co-worker.

Sincerely,
Anne Watts
Monday Literary Club

Jan 7, 1969

Dear Mrs. Bailey:

Am sure you know how pleased everyone was by the warm reception you received.

I would like to add my personal thank you

THE DEPARTMENT OF PUBLIC SAFETY
OF THE
CITY OF SAINT PAUL
INTER-OFFICE COMMUNICATION

TO: Captain Jyrkas - Traffic-Accident
Captain Weidner - Juvenile Unit
Lt. Thielen - Vice Unit
Sgt. Bailey - Homicide-Sex Unit ✓
Sgt. Engstrom - Property Room
Sgt. McCabe - Training Unit
Sgt. Policano - Research and Development
Officer Moravec - Impounding Lot

FROM: Lt. Robert Pavlak *EXT. 302*

SUBJ: Radio Program

DATE: April 17, 1973

Arrangements have been made through the Chief's Office for our Department to participate in a radio program to be aired on KDAN Radio each Wednesday at 12 Noon. You will be asked to prepare a 5-10 minute talk about your unit and its activities or any other message you feel is appropriate to that subject, ie. safety messages, methods of crime prevention, etc.. Although the complete talk does not have to be about your unit specifically, you should explain your position within that unit and its function generally.

One week prior to the airing date you will tape a short announcement giving the time and date of your talk. The text will be prepared by the radio station and given to you at the time of the taping.

The talk itself may be given either live or taped beforehand. If you decide to have your talk taped, prior arrangements must be made for a taping date at least one day in advance. It should be noted that this is NOT an interview. A copy of your prepared text or outline must be submitted to the Public Relations Unit two days prior to the taping date or, ~~if done live, the airing date.~~

11:00 a.m. Tues., 5-22-73

KDAN Radio is located in the Metro Square Building at 8th and Roberts Streets. The Program Director is Mr. B. J. Clark, who can be reached at 224-7306 for taping appointments.

The following is a tentative schedule:

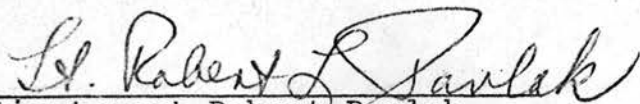
4-18-73	Training	Sgt. McCabe
4-25-73	Operation Ident.	Sgt. Policano
5-2-73	Impounding Lot	Officer Moravec
5-9-73	Property Room	Sgt. Engstrom

5-16-73
5-23-73
5-30-73
6-6-73

Vice Unit
Homicide-Sex
Traffic-Accident
Juvenile Unit

Lt. Thielen
Sgt. Carolen Bailey
Capt. Jyrkas
Capt. Weidner

Please call the Public Relations Unit if there are any questions at
Extension 302 or 303.


Lieutenant Robert Pavlak
Public Relations

cc: Chief

I am Sergeant Carolen Bailey from the St. Paul Police Department, Sex-Homicide Unit. The Sex-Homicide Unit consists of ~~eight~~^{nine} sergeants and detectives, and Captain Ernest Williams, who is in charge of the unit. I am the only woman working in the unit. There are two other women officers on our department, both working in the Juvenile Division. It is the responsibility of our Sex-Homicide Unit to investigate all types of sex offenses, all assaults, threatenings, malicious destruction of property, all firearms offenses, kidnappings, murders as well as all deaths which come to the attention of the police, and a variety totaling near 60 of other offenses which have been committed by adults. Our unit also issues all permits which are necessary for the purchase of hand guns in the City of St. Paul. No one other than a law enforcement officer or one having a special police commission can carry a gun in our city, and there are no permits issued for this purpose.

Most citizens have been aware of the rapid and consistent increase in crime during the past twenty years. It is frightening and outrageous that more crimes are being committed now per population than ever before in our history. A great matter of concern and a notable increase involves the crimes against the person, where no amount of insurance or material loss can compare with the emotional or physical injuries of the victims. There is mounting danger that a woman will be insulted, molested, attacked, robbed, beaten, kidnapped, and even murdered by criminals, psychotics, and sexual deviates. We might say that "something like that would never happen to me", but this is exactly what many of the victims have said they once thought.

Many of our offenses might have been avoided by some common-sense caution. Perhaps if we are reminded of a few simple rules it might be more likely that we'll apply them. We do not want anyone to be so frightened that they are afraid to peek out from under the bed, but there are some basic habits which we can develop to increase our own protection.

When at all possible, travel in pairs, preferably with a male companion you know well. This is especially true after dark. Ask cab drivers to wait until you are safely

inside before leaving. Late at night, have your house key ready and don't dawdle checking the mail, sprinkler, etc. Leave the exterior of your house well-lighted, and let those at home know what time to expect you. When walking, be alert to people who might be following behind you. If you believe someone is following you, go to the nearest phone and call us. Don't take chances or be over-confident, such as one young rape victim who knew that her attacker had been following her for several blocks but figured he wouldn't try anything! Avoid walking by bushes and other obstruction near your path. Offenders prefer to catch their victim unaware. Avoid dark streets and travel in heavily trafficked areas. Some women feel more comfortable if they are carrying something which can be used as a weapon. Whether this is a hat pin, oven spray, can opener or many of the other items women have devised, make sure that it is immediately available because your attacker is not going to wait for you to find it in your purse. Your purse itself or the heel of your shoe might be enough to give you an opportunity to break away and run. We do not advise that you engage in combat with your assailant, even if you are a judo student. Courses in judo and self-defense are offered by local organizations and adult education for the more ambitious ladies.

Do not hitch-hike! We see many victims who have learned too late that a free ride is not worth the hazards involved. Some girls think they can recognize a bad risk or a safe ride. The public generally thinks of the sex offender as somehow a very strange-looking creature who can be recognized instantly at a glance, but in reality he can look just like the man next door who's loved by all the neighborhood children, and may even be this man! Many victims have said that their vicious attacker at first had "seemed so nice".

If you are grabbed suddenly, scream! The inherent physical weakness which we ladies cannot overcome does not apply to our lungs. Make as much noise as you can. Even if no one might hear you, this has often, often been known to scare the culprit off. This also applies to using your horn when you have trouble in your car. Keep your car doors locked while traveling, just as you do the doors in your home. We have seen unwanted passengers who hopped in cars at stop-lights, or grabbed women just as they have parked their cars.

If you anticipate trouble, don't try to make a mad dash for your house from your car. Stay in your locked car and drive to a lighted station or area where you have immediate assistance.

Purse snatches are common offenses against women. Here again is where the scream comes in handy. The purse snatcher depends on the element of surprise and is usually anxious to escape the scene. If the snatcher appears persistent in obtaining your purse, let him have it rather than risk injury from falls or blows. Do not carry large sums of money, but if this is unavoidable, carry the money on your person rather than in your purse. Your purse is safer in your grocery bag than it is swinging widely from the handle at your side. Keep an eye on your purse and know where it is at all times. A purse can easily be grabbed from a grocery cart while you turn to pick up a grocery item or when you set it down while trying on shoes, for example.

We can't prevent all crimes, even though we might like to imagine a world where there was no crime and there were no victims. We can each, however, reduce the likelihood that we will be the next victim.

DEPARTMENT OF POLICE
CITY OF SAINT PAUL
INTER-OFFICE COMMUNICATION

To: Ann Adams
Chairperson, S.O.S.

From: Carolen Bailey

Date: March 17, 1975

Subject: Proposed legislation on sexual offenses

Quite some time ago when I was in a wage dispute, I made the comment that the money didn't really matter, it was the principle ("equal pay for equal work"). I learned a great deal from the response of one woman, who said, "It IS the money, because in our society, job value and status are measured by salary."

In our criminal justice system, the seriousness of the offense is measured by the penalty attributed to it. Rape has been considered the second most serious offense, after murder. To reduce the sentences for rape, as in the proposed bill, is to proclaim that it can be more serious to point a gun at a man and steal his wallet, to be caught with burglar tools inside a store, or to force a person across the street at knifepoint than it is to forcibly rape a woman.

The argument that juries will be more likely to convict with reduced sentences is invalid, since it is the judge who determines final sentencing, after the jury has returned a verdict that the defendant is guilty beyond a reasonable doubt under the specifics of the law as charged (therefore, offering degrees as alternatives can alleviate some doubt as to whether specific legal requirements are fulfilled). Within our present system, the maximum penalties are not significant since there is no minimum and the defendant with good behavior cannot serve the entire sentence.

The only convincing argument I have heard for reduction of sentences involved the life sentence for rape of ten year olds. It was successfully argued that the assailant who raped such a young child might as well kill her since the penalty was the same and his chances of detection would then be reduced. Although there are serious questions about the effectiveness of penalties as deterrence, the habitual offender is aware of such penalties prior to his actions.

It is because of this change, as well as many other changes I consider even more important, that I want to verbally oppose as an individual and a police officer (for which I expect the

support of the police lobby)) the bill in its present form. I feel it demeans rape and the rape victim (especially with the emphasis on corroboration re. injuries and weapons; where are the majority of rape victims who are forcibly attacked without resultant injuries or weapons involved?), increases the obstacles for prosecutors, and reduces the likelihood that many complaints will ever be criminally charged, etc., etc. There is no mention of treatment, which might also be appropriately included.

As a specific example, at the present time a forty year old man who seduces a 16 yr. old child can be charged with Sexual Intercourse with Child. Under the proposed code, this would not be considered a crime (recent legislation appropriately reduced penalties for such charges as the age of victim increased). More significantly, today it is not necessary for the prosecutor to prove that the defendant knew that a victim was 12 years old, but under the proposed legislation, I anticipate such complaints would not even be charged because of the difficulty in proving the defendant knew the age (even if the victim told him how old she was, the defendant could argue that few 12 year olds look their age and he did not believe her because she appeared older).

I am certainly open to arguments. Do you feel that as this bill progresses, S.O.S. should meet to further discuss this?

Carolyn Bailey

To: Deputy Chief Donald Blakely

From: Sergeant Carolen Bailey

Subject: Hair grooming standards for women on patrol

Date: April 5, 1976

The following information was obtained at the F.B.I. Academy Women in Policing Seminar held in Quantico, Virginia from March 29 through April 2, 1976:

Generally it was found that most police departments have differential standards between male and female for hair grooming. According to Cecil Marr, Deputy City Attorney, Los Angeles, California, who is presently in litigation with the plaintiffs requesting a quota system on the basis of sex for hiring, the courts have upheld differences in grooming standards between the sexes. He states he will forward relevant material on this.

The New York City Police Department regulations require that hair is "off the collar", but Assistant Chief Anthony V. Bouza, N.Y.C.P.D., verbalizes total lack of concern about hair grooming for either sex, feeling that total appearance must simply be "reasonable".

The Washington, D.C. Police Department, which currently has 209 women on patrol, has minimal grooming regulations and allows shoulder-length hair for women. Officer Audrey Williams, special consultant to the Chief, will forward a copy of their regulations.

There was extensive discussion by the academy staff regarding court decisions pertaining to female officers (Title VII, EEOC, etc.). The consensus was that requirements that women maintain hair styles similar to men (i.e. under the hat, etc.) would not be sustained by the court, that such policy should not be considered reasonable, and there are more serious questions with which to be concerned.

Additional information is available on request.

Plans re attempt to discipline 1st
St. Paul female street patrol person for
wearing hair (wig) hanging in front of ears.

ATC

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[Faint, mostly illegible typed text, possibly a letter or report, with some words like 'ATC' and 'ST' visible.]

COLORADO SPRINGS, COLORADO 80941

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COZY N. CAREFREE



L.K. Powell

1-16-79

Dear Carolen:

Your family Christmas greeting was so nice and unusual. Hope your holidays were filled with much happiness as ours were.

Hope you are feeling good again. Are you back to work? About the I.A.W.P. secretary materials --- I don't need them so just hang on to them until I see you the next time. Sorry it has taken so long for me to respond.

We are having lots of rain this year but otherwise it is warm.
My best to you all,
Love, Linda Burkett

Linda Burkett
9442 N. Raleigh Dr.
Tucson, Arizona
85704

1155

Dear Carolan,
 How are you? much better by now
 I hope and back at work - cos I know
 that is where you are happiest! Thanks
 so much for your unusual Christmas card
 - you sure have 3 handsome sons!
 What kind of winter house you had?
 England has had its worst for 15 years with
 feet of snow. However, here in the south-
 east we were luckier and only had one fall
 which cut people off for about a week.
 It has been so cold too, but last week
 we had a couple of days of sunshine to
 remind us that summer is coming.

2, Abercromby House
 Redkar Rd Gdns
 Here, SX
 England B13 3AT

March 15th. 1979.

The U.S.A. & just what
 we needed here. It also
 said at The S.P.A. meeting
 in my speech that Police
 women in England still
 needed independent repres-
 entation & told them about
 the I.A.W.P. & suggested
 that is also what we need
 to carry on this represen-
 tation. Must close now -
 running out of space,
 but must just remind you
 that I'm looking forward
 to hosting you in England
 soon! Regards to Tom - love Hilary.



1125 WATERLEY
 MADE IN SCOTLAND

I have booked my holiday for Sept. 16th - Oct. 6th and will be bringing my mother over to see the East coast - N.Y. Washington D.C. Niagara Falls and to meet my friends in London, Ontario. If I can persuade my Chief to let me have another week I may be able to attend the I.A.W.P. meeting.

I hope to see Kathy + Bob Burke whilst in N.Y. + perhaps stay with them if it is convenient.

Unfortunately my report has not been published yet due to illnesses at H.Q. Also, I have been told that I can only have a total of 100 copies printed so I think distribution in The U.S.A. + Canada will have to be on a regional basis instead of personally. Last week I had to present excerpts from it to The Sussex Police Authority. Several of my most senior officers were there - was I nervous! but it was well received.

I have just applied for another Fellowship - This time a new scheme set up by our National Police College for training senior officers (Branshill) in conjunction with a university for research into police subjects for one year. Of course I have chosen the role of Police women as my topic.

So all fingers crossed, although not being a graduate I don't stand quite such a good chance. I can't help but feel that this would be a natural progression for me when I complete a year on patrol in September. This was the kind of research that I said was being carried out in