



## Carolyn Bailey papers

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BOARD MEETING

October 20, 1977

A board meeting of the International Association of Women Police was held on October 20, 1977 at the Marriott Inn, Tucson, Arizona. Present were: Rosie Mason, Mary Ostrander, Lois Higgins, Janet Crumley, Anne Garcia, Babe Barkdoll, Mauris Wesson, Carolen Bailey, Mary Stowe, Catherine Riggle, Jessie Stoneman, Margie Morris, Lois Beckett, Felicia Shpritzer, Kathleen Burke, LuAn Lorenson, Ramona Bivians, Dee Carter, and Linda Burkett.

Felicia Shpritzer reported that she spoke to Arletta Stickley, South Bend, Indiana, who agreed to repeat the invitation in 1979 for I.A.W.P. to attend the conference in their city.

It was decided that the business meeting would be restricted to I.A.W.P. members only.

Linda Burkett presented a list of all those attending the conference, which will be distributed to all attending when the certificates are presented after the business meeting. She states the Justice Planning Agency paid \$1,500 for the speakers at the conference. A total of 31 states were represented and Canada, 89 cities, including 21 cities in Arizona, and 112 different agencies were represented. Attendance totaled 209. Over 83 new members joined the Association. She will present a finalized report on finances. Registration totaled \$10,700.00. She estimates the conference will net \$2,400.98.

Linda Burkett will provide news articles on the conference to members of the board. Photos of the group attending the conference can be ordered from her department for \$1.50, large photo, 50¢ for small photo.

Linda Burkett made a motion, seconded by Mary Stowe, that funds received from door prizes be contributed to co-chairman, Cindy Sweet, to relieve some of financial strains due to her leave of absence as a result of her husband's terminal illness. Great appreciation was expressed for Cindy's contribution to this conference. Rosie Mason expressed her appreciation to Linda for a very successful conference.

The following bi-law changes were proposed and approved by the board: 1) Article I, 2. (This corporation has no seal) "no" will be changed to "a". 2) Article IX, 1. (The fee for all membership shall be six dollars) "six dollars" will be changed to "determined by membership vote". 3) Article VI, 1. "Regional Chairmen" will be changed to "Regional Coordinator" wherever it appears in the bi-laws. Following changes approved by membership vote, a copy of the bi-laws will be printed in booklet form to be available to all members.

Brochures reprinted for the Association were distributed in quantity to all board members, the remaining to be retained by Babe Barkdoll.

Respectfully submitted,

*Carolyn Bailey*  
Carolyn Bailey  
Recording Secretary

## MEMBERSHIP MEETING

October 20, 1977

The annual membership meeting of the International Association of Women Police was held in Tucson, Arizona on October 20, 1977.

A prayer was given by Chaplain Margie Morris.

A motion was made by Kathy Burke, seconded by Ramona Bivians, and passed that reading of the minutes be waived.

Regional Chairmen presented their reports. See minutes of the board meeting held on October 16, 1977. A motion was made by Felicia Shpritzer, seconded by Kathy Burke, and passed that regional reports be accepted.

Mary Stowe, Coordinator for the Regional Chairmen, requested suggestions for redistributing the states among the regions. She also reported that a Regional Chairman was needed for Region 9 in Canada.

Historian Jessie Stoneman presented her report on the 14th training conference in Seattle, Washington in 1976. A motion was made by Lois Beckett, seconded by Felicia Shpritzer, and passed to accept this report. Jessie requested patches for display by the organization from those departments which are not represented. She also requested copies of any publicity regarding women police.

Treasurer Anne Garcia reported the present balance is \$1,261.40, not including recent new members. See her detailed report. Mary Ostrander moved, seconded by Dee Francke, and passed, that the Treasurer's report be accepted. Anne again encouraged members to pay their dues to date.

A moment of silence was given for those women officers who have been killed in the line of duty. These include (Bonnie Spur, Illinois, *badly injured*), Linda Lawrence, Louisiana, and Karen Basford, Virginia.

Mary Ostrander, Editor of the I.A.W.P. Bulletin, reported it costs 7½¢ to mail each Bulletin. She requested that any change of address be sent to her immediately because it costs the Association 25¢ for each Bulletin that is returned from the wrong address. She requested any news items from all members. A motion was made by Kathy Burke, seconded by Felicia Shpritzer, and passed, to accept her report. The president expressed appreciation to the Editor for her continued outstanding job.

Maurine Barkdoll reported that, with the assistance of the Minn. Assoc. of Women Police, Ways & Means has earned \$251.75 in addition to sell-out orders for the I.A.W.P. T-shirts.

Carolyn Bailey, Chairman of the Bi-Law Committee, recommended the following bi-law changes: Article I, 2, "no" be changed to "a"; Article IX, 1, "six dollars" be changed to "determined by membership vote"; Article VI, 1 "Regional Chairmen" be changed to "Regional Coordinator". A motion was made by Violet Novak, seconded by Lois Beckett, and passed to make the proposed bi-law changes.

Mary Ostrander made a motion, seconded by Babe Barkdoll, and passed that I.A.W.P. donate \$25.00 to the Council on National Organizations.

An invitation was extended by St. Paul/Mpls., Minn. and South Bend, Indiana to conduct the 1978 annual conference in their cities. It was announced that Arletta Sticklely, representing South Bend, has agreed to extend the same invitation in 1979. A motion was made by Pat Wesson, seconded by Jessie Stoneman, and passed to attend St. Paul/Mpls., Minn.

for the annual training conference and meeting in 1978. Mary Ostrander moved, seconded by Kathy Burke, that the annual conference be held in South Bend, Indiana in 1979 and in Albuquerque, New Mexico in 1980 if possible. This was passed.

The Board recommended raising the dues to \$10.00 annually. Dee Francke made a motion, seconded by Anne Garcia, that dues be raised to \$10.00 effective January 1, 1978. The motion was passed.

Dr. Lois Higgins, outgoing Executive Director, addressed the group. She provided a history of I.A.W.P. and current information of concern to the Association. Her 21 years of service demonstrated her loyalty to I.A.W.P.

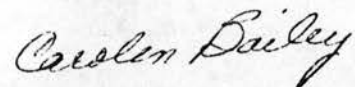
Babe Barkdoll, new Executive Director, addressed the group. She gave detailed tribute to the many contributions of Lois Higgins.

LuAn Lorenson suggested expanding the annual training conference to five days instead of four. It appeared to be the consensus of those attending that this would be acceptable.

Linda Burkett, Conference Chairman, presented her report. See her written report for details. She announced that they are preparing a Guide for Conducting Conference which should be of assistance to those conference chairmen in the future. She thanked all those who have assisted her. Linda was applauded for an outstanding job on the conference.

Meeting adjourned.

Respectfully submitted,



Carolen Bailey  
Recording Secretary

MINUTES

October 16, 1977

The board meeting of the International Association of Women Police was held at the Marriott Inn, Tucson, Arizona on October 16, 1977. Officers present were: Rosie Mason, Mary Ostrander, Lois Higgins, Janet Crumley, Anne Garcia, Babe Barkdoll, Mauris Wesson, Carolen Bailey, Mary Stowe, Catherine Riggle, Jessie Stoneman, Margie Morris, Lois Beckett, Felicia Sphritzer, Kathleen Bruke, LuAn Lorenson, Ramona Bivians, Dee Carter, and Conference Chairman Linda Burkett.

President Rosie Mason thanked Lois Higgins for her 13 years service as Executive Director and 8 years as president of the Association. Maurine Barkdoll was introduced and acknowledged as our new Executive Director.

The minutes of the previous board meeting were read and accepted.

Linda Burkett, the conference chairman was introduced and suggested that sites for training conferences should be selected three years in advance, primarily due to financial resources which might be available. She announced that \$15,000 was raised for Arizona women officers to attend this conference. She suggested a revision of the stationery to allow more space for the communication, and envelopes be printed with I.A.W.P. letterhead. Volunteers from each state might be selected to increase membership.

The president specifically expressed appreciation to LuAn Lorenson, who has done a great job of publicising the organization and this conference in police magazines, etc., from which many responses were received.

Anne Garcia was again commended for an excellent job as treasurer. Anne was selected as President of the North Carolina Women Police organization and Policewoman of the Year in North Carolina.

Mary Rita Ostrander was applauded for her work as editor of the Bulletin.

Mary Stowe, Coordinator of Regional Chairmen, requested help from each regional chairman in reorganizing the regions and requested they submit by the first of the year their suggestions for states to be included in their regions, because they are more aware of their own unique problems in communication and transportation.

Regional Chairmen presented their reports.

Region 1 was absent.

Kathy Burke, 2nd region, presented a sample of an Achievement Award citation accompanied with a sample letter to chiefs announcing this scholarship and recognition award. Presentation of this award should acknowledge receipt of \$150.00 from Dr. Margaret Finn to be used for award recipient's conference fee. Copies of nominations received should be sent to the board members prior to the next board meeting so they can be reviewed prior to the meeting. The committee of Kathy Burke and Felicia Shpritzer will have the responsibility of implementing and distributing these letters of award notification.

Janet Crumley, Region 3, announced there will be a training seminar in North Carolina in May, 1978. The subject is Terrorism. Details will be included in the I.A.W.P. Bulletin. Eleven new members have joined from the region. Recruitment will be conducted at the United Law Enforcement Officers conference in Chattanooga.

\*LuAn Lorenson, Region 5, announced 90 people attended a one day seminar on the Twin Cities last spring on Transactional Analysis and Search & Seizure. The

(next page)

Minnesota Association of Women Police has a mailing list of over 200 and current paid membership over 90 and holds regular business and training meetings.

Remona Bivians, Region 6, presented letters inviting I.A.W.P. to hold the 1980 annual training conference in Albuquerque, New Mexico.

Dee Francke, Region 7, (new address: 18115 - 196 S.E., Renton, Wash. 98055) conducted mailings to all major city Chiefs and Sheriffs in her region re. I.A.W.P. She suggested using business cards received in personal contacts for promoting the Association.

Historian Jessie Stoneman read her report on the 14th Training Conference in Seattle, Washington.

Anne Garcia, Treasurer, presented each member present with an up-to-date list of the officers' addresses, and their phone numbers were added. She has sent notices on dues owed and has dropped from the mailing list those who have not paid in two years. The balance on hand is \$1,261.40. See her financial report for further details of income and expenditures.

Mary Rita Ostrander, Editor, reported total cost of the last three issues of the I.A.W.P. Bulletin this year is \$363.01. See her report for further details. Application to the post office for third class bulk rate has been denied on the basis that the association falls under a business league, whose primary purpose is the improvement of labor conditions, etc., for which I.A.W.P. does not qualify. She will appeal this to the Postmaster General, because I.A.W.P. should qualify as a non-profit, fraternal organization. Carolen Bailey presented Mary with a suggested sample of a new letterhead for the Bulletin.

Maurine Barkdoll reported on Ways and Means. Merchandise she brought to this conference, if sold, will show a profit of \$230.50. LuAn Lorensen displayed an I.A.W.P. T-shirt to be sold for \$5.00, each shirt bringing a profit of approximately \$2.00 to the association. Pat Wesson made a motion, seconded by Lois Higgins, to pay LuAn for the cost of the T-shirts (\$118.00), which then become the property of I.A.W.P., profits to be made upon sale of the items. This motion was passed.

Mary Ostrander made a motion to forward \$500.00 to the next annual conference chairman, seconded by Mary Stowe, and passed.

Invitations for the 1978 annual training conference were received from Chiefs at South Bend, Indiana and St. Paul, Minnesota. After some discussion, a motion was made by Mary Ostrander, seconded by Maurine Barkdoll, that the 1978 conference be held in St. Paul/ Mpls., the 1979 in South Bend, and the 1980 in Albuquerque, New Mexico. The motion was passed. The president-past Felicia Shpritzer will attempt to contact South Bend to determine if they would be willing to extend their invitation to the following year, 1979.

Dr. Lois Higgins addressed the board and expressed appreciation for participation through the many years. She expressed regret on the necessity for her resignation as Executive Director due to time limitations and her husband Frank's illness. She invited members to the N.A.W.P. conference in Las Vegas on Nov. 19-22, 1977.

Maurine Barkdoll, Executive Director, addressed the board. A request has been made by Chief Roger Clark, Malcomb, Illinois P.D. for those attending this conference to complete a survey to be used in his thesis on Women in Policing.

The Juvenile Court Conference, Pima County, Arizona, will be holding a conference in Tucson from Nov. 3-6, 1977 on "Teenage Women in the Juvenile Justice System".

Jessie Stoneman requested that departmental shoulder patches be submitted to her for display.

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President Rosie Mason discussed her projections for 1978. First was the recommendation to plan sites for conferences three years in advance if possible. The consensus of the board in earlier discussion approved. She asked if federal police women and those in the armed services are considered for membership. The association already has membership from these branches and should continue to accept these. She asked members to consider what type of promotions could be done to encourage new membership. She suggested that the association schedule definite times for mid-year board meetings, and it was felt that this should be at the discretion of the current president.

Dee Carter suggested that the organization consider determining a specific person responsible for public relations.

The meeting was adjourned at 5:20 P.M.

Respectfully submitted,

*Carolyn Bailey*

Carolyn Bailey  
Recording Secretary

May 14, 1977

The board meeting of the International Association of Women Police was held at the Plaza Inn, Kansas City, Missouri on May 14, 1977. Present were: Rosie Mason, Janet Crumley, Mary Rita Ostrander, Anne Garcia, Kathy Burke, Catherine Riggle, Mary Stowe, Felicia Shpritzer, LuAn Zuhlsdorf, and Carolen Bailey.

The meeting was called to order by President Rosie Mason at 1:15 P.M. Proxies were received from Arletta Stickley (to Kathy Burke), Jessie Stoneman (to Rosie Mason), and Babe Barkdoll (to Rosie Mason).

The minutes of the board meeting on October 14, 1976 were read and accepted. Felicia Shpritzer questioned who received the \$25.00 donated by the Association in memory of the father of Lois Higgins, and Anne Garcia clarified that the donation was sent directly to Lois Higgins to be given to a charity or church of her choice.

The minutes of the membership meeting held on October 13, 1977 were read and accepted.

The President thanked Mary Rita Ostrander for accepting the job as editor of the I.A.W.P. Bulletin. Mary Rita encouraged members to forward information to her for the Bulletin. Her address is 4918 Ascot Lane, Madison, Wisconsin 53711.

The President announced that Mary Stowe has accepted the position as coordinator of the committee to look in to reapportionment of the regions.

A letter was read to the board which was written to the President by Lois Higgins expressing her regrets in being unable to attend the meeting due to ill health of her husband, Frank.

Anne Garcia presented the Treasurer's report, which was accepted. See her report for details. The closing balance is \$1,156.46. Anne was complimented for her efficient work.

The Regional Chairmen presented reports. Fifth Regional Chairman LuAn Zuhlsdorf reported that a one-day seminar was held in Minneapolis, Minnesota on April 23, 1977. Subjects covered were Search and Seizure and Transactional Analysis in Police Work. About 90 people attended the seminar at a fee of \$7.00, which included lunch. Approximately seven mini-seminars were held during the fall and winter in the Twin Cities, which included training in physical defense, narcotic investigation, sex crime investigation, and under-cover work (including female decoy work on prostitution). LuAn emphasized that the women have responded enthusiastically to these training opportunities. There has been a strong interest in the women officers from Iowa and Wisconsin in organizing state associations, for which the Minnesota Association has been assisting.

Second Regional Chairman Kathy Burke reported that she has been encouraging and obtaining new membership but has a geographical problem in contacting potential members.

Anne Garcia reported that she has membership applications available.

Third Regional Chairman Janet Crumley announced that the North Carolina Women Police will be conducting a seminar from May 25 to 29 in the Bordeaux Convention Center, Fayetteville, North Carolina. The theme is prostitution. Those desiring further information may contact Janet at El Cortijo Apt. B-2, Oak Hill Road, Chattanooga, Tennessee 37416.

Third Vice President Mary Stowe reported that 7th Regional Chairman Delores ("Dee") Carter desires state organizational material. Her last known address is 32930 - 51st Ave. So., Auburn, Washington 98002, but it is believed that she recently moved.

Under new business, Mary Stowe announced that subjects to be included in this years training seminar in Tucson, Arizona are the Management Role, Child Abuse, Crime, Prevention, Stress and the Female Role, Developing and Maintaining physical fitness, Women in Unusual Aspects of Police Work, Narcotics Control, Surveillance Techniques, and Developing Informants.

Letters were sent by President Rosie Mason to F.B.I. Director Clarence Kelly and President Jimmy Carter requesting that they address the next annual seminar. Courteous letters of regret and support were received from both and read at the board meeting.

A letter of resignation as Executive Director from Lois Higgins were read. Mary Ostrander moved that we accept the resignation, seconded by Kathy Burke and passed. Felicia Shpritzer mentioned that she has been receiving mail under the misrepresentation as Executive Director. It is the responsibility of the Executive Director to handle all correspondence of the association which is not specifically directed to another officer and to act as an ex-officio member to all committees except the Nominating Committee. Mary Ostrander nominated Babe Barkdoll as Executive Director, which was tabled by Mary Stowe until prior to adjournment to determine if Babe would be willing to accept the nomination. The President later contacted Babe, who accepted, and the Board unanimously approved.

It was the unanimous feeling of the Board that annual dues should be increased, and the consensus was that the amount should be \$10.00 per member. A change in the bi-laws will be necessary, and a proposal will be made that the amount of currency be stricken in Article IX, Section 1. Mary Stowe suggested that other changes in the Constitution be considered with this recommendation later in the meeting.

Mary Stowe announced that Dr. Margaret Finn's fee of \$150.00 for speaking at last years seminar has been offered for a "scholarship fund" to promote the efforts of the organization. If the organization is unable to utilize this money in this manner, Dr. Finn will donate the amount to the University of Washington. It was the feeling of the Board that this money might be utilized as a scholarship for the recipient of the Achievement Award to attend the annual seminar where the award presentation will be made.

Proposals 1 through 4 were provided to the Board by the President for discussion. These recommend that worthy achievements of policewomen be submitted, and an "Award of Achievement" be presented to the most outstanding candidate. Such an award would also offer an opportunity to increase membership and promote publicity. See proposals for further details. The Board enthusiastically supported such an award and felt the focus should initially be one International Award rather than various regional awards. Non-members would also be eligible to encourage membership. A form letter should be sent to Chiefs of Police introducing the organization, explaining the award, and including an application form for nominations. The Award will be a certificate rather than a plaque and can be presented at the annual training seminar. Felicia and Kathy Burke will work on this.

Proposal # 5 recommended that I.A.W.P. contact the National Chamber of Commerce regarding their sponsoring the re-instituting of the Cadet program. Although many felt that this was a good idea, it was the consensus that the Association is not in a position to influence in such a program.

Proposal # 6 recommended that I.A.W.P. have a representative in attendance at the Police Olympic each year, preferably the Executive Director. The Board agreed to advantages of this and encouraged attendance but cannot financially sponsor this.

Proposal # 7 recommended that recognition pins for service in the organization be given to members for 5, 10, 15, and 20 years. It was felt that this would be too expensive, except possibly for twenty years service.

Proposal # 8 suggested that I.A.W.P. have representatives in National Parades.

This was felt to be a good promotional idea, and there was lengthy discussion as to how to accomplish this. President Mason will discuss the possibility with the co-chairmen of this years seminar of conducting a parade during the seminar where members might carry the banner. Police bands might be utilized.

The Board agreed with Proposal # 9 in that names of new members be sent to the Editor and published in the Bulletin. Photographs of new members should also be encouraged but not in any way required.

Proposal # 10 recommends that Police Chiefs magazines and other national news media be contacted to publicize I.A.W.P. This should be accomplished as soon as possible in view of possible confusion developing about the new organization (National Association of Women Police). LuAn Zuhlsdorf compiled and provided lists of police magazines and their addresses throughout the country. If anyone knows of others which might not be included, these should be provided. The President will give this list to the Tucson co-chairmen and encourage them to utilize this in advertising the up-coming seminar. Such publicity is imperative and should explain the organization (and differences between N.A.W.P.).

The I.R.S. # for I.A.W.P. is 51-0200042.

Mary Stowe read a letter written by Chief R.L. Hanson, Seattle Police Dept., to Commissioner Donald D. Pomerleau, President of Major Cities Chiefs of Police Association, 601 E. Fayette St., Baltimore, Ma. 21202, in which he expressed concern about the noticable void of representation from major cities at our Seattle seminar, heartily endorsing I.A.W.P., and recommending that he notify colleagues of this major concern. Mary is to provide several Board members with a copy of this letter.

The President expressed her thanks to the Board members, and the meeting was adjourned at 5:00 P.M.

Respectfully submitted,

*Carolene Bailey*

Carolene Bailey  
Recording Secretary

REPORT ON FIFTH REGIONAL TRAINING SEMINAR FOR WOMEN POLICE

Conducted by the I.A.W.P. and M.A.W.P.

April 23 and 24, 1976

The fifth regional training seminar for women police was held on April 23 and 24, 1976 at the Sheraton Inn, Bloomington, Minnesota. 203 women and men, including representatives from all of the states in the region as well as chiefs, police administrators, and training officers, attended the entire seminar. In addition, many others attended the banquet or portions of the seminar. Co-directors of the seminar were LuAn Zuhlsdorf, Chaplain of I.A.W.P. and Secretary of M.A.W.P., and Carolen Bailey, 5th Regional Chairman of I.A.W.P. and President of M.A.W.P. The working committee was composed of members of the M.A.W.P. and included Tania Ostapenko, Julie Brunzell, Patricia Ferrazzo, Sheila Gillson, Evelyn Piegras, and Barbara Ego. Board officers and Regional Chairman of I.A.W.P. that were present were: Felicia Sphrizer, Lois Higgins, Maurine Barkdoll, Catherine Riggle, Kathy Burke, Ann Straubel, and Janet Crumley. The outstanding speakers and program always began promptly as scheduled. For further details, see printed brochure previously forwarded.

The M.A.W.P. was given a federal grant through the Minnesota Crime Commission in the amount of \$2,511.48. The St. Paul Police Federation donated \$200.00 and the Minneapolis Police Federation donated \$100.00. The St. Paul Police Ranking Officers donated a case of liquor, several cases of mix, champagne, and labor services, to contribute to very successful poolside hospitality rooms, which accommodated all those who attended. Both police departments also cooperated fully in providing secretarial and other services. Money-making projects included posters of women police, which sold for \$3.00 each (profit of \$63.00) and profits from book copies sold of "The Making of a Woman Cop" (profit of \$166.29). Total registration receipts were \$4,081.00. Although many who attended completed membership application forms for I.A.W.P. and planned to submit directly to the I.A.W.P. Treasurer, 29 people joined I.A.W.P. at the initial time of registration (\$174.00 was submitted directly to the Treasurer by Babe Barkdoll). The total profit for the seminar, not including dues for M.A.W.P. and I.A.W.P., was \$1,304.58. For a detailed financial account, see attached report.

SUGGESTIONS AND RECOMMENDATIONS:

1. It was felt that for assistance in conducting future and more effective training seminars and to further strengthen I.A.W.P., those conducting training seminars should submit a formal, detailed report, which includes guidelines and procedures used in conducting the seminar (not merely a financial report). As an example, although not a difficult task, it would conserve time to have available a listing of suggested committees (hospitality, displays, registration, program, reservations, registration, hotel accommodations, welcome at planes, materials to be distributed, etc.).
2. The large attendance at this seminar was attributed to three primary reasons:
  - 1) Letters were sent early to the Chiefs and Administrators of the departments encouraging departmental support (which resulted in over 75% of those attending were sponsored by their departments). ALL known departments with women officers were contacted.
  - 2) Outstanding speakers were selected covering a variety of subjects, some of which were likely to interest everyone. Because of the money which was assured by the grant, speakers were invited for their expertise and speaking abilities

without severe limitations due to expense. A personal rostrum of known outstanding and popular speakers and subjects should be set up and available to those planning seminars.

- 3) A strong state organization of women police should be developed if possible prior to planning a seminar to assure available work power as well as participation. It is suggested that a brochure be compiled on procedures in forming local organizations (at our seminar, such requests were received from Montana, Iowa and others attending).
3. All efforts should be made in the local jurisdictions of seminars to seek out outside funding, which at the present time often offers top priority to women police. Governmental grants and/or foundation money should be considered and is advisable in assuring sufficient finances to obtain outstanding speakers. Applications should be made early. A copy of our grant is available on request and should satisfy most area requirements.
4. Evaluation forms should be made available and completed by all attending the seminar with requests for criticisms and suggestions on the form. A copy of our form as well as other samples is available on request.
5. Professionalization should be practiced throughout the seminar, including type-setting and printing of all materials.
6. Expenses for the President of I.A.W.P. and the Executive Secretary should be paid through the seminar budget wherever possible.
7. Mailings, publications, publicity, etc. should be extensive. Outreach should be to all women officers. Seminar materials should also include information on I.A.W.P. Many women who attended the seminar were surprised to learn that women police organizations existed and were very supportive.
8. An organizational structure should be developed which includes the state organizations as affiliate members of the international organization (See outline and recommendations for such structure which will be presented at next board meeting). Through a network of local organizations, the international, as well as the state associations, would be strengthened. The M.A.W.P. has already indicated a desire to affiliate (M.A.W.P. membership exceeds the present membership of I.A.W.P.). Dues from the state groups as well as representatives at the seminars would increase financial capabilities of I.A.W.P.

We welcome requests for any further information.

Respectfully submitted,

*Carolyn Bailey*

Carolyn F. Bailey  
5th Regional Chairman, I.A.W.P.  
President, M.A.W.P.

MAWP & IAWP Training seminar for Women Police  
 April 23 & 24th 1976

Financial run down:

Disbursements: Seminar supplies \$676.78  
 Hotel expenses 2,583.70  
 Speakers 2,560.37  
 Staff 110.00  
 Refunds 50.00

Receipts: Grant \$2,511.48  
 St.P.P.D. 200.00  
 M.P.D. 100.00  
 posters 63.00  
 books 166.29  
 registration 4,081.00

MAWP '76 dues 220.00 \$5.00 yr.  
 29 IAWP '76 dues 174.00 \$6.00 yr.

Break down:

postage: \$ 45.50  
 badges 31.66  
 folders & tickets 42.24  
 place cards 4.00  
 liquor 68.42 Hospitality Rm  
 mini-prints 28.19  
 Flowers 29.66 (12.56 to Felicia)  
 Printing 89.27  
 Books pd. 273.46 sold \$439.75 = 166.29 profit  
 Video tapes 67.88  
 Staff 110.00 Vi, Tania, and AV guys

Speakers:

Lou Mahigel \$100.00  
 Kirkham, GEORGE 587.94 plus hotel  
 Frank Bolz Jr. 512.84  
 Lois Higgins 98.50 plus hotel  
 Mary Ellen Abrecht 180.00 plus hotel  
 Kathy Ellison 292.00 plus hotel  
 Marcella Brown 237.53  
 Felicia 192.00 plus hotel  
 Kathy Burke 353.90

FRANK SASS - (PAID BY F.B.I.)

JUDGE LINDSAY ARTHUR - NO CHARGE

BOARD MEETING, OCTOBER 14, 1976

The Board Meeting was called to order at 4:10 P.M. on Oct. 14, 1976 at the Edgewater Inn, Seattle, Washington by President Rosie Mason. Board officers present were: Rosie Mason, Felicia Shpritzer, Margie Morris, Arletta Vance Stickley, Maurine Barkdoll, Anne Garcia, Lois Higgins, Maris Wesson, Mary Stowe, Barbara Fitzsimmons, Janet Crumley, LuAn Zuhlsdorf, Kathy Burke, Ramona Bivians, and Carolen Bailey.

Election was held for Executive Director. Lois Higgins was nominated by LuAn Zuhlsdorf, seconded by Kathy Burke, elected unanimously.

The President appointed the following committees:

Membership Committee - Maris Wesson (in her capacity as 2nd V.P.), to be assisted by Anne Garcia, Treasurer.

Ways and Means - Maurine Barkdoll.

Constitution & By-Laws - Carolen Bailey (chairman), Jean Clayton, Jessie Stoneman, and Barbara Fitzsimmons.

The President reported that she will contact Mary Ostrander to determine if she will accept the appointment of Editor of the I.A.W.P. Bulletin.

Mary Stowe was asked to be in charge of all Regional Chairmen and look in to the reapportionment of the states in all regions. She accepted this.

Carolyn Bailey was asked to obtain new stationery. Maurine Barkdoll and Lois Higgins will forward to her the correct names and addresses of new officers, including those to be in offices which have not yet been filled.

The committee appointed to prepare a brochure aimed specifically at encouraging new membership and providing information about the organization is: Janet Crumley, LuAn Zuhlsdorf, Deborah Montgomery, and Carolen Bailey.

A motion was made by Lois Higgins, seconded by Maurine Barkdoll, and passed to forward \$200.00 to the chairman of next years seminar in Tuscon, Arizona, to be used for initial expenses of the seminar. Lois Higgins will obtain the chairman's name and address for Anne Garcia to mail the check.

Maurine Barkdoll made a motion, seconded by Felicia Shpritzer, and passed unanimously that a \$25.00 honorarium be given in membrity of Lois Higgins' father, who died last week.

The Membership Committee will be responsible to investigate the possibility of an increase in dues and an initial membership fee upon joining the organization. They will also make recommendations on formalizing policy on the effective period for dues payment.

Maurine Barkdoll reported Ways and Means projects will have a profit of more than \$200.00 this seminar, and she expressed thanks to Catherine Riggle, Jessie Stoneman, LuAn Zuhlsdorf, and Carolen Bailey for their contributions and assistance.

Kathy Burke suggested that detailed, PRINTED programs be mailed early for pending seminars in order to present to Chiefs in requests to attend.

Carolyn Bailey reported she will initiate a loose-leaf notebook which will contain materials, programs, and reports from previous seminars to be used to assist those in planning future seminars.

The President expressed thanks to Felicia Shpritzer for four years of outstanding service as President of I.A.W.P., which was applauded by all members of the Board.

The meeting was closed with a prayer given by the Chaplain and adjourned at 4:45 P.M.

Respectfully submitted,

*Carolyn F. Bailey*  
Carolyn F. Bailey, Recording Secretary

INTERNATIONAL ASSOCIATION OF WOMEN POLICE  
MEMBERSHIP MEETING

President Felicia Shpritzer opened the 14th Training Seminar membership meeting at 1:30 p.m. on October 13th, 1976. LuAn Zuhlsdorf gave the invocation, followed by minute of silence, offered for our deceased members and other Law Enforcement personnel.

Roll Call of Officers: President, Felicia Shpritzer, present; 1st Vice President, Rosie Mason, present; 2nd Vice President, Maurine Barkdoll, present; 3rd Vice President, Maris Wesson, present; Recording Secretary, Ann Straubel, absent; Financial Secretary, Anne Garcia, present; Sergeant-at-Arms, Catherine Riggle, absent; Chaplain, LuAn Zuhlsdorf, present; Past President and Executive Director, Dr. Lois L. Higgins, present; 1st Region Chairman, Yvette Weymans, absent; 2nd Region Chairman, Kathy Burke, present; 3rd Region Chairman, Janet Crumley, present; 4th Region Chairman, Vance Stickley, present; 5th Region Chairman, Carolen Bailey, present; 6th Region Chairman, Ramona Bivians, present; 7th Region Chairman, Patsy Noble, absent; 9th Region, Ruth Donald, absent.

The minutes of the 1975 13th Training Seminar were read by Babe Barkdoll; correction made to include a moment of silence in memory of Helen Morris; on motion by Carolen Bailey, seconded by Kathy Burke, minutes accepted as corrected.

The minutes of the Board of Directors meeting held in Minneapolis, Minnesota, on April 24th, 1976, were read by Babe Barkdoll and discussion followed reference the effective date of membership; if paid in October, will carry through December 31st of following year. LuAn Zuhlsdorf moved the minutes be accepted, 2nd by Eva Edwardds.

The President reported on an emergency meeting of the Board of Directors via the mail reference the responsibility of the Association to pay for conference rooms in the event less than 50 rooms are reserved. The Board voted to accept this responsibility. Vance Stickley moved the report be accepted, seconded by Rosie Mason.

The minutes of the October 10th, 1976, Board meeting held in Seattle, Washington, were given by Babe Barkdoll. The President corrected the proxy of Phyllis Morley received from Ruth Donald, 9th Region Chairman. A proxy vote must be from a Board member to another Board member to be valid. Acceptance as corrected moved by Kathy Burke, 2nd by Ramona Bivians.

Debbie Montgomery suggested a copy of the minutes be made available to members before a vote of acceptance; insufficient time, and adequate facilities negate this.

Mary Stowe, Program Chairman, requested members to identify themselves when questioning the chair. A show of hands indicated a significant percentage of those present were attending their first seminar.

The President requested all bills outstanding should be submitted before the end of the seminar for payment. Dr. Higgins moved all valid bills be paid, 2nd by Pat Wesson. Discussion followed on allowable expenses; the explanation was for those expenses incurred in the performance of the office, i.e., postage, printing, etc. Ways & Means funds offset much of this expense. Old bills being re-submitted may be marked duplicate, then considered for payment.

It was noted for new members that invitations from other cities must come from a Chief of Police, inviting the IAWP to hold their seminar in that city; this insures the Program Chairman the support and assistance in organizing a seminar.

## OFFICERS REPORTS

Executive Director, Dr. Lois Higgins, graciously waived her time slot in the interest of time.

President Felicia Shpritzer reported that except for the 1975 financial statement, the application for tax exemption and an Employer Identification number are ready. Also the numerous seminars and meetings she had attended during the year for IAWP.

It was noted that the Bulletin Editor does not have a seat on the Board, altho a Board member may be the Editor and would have a vote in that capacity only.

Financial Secretary, Anne Garcia, reported cash on hand as of September 21st, 1976, after calling the Palos Hills bank to transfer all funds to the account now in Greensboro, North Carolina, of \$2279.95; expenses amounted to \$544.29, leaving a cash on hand balance as of October 5th, 1976, of \$1735.66. She advised the Association had 195 Active members paid, 186 unpaid; 19 Associate members paid, 21 unpaid; 3 Life members and 2 sustaining members, a total of 426 on the books. Also, new membership dues and pins as of October 10th, 1976, \$316.00 Eva Edwards moved acceptance of the report, 2nd by Pat Mullins.

A question arose as to eligibility of voters, which was explained.

The 1st, 2nd and 3rd Vice Presidents had no reports at this time.

The 1st, 2nd, 3rd and 4th Region Chairmen had no reports at this time.

Carolyn Bailey, 5th Region Chairman, reported on their April, 1976, seminar held in Minneapolis, Minnesota, with 203 attending, including seven neighboring states, and with LuAnn Zuhlsdorf, co-director of the seminar. Their guideline book is also available to anyone wishing to host a seminar.. Carolyn also advised \$100 was donated to IAWP from the Minnesota Association of Women Police.

Ramona Bivians, 6th Region Chairman, posed a question as to why the Regions are not more geographically convenient. She obtained three new members from Albuquerque.

Jessie Stoneman, Historian, presented her report on the 1975 seminar. And as the Chairman of the Constitution Committee, she read in the entire format, the proposed amendments relative to membership status; she then moved the adoption of the report, seconded by Babe Barkdoll, with voting on each issue to follow. Printed copies of the changes were requested before voting, and that completed copies of the Constitution and By Laws be sent the members. Following much discussion, Babe moved the amendments be returned to committee for consideration and presented at a future date, seconded by Anne Garcia, after printed copies were provided.

Pat Wesson, Auditing Committee Chairman advised she was awaiting certain other information before an audit can be completed. It will be done before close of the seminar.

Ramona Bivians, Resolutions committee, presented letters of appreciation to be sent, to Chief Hansen, to Lt. Mary Stowe and members of her program committee, and to those at the Edgewater Inn responsible for making our stay comfortable and pleasurable. Dr. Higgins will be responsible for sending these out. Ramona moved the adoption of the Resolutions, 2nd by Rosie Mason.

Mary Stowe, 14th Training Seminar Program Chairman, suggested:  
 Early advance registration to insure rooms, conference rooms, etc.  
 No seminar be hosted by other than a Board member.  
 That the entire format be screened by the Board before firming up.

Pat Mullins moved acceptance of the Program report, second by Jean Clayton. A standing ovation was given Mary Stowe and every member of her committee for the final results of an exceptional seminar, long to be remembered.

Due to lateness and the termination of our use of the room, the meeting was temporarily adjourned at 4:25 p.m., to re-convene in another room at 4:35 p.m.

The President advised that Betty Schmidt, Bulletin Editor, had sent a letter of resignation and indicated she would possibly be willing to edit the December Bulletin to close out the year, and to assist any way she could a new Editor. The newly elected Board will appoint a new Bulletin Editor.

Pat Mullins advised FBI was seeking female applicants; also that anyone interested in forwarding information on women Police Officers in the United States and on the IAWP, should contact her for forwarding to an inquiry she received from Osaka, Japan.

Deborah Montgomery moved the fee for dues be re-assessed for possible increasing; second by Eva Edwards. She also moved the geographic structure of Regions be reviewed and possible re-assignment. British Columbia requested to be consulted for suggestions in their area. Seconded by Pat Wesson.

Jean Clayton suggested a public information officer be appointed in each Region.

#### NEW BUSINESS

Carolyn Bailey read a proposed Amendment to the class of memberships, Affiliated members of IAWP. She will work it up and present it to the Constitution Committee.

Debbie Montgomery moved an Agenda and committee remarks be provided preceding the business meeting for examination. Seconded by Carolyn Bailey.

The Slate of Officers prepared by the Nominating Committee was presented:

President	- Rosie Mason	Regional Chairmen:	
1st Vice President	Maurine Barkdoll	1st	no proposal
2nd Vice President	Maris Wesson	2nd	no proposal
3rd Vice President	Mary Stowe	3rd	Janet Crumley
Recording Sect.	Carolyn Bailey	4th	Vance Stickley
Financial Sect.	Anne Garcia	5th	LuAn Zuhlsdorf
Sergeant at Arms	Catherine Riggle	6th	Ramona Bivians
Chaplain	Kathleen Burke	7th	Dee Carter
Historian	Jessie Stoneman	8th	Irene Allen
		9th	Lois Beckett

Dr. Higgins seconded the nomination for Rosie Mason for President

Carol Halliday nominated Mary Stowe, second by Sharon Smith. Mary Stowe declined.

No further nominations, the Secretary was directed to cast the vote for Rosie Mason.

1st Vice President, Babe Barkdoll; Pat Mullins, seconded nomination.

Carol Halliday nominated Carolyn Bailey, who declined. Secretary cast the vote for Barkdoll for 1st Vice President.

2nd Vice President, Maris Wesson, seconded by Kathy Burke;

Carol Halliday nominated Jean Clayton, 2nd by Sharon Smith. Voting was by paper ballot, Maris Wesson elected for 2nd Vice President.

3rd Vice President, Mary Stowe, seconded by Babe Barkdoll; elected by unanimous vote.

Recording Secretary, Carolyn Bailey, 2nd by LuAn Zuhlsdorf.

Ann Straubel nominated by Carolyn Bailey, 2nd by Vance Stickley. Carolyn elected to leave the room for a hand vote; Carolyn Bailey elected Recording Secretary.

Financial Secretary, Anne Garcia, 2nd by Babe Barkdoll. Secretary directed to cast an unanimous ballot for Anne Garcia for Financial Secretary.

Sergeant-at-Arms, Catherine Riggle, seconded by Babe Barkdoll. Unanimous vote.  
Chaplain, Kathy Burke, declined, preferring to remain 2nd Regional Chairman.  
Dr. Higgins nominated Margie Morris, 2nd by Kathy Burke. Secretary cast the one vote.  
Historian, Jessie Stoneman, 2nd by Dr. Higgins; Secretary cast the one vote.

Regional Chairmen:

- 1st Region - left open for Board to contact a member in the area
- 2nd Region - Carolyn Bailey nominated Kathy Burke; 2nd by President Shpritzer  
Eva Edwards nominated Pat Mullins, who declined. Secretary cast the one vote for Kathy Burke.
- 3rd Region - Janet Crumley, seconded by Anne Garcia. Secretary cast the one vote.
- 4th Region - Vance Stickley, 2nd by Babe Barkdoll. The Secretary cast the one vote.
- 5th Region - LuAn Zuhlsdorf, 2nd by Dr. Higgins; The Secretary cast the one vote.
- 6th Region - Ramona Bivians, 2nd by Kathy Burke; Secretary cast the one vote.
- 7th Region - Dee Carter, 2nd by Anne Garcia; Secretary cast the one vote.
- 8th Region - Irene Allen, 2nd by Dr. Higgins. Secretary cast the one vote.
- 9th Region - Lois Beckett, 2nd by Rosie Mason; Secretary cast the one vote.

Pat Wesson moved the election be closed and members named duly elected; seconded by Babe Barkdoll, motion carried.

Executive Director's Report

Dr. Lois Higgins expressed her wishes to see the IAWP grow in size and recognition, advising that she had an offer from a Management organization, which would reach out to the nearly 6,000 women Police Officers across the States to foster and encourage membership via a heavy mail promotion and be conducted by a staff, whereas we are trying to reach them individually. There would be a percentage fee plus expenses charged for this service, however the returns would more than compensate. Discussion followed; however due to the lateness of the hour, Babe Barkdoll moved it be referred to the Board for further consideration and review; second by Pat Wesson.

Anne Garcia moved the meeting be adjourned, seconded by Kathy Burke. Meeting was declared adjourned at 7:10 p.m.

Respectfully submitted,



Kathleen Burke  
Secretary pro tem

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

BOARD MEETING, OCTOBER 14, 1976

The Board Meeting was called to order at 4:10 P.M. on Oct. 14, 1976 at the Alvarado Inn, Seattle, Washington by President Joie Lason. Board officers present were: Joie Lason, Felicia Spritzer, Lergie Morris, Loretta Vance Stickle, Laurine Cardoll, Anne Garcia, Lois Higgins, Marie Messon, Mary Stove, Barbara Wittmann, Janet Crutley, Lela Zuhlendorf, Lady Burke, Ramona Viviano, and Carolyn Bailey.

Election was held for Executive Director. Lois Higgins was nominated by Lela Zuhlendorf, seconded by Lady Burke, elected unanimously.

The President appointed the following committees:

Membership Committee - Marie Messon (in her capacity as 2nd V.P.), to be assisted by Anne Garcia, Treasurer.

Days and Leans - Laurine Cardoll.

Constitution & By-Laws - Carolyn Bailey (chairman), Jean Clayton, Jessie Stoneman, and Barbara Wittmann.

The President reported that she will contact Mary Ostrander to determine if she will accept the appointment of Editor of the I.A.W.P. Bulletin.

Mary Stove was asked to be in charge of all Regional Chairmen and look in to the reapportionment of the states in all regions. She accepted this.

Carolyn Bailey was asked to obtain new stationery. Laurine Cardoll and Lois Higgins will forward to her the correct names and addresses of new officers, including those to be in offices which have not yet been filled.

The committee appointed to prepare a brochure aimed specifically at encouraging new membership and providing information about the organization is: Janet Crutley, Lela Zuhlendorf, Deborah Montgomery, and Carolyn Bailey.

A motion was made by Lois Higgins, seconded by Laurine Cardoll, and passed to forward \$200.00 to the chairman of next year's seminar in Tucson, Arizona, to be used for initial expenses of the seminar. Lois Higgins will obtain the chairman's name and address for Anne Garcia to mail the check.

Laurine Cardoll made a motion, seconded by Felicia Spritzer, and passed unanimously that a \$25.00 honorarium be given in memory of Lois Higgins' father, who died last week.

The Membership Committee will be responsible to investigate the possibility of an increase in dues and an initial membership fee upon joining the organization. They will also make recommendations on formalizing policy on the effective period for dues payment.

Laurine Cardoll reported days and leans projects will have a profit of more than \$200.00 this seminar, and she expressed thanks to Catherine Riggle, Jessie Stoneman, Lela Zuhlendorf, and Carolyn Bailey for their contributions and assistance.

All future suggested best detailed, P.M. 1976 proposals be mailed early for people's seminars in order to present to Chiefs in requests to attend.

Carolyn Bailey reported she will initiate a loose-leaf notebook which will contain materials, programs, and reports from previous seminars to be used to market those in attendance at future seminars.

The President expressed thanks to Felicia Spritzer for four years of outstanding service as President of I.A.W.P., which was applauded by all members of the board.

The meeting was closed with a prayer by the Chaplain and adjourned at 11:00 P.M.

Carolyn Bailey, Secretary

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

A record of the minutes of the Board of Directors meeting held on Sunday, October 10th, 1976, at the Edgewater Inn, Seattle, Washington, on the occasion of the 14th Training Seminar for the International Association of Women Police.

President Felicia Shpritzer passed out copies of the Agenda and called the meeting to order at 1945 hrs. In the absence of Ann Straubel, Recording Secretary, the President appointed Maurine Barkdoll as Secretary pro tem.

LuAn Zuhlsdorf gave the invocation followed by a moment of silent prayer for departed members and all Police Officers.

Roll Call of Officers: Executive Director and Past President Dr. Lois L. Higgins, present; 1st Vice President, Rosie L. Mason, Kansas City, Missouri, present; 2nd Vice President, Maurine Barkdoll, Broadview, Illinois, present; 3rd Vice President, Maris P. Wesson, Portland, Oregon, present; Recording Secretary, Ann Straubel, Kalamazoo, Michigan, absent; Financial Secretary, Anne Garcia, Greensboro, North Carolina, present; Sergeant-At-Arms, Catherine Riggle, Lincoln, Nebraska, present; Historian, Jessie Stoneman, Hamilton, Ontario, Canada, present; Chaplain, LuAn Zuhlsdorf, Minneapolis, Minnesota, present; Past Presidents, Elizabeth Mumford, Portland, Oregon, Mary Rita Ostrander, Madison, Wisconsin and Lois Beckett, Sault Ste. Marie, Ontario, Canada, absent. Regional Chairmen: 1st Region, absent; 2nd Region, Kathleen Burke, present; 3rd Region, Janet Crumley, present; 4th Region, A. Vance Stickley, present; 5th Region, Carolen Bailey, present; 6th Region, 7th Region, 8th Region, absent; 9th Region, Phyllis Mortimore, present.

Correspondence was read by President Shpritzer and placed in file.

Change of Address: Irene Allen  
55 Warewich Crest, Arthur Road  
Edgbaston, Birmingham, England B152LH  
Ruth Donald  
23 Randolph Street  
Halifax, Nova Scotia, Canada B392A9  
Ann Straubel  
2713 South Burick  
Kalamazoo, Michigan 49001

The President read the minutes of the October 15th, 1975, membership meeting in Baltimore, Maryland; corrections: add Carolen Bailey, Kathy Burke, LuAn Zuhlsdorf and Ramona Bivians to roll call, having arrived after the opening of the session. Pat Wesson moved the minutes be accepted as corrected, seconded by Rosie Mason, motion carried.

Dr. Higgins mentioned that Lois Beckett was ill and unable to attend, and that she would attempt a report for her.

Proxies received: Mary Rita Ostrander to Lois L. Higgins  
Ruth Donald to Jessie Stoneman

President Shpritzer expressed the sympathy of the Board members to Dr. Higgins in the loss of her father who passed away this past Thursday at the age of 96.

The minutes of the April 24th, 1976 Board meeting held in Minneapolis, were read by the Secretary pro tem.

In response to a vote by mail on whether the Association should guarantee the rooms for the conference if the minimum number was not met - the President received 14 in favor and 2 against.

Bills presented: President Shpritzer - \$81.03  
 Haris Wesson - amount to be noted later (\$26.00 approx.)  
 Kathy Burke - amount to be noted later (\$11.96)

Lois Higgins moved that allowable expense bills be presented for payment prior to the end of the sessions; seconded by LuAn Zuhlsdorf, motion carried.

Regarding the Women Peace Officers of California Bulletin, it was noted they have bi-monthly training seminars with a joint seminar in November in Long Beach.

Officers Reports: Kathy Burke, 2nd Region, no report; also no response to letters. Janet Crumley, 3rd Region, suggested new printed material aimed at new members who are seeking information. Carolen Bailey will check this out, suggesting a new format, aided by Janet Crumley and LuAn Zuhlsdorf.

Vance Stickley, 4th Region - no report

Carolen Bailey, 5th Region, reported on the very successful seminar held in Minneapolis in April, 1976, offering a large book of step by step procedure they used. Also, that the Minneapolis Association of Women Police donated \$200 to the IAWP. She reported they have a paid membership of 85, mailings to over 200. Dr. Higgins moved the report be accepted and appreciation expressed for outstanding work.

Hary Stowe, Program General Chairman, Seattle Seminar, reported a number of persons attending for the 1st time, representing 21 States and Provinces, and suggested printed material for them. At this time she presented the formal program for the 14th Training Seminar, with a suggestion that future seminars be hosted only by Board members for good communication and technical skills. She requested to present a more detailed report at the Board meeting of new officers.

The Board extended a vote of appreciation to Anne Garcia and Vance Stickley, for accepting the unexpired terms of their respective offices.

Ann Garcia, Financial Secretary, gave the financial report: cash on hand as of September 21st, 1976, \$2279.95; expenses paid of \$544.29, leaving a balance as of October 5th, 1976, of \$1735.66. Also we have 195 Active members paid; 186 active members unpaid; 19 Associate members paid; 21 Associate members unpaid, 3 Life members and 2 Sustaining members, for a total of 426 carried on the books. Rosie Hason moved a vote of appreciation be extended to Anne for her excellent work.

Catherine Riggle, Sergeant-At-Arms - no report

Jessie Stoneman, Historian, present her report for the record.

LuAn Zuhlsdorf, Chaplain, - no report

Dr. Lois Higgins, Executive Director, gave her report, and included an invitation to accept the hospitality of the South for 1977 seminar.

Ramona Bivians, 6th Region - reported obtaining three new members

Felicia Shpritzer, President, reported on a number of meetings she had attended.

It was noted that Puerto Rico and the Virgin Islands, formerly omitted from a regional designation, will be added to the 3rd Region.

Lois Higgins suggested we join the National Safety Council for additional outreach.

Jessie Stoneman, Constitution Committee, read the suggested changes to the Constitution and By-Laws. Particularly, the reclassification of membership, with five classes: Active; Associate; Life; Honorary and Sustaining.

Carolen Bailey brought up the suggestion of State organizations becoming affiliated members for a flat fee or a percentage of membership fee, whose members

could also become members of IAWP on an individual basis. A committee to pursue the suggestion was appointed: Carolen Bailey, Jessie Stoneman and Anne Garcia.

From a suggestion by Betty Schmidt, Bulletin Editor, via a letter, regarding an absentee ballot, after discussion, it was felt that a State could control the IAWP without ever having attended any sessions or evidenced any of the responsibilities, duties or privileges of the Association.

Another suggestion she extended was that of an IAWP shoulder patch; This was pursued by Ways & Means Chairman, Maurine Barkdoll, who exhibited a color drawing proposed. However, in polling a few members, it was not considered favorable and the project was dropped for the time being unless interest was shown at the membership meeting.

Mavis "Pat" Wesson, Chairman of Auditing, will work with the Financial Secretary, Anne Garcia to formulate and conduct an audit. Anne advised she received no listing of expenses, no record of receipts or paid items and no check stubs from which to work. She received the master file only and called the bank to request the IAWP account be closed in Palos Hills and forwarded to her bank so that the Association could operate.

President Shpritzer appointed Ramona Bivians Chairman of Resolutions; Lois Higgins will work with her on the usual Resolutions.

Carolen Bailey will again see to the printing of brochures.

#### OLD BUSINESS

The President advised we still required the 1975 financial report to be able to obtain tax exempt status and an Employee Identification number. Fulfillment of the requirements will be attempted by Pat Wesson & Ann Garcia.

The proposal for affiliate members by Carolen Bailey will be presented to Constitution committee recommendation.

The Financial Secretary will have cards prepared to initiate the system of having at least two additional signatures for checks.

#### NEW BUSINESS

Dr. Higgins presented a proposal for an agency such as the American Federal Programming agency to handle the affairs of the IAWP, up to a maximum span of five years in order to tap the resources of the over 6,000 women Police Officers in this country. They would handle all phases of the organization.

Following discussion, LuAn Zuhlsdorf moved we extend an invitation to a member of the agency to appear at the next seminar to present the program and to obtain a projected figure as to expense. Motion seconded by Rosie Mason.

In addition to her resident address: 8106 West Berwyn Ave., Chicago, Illinois, at this time Dr. Higgins advised her new address of 1100 N. E. 125th Street, North Miami, Florida 33161, and indicated she would forego resignation of the Executive Director position if the Association would consider going with the program to strengthen our leadership and membership.

Phyllis Mortimore advised she was not the chairman of the 9th Region and that she has retired and will continue her membership.

The honorarium for the Financial Secretary need not be brought up since it was ratified at the Board meeting in Minneapolis in April, 1976.

Invitations for the hosting of the 15th Training Seminar in 1977 were requested. Vance Stickley, 4th Region Chairman, South Bend, Indiana, presented a booklet of invitation containing letters from their Chief of Police, the Mayor and the Pres-

ident of the Chamber of Commerce. Having planned and executed a regional seminar the previous year, she felt they would be qualified to host the 1977 seminar. Her presentation included pamphlets of interesting sites, points of interest, etc.

Lois Higgins extended an invitation to "come South" to the Fort Lauderdale/Miami area on invitation of Chief Callahan. Due to being called out of town on an emergency, she was unable to obtain the formal invitation to present.

After discussion, it was the concensus of the Board to accept South Bend's invitation, pending a voice from the membership meeting.

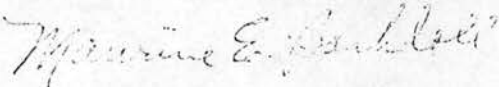
President Shpritzer appointed Lois Higgins, Chairman of the Nominating Committee in the absence of Lois Beckett, assisted by Pat Wesson and Jessie Stoneman.

#### Good & Welfare

Report by Babe Barkdoll on Ways & Means projects that would be offered members at the sessions of the seminar with proceeds going to the treasury of the Association. Among items are ceramic animals she made, macrame and calendar towels brought by Cathy Riggle, Ukranian Easter Eggs, hand painted by LuAn Zuhlsdorf, and ceramic vases with the IAWP insignia and inscription brought by Jessie Stoneman. With respect to books by Mary Ellen Albrecht, ordered to be shipped to the Edgewater Inn, it was doubtful that they would arrive in time. IAWP paperweights also available.

There being no further business to be brought up, the Board of Director's meeting was adjourned at 12:40 a.m., Monday, October 11th, 1976.

Respectfully submitted,



Maurine E. Barkdoll  
Secretary pro tem

Copies to: All Members of the Board of Directors  
Permanent File

TRAINING SEMINAR  
INTERNATIONAL ASSOCIATION OF WOMEN POLICE  
SEATTLE, WASHINGTON - OCT. 11 - 14, 1976

Following welcomes and opening address, Dr. Margaret Fenn, University of Washington, discussed the role of women as professionals. She said women have tended to be reactive rather than proactive, and there is a need for women to assume the responsibility and costs with their expanding role. She detailed "professionalism", how to accomplish this, and problems particular to women. Professional women should avoid assuming the roles described as "mother, servant, hostess or sex-pot". Males frequently project these roles to women, creating difficulty in establishing working relationships. Women should not seek a position simply because they are female but for skills and strengths they can offer. Women must recognize their own strengths and stop being self-effacing.

Speakers in the CAREER DEVELOPMENT symposium echoed similar recommendations. They emphasized that it is crucial to look at yourself, set specific goals, then prepare yourself and demonstrate competence. Dr. John Berberich itemized restrictions to change which exists in police departments: (1) Laws change slowly. (2) Public awareness of police is high. (3) Change is slow when involves managerial persons (which includes patrol officers on the street who make decisions on managerial level). (4) People resist change, especially if they are responsible for implementing the present status quo. Those who are best prepared to make change are knowledgeable and have a power base. Successful changers are perceptive, problem-solvers, risk-takers, persistent, mature, capable of working with people and their needs, and data-oriented. Organizations, in order to change, must: (1) start from the top. (2) encourage suggestions. (3) recognize skills of individuals and use all staff as coordinators. (4) encourage supervisors to recognize and bring about change.

Extensive training is being given in Seattle Police Department in the fields of mental hygiene and teaching officers to cope with their jobs. 8-10 officers of all ranks meet regularly for afternoons with departmental psychologist to discuss problems of their jobs and possible methods of working together more productively. Officers are rated here and reports are considered in promotional assessments.

Chief Roy Skagen, Seattle P.D., presented a program on OFFICER SURVIVAL, which included video tapes of interviews with officers who have been injured on duty. Every day an officer is shot (once every two months in Seattle), and last year, 128 officers were killed on duty. Mistakes made by officers were itemized, including not waiting for back-up, poor position for shooting angle (considering observation points, obstructions, danger to citizens, etc.), weapon hand not free, etc. There is much mis-information on life-saving techniques. Most gun battles are at very close distances (7 yds. or less). Most officers are killed at less than four foot distances. Most officers think they are poor shooters because they complete a pistol course that has little practical application and lessens their self-confidence. Typical instruction sets officers up to be killed. An officer should never fire all his ammunition (example: 4 Calif. Highway patrolmen were killed while reloading and were charged by the assailant). The officer should analyze the target, fire TWO fast shots, apprise the situation further. He should learn to shoot in groups of two and force self to reload with one bullet remaining in the weapon. Under stress, an officer usually relies on what he has been trained to do and typically shoots until he sees suspect fall. The Weaver stance is steady during

Practice, but in crisis the officer is shaking, taut, not in an extended position, and will cock the weapon even at very close distances (dangerous, especially if wrestled). To simulate stress, the officer should jog in place (and run), have undetermined signals, improve mental skills (example: practice dropping a bullet while reloading, because this happens in crisis and causes the officer to lose confidence). Criticisms of present range practice included: (1) Kneeling at 50 yds. is a very unbelievable position because there are many options at this distance. More prone positions should be practiced. (2) All practice should be double-action. (3) Practice with the weak hand is frivolous (is never used in actual application). (4) Officers should practice reloading by touch method, so they can keep an eye on the target. (5) Night courses and actual conditions (using tape recordings, varied lights, surprise, etc.) should be simulated (now used in N.Y.C.P.D.). (6) Extensive training beyond the range should be provided, including mental and attitude conditioning. (7) Shooting in groups of two should be practiced, because stopping power is rarely effective with one shot using any type weapon. (8) Practice should include hollow-point bullets instead of only re-loads. There are significant recoil and flash differences with reloads. Chief Skagen felt that the trend toward automatic weapons is a mistake, especially considering the unreliability of such a weapon.

Pierce County District Judge Filis Otto discussed the criminal justice system, focusing specifically on female offenders. She described the present aim of the system as "getting all women out of jail and providing free dental care". Services should be provided earlier because women offenders have been coddled and become very hardened by the time of arrest, prosecution, incarceration, etc. She feels court diversionary programs belong in the police and prosecutor divisions, and there is a need for mandatory sentencing.

"SUPPORT YOUR LOCAL POLICE" explored the use of civilian personnel in police departments, which has increased rapidly (1 out of 7 employees in 1970, 1 out of 4 in 1975). In the Seattle Police Department, finger-print technicians are civilians with a civilian supervisor. Four weeks ago, they initiated print coding in a data bank through a federal grant (4 hits so far). Civilians are also used in the department as photographers, document examiner, illustrator (artist is assigned to Crime Lab), legal advisor, psychologist, canine and horse patrol, court unit (prepare court files), and some administrators. Those in highly technical skills are hired as "police agents". A civilian lieutenant is director of their COMMUNITY SERVICE OFFICER program. Their C.S.O.'s are trained in First Aid and criminal justice, and their duties include preventive follow-up on all domestic assault calls, emergency services (shelter, transportation, etc.), runaways and missing persons, identifying community problems (such as traffic and fire hazards, crime prevention, security checks), etc. The concluding remark was, "Our hope is that you (sworn personnel) will accept us and consider us as truly members of the department rather than as 'city employees'".

Dr. John P. Berberich detailed the use of a psychologist PROFILER to aid in investigations (in offenses fitting common patterns or a particularly serious crime) and to utilize in goading the suspect or associate to identify self. In hiring a profiler, the department must assess the experience of the psychologist, determine specifically what questions can be answered, draw up a contract with a concluding date, control the relationship with the press, conduct regular meetings between the profiler and the investigators, etc. Through examples, Dr. Berberich impressively illustrated how personality characteristics can be attributed to known behavior.

A panel discussed the "EXCEPTIONAL VICTIM", persons who have been generally excluded from "justice" in our system, because of attitudes, legal problems, etc. These most often are individuals who are least able to protect themselves, such as

the mentally ill and retarded, alcoholics, and children. Charles Strago, Director of the Gay Counseling Center, discussed services available in Seattle to male victims and the resultant increase in reporting of crimes against homosexuals. Karel Klingbeil, Coordinator of the Sexual Assault Center, reported on their research grant exploring the psychological effect of rape. She illustrated how the "police-social work model teams" are growing proof of preventive success.

British Columbia presented information on major changes in their law-enforcement training. British Columbia College trains all officers over a three-year period, which includes ten weeks basic training and simulation exercises, 14 weeks field training, 10 weeks in-school training, one year patrol experience, 4 weeks in-school, one year field training, and 4 weeks further in-school training. Additional training is required for promotional eligibility. They feel the "ideal age" for entrance to police work is 25 years.

Donald Moore, Assistant Director F.B.I., discussed "The Expanding Horizons of Women in Law Enforcement".

*Carolyn Bailey*

Carolyn Bailey  
St. Paul Police Dept.  
Sex-Homicide Unit

## REPORT ON FIFTH REGIONAL TRAINING SEMINAR FOR WOMEN POLICE

Conducted by the I.A.W.P. and M.A.W.P.

April 23 and 24, 1976

The fifth regional training seminar for women police was held on April 23 and 24, 1976 at the Sheraton Inn, Bloomington, Minnesota. 203 women and men, including representatives from all of the states in the region as well as chiefs, police administrators, and training officers, attended the entire seminar. In addition, many others attended the banquet or portions of the seminar. Co-directors of the seminar were LuAn Zuhlsdorf, Chaplain of I.A.W.P. and Secretary of M.A.W.P., and Carolen Bailey, 5th Regional Chairman of I.A.W.P. and President of M.A.W.P. The working committee was composed of members of the M.A.W.P. and included Tania Ostapenko, Julie Brunzell, Patricia Ferrazzo, Sheila Gillson, Evelyn Piegras, and Barbara Ego. Board officers and Regional Chairman of I.A.W.P. that were present were: Felicia Sphrizer, Lois Higgins, Maurine Barkdoll, Catherine Riggle, Kathy Burke, Ann Straubel, and Janet Crumley. The outstanding speakers and program always began promptly as scheduled. For further details, see printed brochure previously forwarded.

The M.A.W.P. was given a federal grant through the Minnesota Crime Commission in the amount of \$2,511.48. The St. Paul Police Federation donated \$200.00 and the Minneapolis Police Federation donated \$100.00. The St. Paul Police Ranking Officers donated a case of liquor, several cases of mix, champagne, and labor services, to contribute to very successful poolside hospitality rooms, which accommodated all those who attended. Both police departments also cooperated fully in providing secretarial and other services. Money-making projects included posters of women police, which sold for \$3.00 each (profit of \$63.00) and profits from book copies sold of "The Making of a Woman Cop" (profit of \$166.29). Total registration receipts were \$4,081.00. Although many who attended completed membership application forms for I.A.W.P. and planned to submit directly to the I.A.W.P. Treasurer, 29 people joined I.A.W.P. at the initial time of registration (\$174.00 was submitted directly to the Treasurer by Babe Barkdoll). The total profit for the seminar, not including dues for M.A.W.P. and I.A.W.P., was \$1,304.58. For a detailed financial account, see attached report.

### SUGGESTIONS AND RECOMMENDATIONS:

1. It was felt that for assistance in conducting future and more effective training seminars and to further strengthen I.A.W.P., those conducting training seminars should submit a formal, detailed report, which includes guidelines and procedures used in conducting the seminar (not merely a financial report). As an example, although not a difficult task, it would conserve time to have available a listing of suggested committees (hospitality, displays, registration, program, reservations, registration, hotel accommodations, welcome at planes, materials to be distributed, etc.)
2. The large attendance at this seminar was attributed to three primary reasons:
  - 1) Letters were sent early to the Chiefs and Administrators of the departments encouraging departmental support (which resulted in over 75% of those attending were sponsored by their departments). ALL known departments with women officers were contacted.
  - 2) Outstanding speakers were selected covering a variety of subjects, some of which were likely to interest everyone. Because of the money which was assured by the grant, speakers were invited for their expertise and speaking abilities

without severe limitations due to expense. A personal rostrum of known outstanding and popular speakers and subjects should be set up and available to those planning seminars.

- 3) A strong state organization of women police should be developed if possible prior to planning a seminar to assure available work power as well as participation. It is suggested that a brochure be compiled on procedures in forming local organizations (at our seminar, such requests were received from Montana, Iowa and others attending).
3. All efforts should be made in the local jurisdictions of seminars to seek out outside funding, which at the present time often offers top priority to women police. Governmental grants and/or foundation money should be considered and is advisable in assuring sufficient finances to obtain outstanding speakers. Applications should be made early. A copy of our grant is available on request and should satisfy most area requirements.
4. Evaluation forms should be made available and completed by all attending the seminar with requests for criticisms and suggestions on the form. A copy of our form as well as other samples is available on request.
5. Professionalization should be practiced throughout the seminar, including type-setting and printing of all materials.
6. Expenses for the President of I.A.W.P. and the Executive Secretary should be paid through the seminar budget wherever possible.
7. Mailings, publications, publicity, etc. should be extensive. Outreach should be to all women officers. Seminar materials should also include information on I.A.W.P. Many women who attended the seminar were surprised to learn that women police organization existed and were very supportive.
8. An organizational structure should be developed which includes the state organizations as affiliate members of the international organization (See outline and recommendations for such structure which will be presented at next board meeting). Through a network of local organizations, the international, as well as the state associations, would be strengthened. The M.A.W.P. has already indicated a desire to affiliate (M.A.W.P. membership exceeds the present membership of I.A.W.P.). Dues from the state groups as well as representatives at the seminars would increase financial capabilities of I.A.W.P.

We welcome requests for any further information.

Respectfully submitted,

*Carolyn Bailey*

Carolyn F. Bailey  
5th Regional Chairman, I.A.W.P.  
President, M.A.W.P.

re.: Report on the 13th Training Conference of the International Assoc. of Women Police

The 13th Training Conference of the International Association of Women Police was held from October 12 through 17, 1975 in Baltimore, Maryland. Attached please see a copy of the program provided.

After official greetings, a keynote address was given by Sandra O'Connor, States' Attorney, Baltimore County, on the "Status of Women In Law Enforcement". She pointed out that women have moved beyond attaining equal rights and opportunities in law enforcement and must now focus on what women can accomplish in our "stagnant system of criminal justice". She concentrated on three areas of concern: 1) The failure of Corrections to rehabilitate or to continue in incarceration. She recommended community-based institutions for non-violent criminals, and long-term institutionalization for hard-core or violent recidivists. 2) Rising juvenile delinquency. She felt the attitude toward juvenile offenders should change to a punitive approach with emphasis on citizen protection ("Discipline must return to the system"). She described the juvenile recidivist who is making a mockery of the criminal justice system, which has not been effective. An alternative method of sentencing those juveniles who are not in need of maximum institutionalization must be developed (example: juvenile could be required to work off restitution for offenses while learning new behavior through appropriate assignment, such as the alcoholic working in detoxification center). 3) The most neglected area of rights of victims and witnesses. Every victim should have the right of elocution prior to sentencing.

A Juvenile Crime Workshop was moderated by Judge Robert Hammerman. Hammerman cited pertinent Supreme Court decisions, including Gault and Slaght (diversion programs). He pointed out that correlation between truancy and delinquency is evident, but nothing is being done about it. Many programs of Youth Service Bureaus are being discontinued, not because of lack of success but of support. Sergeant Mary William discuss an excellent solution to problems in Minnesota's new criminal justice procedures as they pertain to juveniles. A Community Arbitration Program has been instituted in Anne Arundel County through LEAA funding, where misdemeanor juvenile offenders are issued citations by patrol officers (who again resume control of the juvenile offenders they encounter on the streets and decide disposition). The juveniles and complainants, etc. are immediately sent to the arbitrator (proper selection of an arbitrator is key to successful program) rather than to formal setting in Juvenile Court, which could not possibly handle nor is appropriate to handle all offenses. This system provides the child with an insight in to the consequences of his behavior. This has been particularly useful in dealing with neighborhood disputes. Recidivist offenders are not considered for this approach. We cannot have a double standard in disposition of offenders and must consider the nature of the offense. Extensive and detailed information has been obtained and forwarded to Judge Gingold for his consideration. Lieutenant Patricia Henniges, Baltimore County Police Dept., emphasized that a state-wide system for all services to juveniles must be instituted for maximum coordination. Hilcen Lewis, Dept. of Juvenile Services, discussed a pre-trial intervention program for offenders between 15 and 18 years of age, which emphasizes tutors, recreation, counseling, and job preparation. Lucy Haight explained their LEAA funded program of Intensive Probation, which incorporates parent-effectiveness training, child therapy, reading training, etc. The program is based on the philosophy that "If we can't succeed with juveniles while working with them within the community, we won't succeed!" Denny Lawrence, Fellowship of Lights, operates a 24-hour crisis intervention center in Baltimore, and argued that we have a "rule by discrimination rather than due process", and we must reassess the role of law.

A session on "Minorities and the Law" vividly emphasized problems in communication between police and the community. Dr. Hawthorne, Morgan State University, Baltimore, suggested that police must take an aggressive role in deterring myths and stereotypes perpetuated in T.V. fiction, etc. Will the dramatic rise in ethnic identification become a mask for hiding people on the basis of ethnic identification? Is the term minority really useful for people involved in law enforcement (shouldn't we think of people as individuals rather than categories)? Do we get satisfaction out of a minority status while complaining about it? Any time standards are dropped in order to hire minorities we must ask if this is a cop-out for built-in failure. The more creative method is to hold standards which have been determined to be appropriate, then recruit those who are well qualified. Dr. Hawthorne felt a course should be provided in the police academy which is specifically designed for communication.

Inspector Gertrude Schmael, New York Police Dept., addressed the conference regarding the changing role of women in law enforcement and their new responsibilities. Recent research in controversy concluded clearly, "women can do patrol!" Dr. Sherman concluded that further research is not necessary and is merely replicated, because the indisputable fact is that "gender is not a relative factor in police officers". Public has presented no resistance at all, but the greatest problem has been the male officers. The wives movement to eliminate female officers in New York "died a quick death" (because was unsubstantiated). "Any chief in 1975 who still impedes women officers should be removed." Only the inevitable increase in numbers of female officers will make the reality that police careers are wide open to any qualified person.

Police Community Relations were discussed by Professor Charles Cacase, University of Maryland, and Antonio Keane, Loyola College. Part of human relations training of police must be in small groups and efforts must be made to air problems. Captain Porter, Maryland State Police, pointed out the inconsistency of court orders to hire blacks with no mention of women, also in the minority on departments.

Dr. Laura McCall, Addict Referral Counseling Center, Baltimore, specified the four categories of drug abuse problems and cited the problem of the "illicit drug user" coming in to the culture of the drug abuser (those who support narcotic addiction with criminal activity). She discussed treatment of the addict. Methadone, a synthetic narcotic, has made it possible for the Heroin addict to function in the community (can be retained in the body 48 hours vs. 4 hours for Heroin). Addicts are often psychopaths and not treatable with psycho-therapy. Medical treatment is difficult because any drug prescribed for treatment can be abused, and the addict will abuse it. Difficulties in treatment include: the addict cannot keep appointments because cannot differentiate between day and night; the addict population has a "propensity to steal". Unlike some patients, however, the addict cares very much what you think (will go to great lengths to make alibis for missing appointments, etc.) thus they are potentially treatable. Drug treatment is a political one which is decided at the polls. For every \$10.00 spent for law enforcement on drug abuse, \$1.00 is spent on treatment. She feels many drug laws should be decriminalized. We should not cop out with the idea that experts know best, because they don't!

Agent Dolsey Smith, F.B.I. and Sgt. Patricia Hullen, Baltimore P.D., discussed the sex offender. All rapists are basically sadistic, aggressive criminals. He or she (predicts dramatic increase in female sex offenders) is the extreme of non-conformity, who neither accepts society's goals nor the means to attain them. "Most rapists are psychopathic with zero chance of cure", and those "cured" have merely minor character disorders. Studies on behavior modification with transvestites showed no indication of repeated offenses. Incest offenders have very deep love

and sexual feelings for their own children. Cultures with specific puberty rites have little sexual deviation. American culture, however, is non-specific ("Do your own thing"). Lt. Mary Keefe, Sex Crimes Analysis Unit, N.Y.P.D., reported that the highest court dismissals are in rape cases and usually because of the victim's failure to assist in prosecution. In New York, victims can call the Sex Unit directly to report offense, which is their effort to make the system easier for the victim to increase her cooperation (has been highly successful). In 1974 they increased arrests 24% from the previous year, which they attribute directly to the new program. Five stages of rape and a profile of the rapist were presented.

Sgt. Elizabeth Schmidt, Suffolk County Police Dept., discussed female supervisors on patrol, as well as the qualities necessary for the successful supervisor. She emphasized research which indicates that the patrol supervisor does not need an actual background in patrol to be successful.

Lt. Leon Tomlin, Baltimore Police Dept., discussed drug enforcement. As a background he mentioned the factors in addiction. He felt methadone programs have been a failure, probably due to motivation. Patients may attend for various reasons but do not actually want to be rehabilitated, then the patient returns to the same environmental problems which resulted in his initial addiction. He feels patrol is responsible for low-level enforcement, which frees the Narcotics Unit to focus on dealers. He prefers in his unit officers who have an ability to deal with people (and to develop informers), know investigative techniques, rather than are capable of working under-cover. He feels the under-cover man works only on the street-level and is a waste of time. He thinks it is more economical to allow the informant to make the deal, then prepare carefully a search warrant. Maryland state law prohibits the use of body microphones. All contacts with informants must be documented.

Considerable material was distributed and has been forwarded to the appropriate units. Also printed material used in various departments throughout the country on Crime Prevention and Public Information was given to our Crime Prevention Unit.

Carolyn Bailey  
Sex-Homicide Unit

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

MEMBERSHIP MEETING

On October 15th, 1975

*Ann*

The Membership meeting of the 1st Training Conference of the International Association of Women Police was called to order at 8:05 pm, by President Felicia Shpritzer, in the Holiday Inn Downtown, Baltimore, Maryland.

Members participated in a moment of silence in homage to slain Officer Gail Cobb, and member Helen Morris, who passed away during the past year.

The President asked Maurine Barkdoll to act as Secretary Pro-tem in the absence of Ann Straubel, Recording Secretary.

Roll Call of Officers: Absent were: Ann Straubel, Jerri Pearce, LuAn Zuhlsdorf, Elizabeth Mumford and Regional Chairmen: Yvette Weymans, Kathleen Burke, Carolyn (Miller) Johanson, Carolen Bailey, Ramona Bivians, Patsy Noble, Irene Allen and Ruth Donald.

The minutes of the October 13th, 1974, Board Meeting in Kalamazoo, Mich., were read; Mary Stell moved they be accepted as read. second by Iva Edwards, carried.

The minutes of the October 12th & 13th, 1975, Board Meeting were read; the following corrections were noted: Rosie Mason, Membership Chairman, Lois Higgins and Betty Schmidt, members. Ruth Donald's proxy vote was noted as received. Kathy Burke would provide a banner for the Association at the next seminar. No further corrections, minutes accepted as corrected.

Note to make correction of mailing address: Jerri Pearce, 8860 West 101st Street, Palos Hills, Illinois 60465. (For applications as well as for brochures, etc.)

BILLS: none

COMMUNICATIONS: as previously noted in minutes. President Shpritzer read a telegram from the Chief of Police Robert L. Hansen, Seattle, Washington, re: the 1976 seminar in Seattle. Lt. Mary Stowe, Seattle, noted the dates as October 10th thru 14th, 1976.

President Shpritzer read a telegram signed by the Plaintiffs from Oregon thanking the IAWP for its support of their class action suit through the ACLU as plaintiff on record. (original attached.)

Lois Higgins asked the members to be aware that Michael Fooner is writing a book on Police Women Around the World and is seeking articles and photos to be used.

Dr. Higgins also advised of the 1976-77 White House Fellowship program open to men & women in most occupations, ages 23-35; she urged the younger members to actively consider making application; the deadline is November 28th, 1975.

Bessie Norris, having heard from Ann Straubel, expressed Ann's regrets at being unable to attend this seminar.

The President advised that Jerri Pearce had lost her job with the Palos Hills, Illinois, Police Department after 18 years.

The President advised we had approximately 175 members on the membership list and a few of those joining at this conference not recorded. Pat Wesson advised that membership renewal cards would be made available yet this week. Jessie Stoneman urged a vote of thanks and appreciation to Pat and her husband John, for their assistance with the membership and the books for the Association. Greatfully expressed by all.

HISTORIAN: Jessie Stoneman - report previously given and the lovely display items noted.

CHAPLAIN: LuAn Zuhlsdorf - no report.

BULLETIN EDITOR: Betty Schmidt - report also previously given; President Shpritzer commended and thanked Betty for the beautiful work on the Bulletin.

President Shpritzer asked to dispense with the Regional Chairmen's reports since they were recorded in the Board of Directors meeting minutes. All agreed.

WAYS & MEANS: Maurine Barkdoll - reported a limited edition of a commemorative paper-weight with our insignias shown, in honor of the 60 years of progress and for being back in Baltimore where we were founded in 1915. These were available on order and would be mailed to members for \$6.50 each upon receipt of check payable to her.

RESOLUTIONS: Lois Higgins

- 1) Appreciation to the Chief of Police and other officials who supported and aided the 13th Training Seminar
- 2) Hospitality - to Bessie Norris and her co-chairman Marian Crawford, and to each and every member of the local host committee
- 3) To other civic officials, Officers and others who aided in the success of the seminar

Dr. Higgins moved the adoption of the resolutions, no objections, so ordered. The President requested Dr. Higgins, assisted by Betty Schmidt, to write the letters to all who aided this seminar.

MEMBERSHIP: Rosie Mason, Chairman, Mary Rita Ostrander, Lois Higgins and Betty Schmidt, members, met with the Constitution Committee, Jessie Stoneman and Pat Wesson. They presented the following amendment revision recommendations:

- 1) definition and refinement of eligibility for membership
- 2) the word "Editor" be added to Article V under Board of Directors
- 3) under Board of Directors, "Members" be enumerated
- 4) under President, add: The President shall be responsible for the real property and equipment of the Association.

Notice will be published in the newsletter in advance of next year's membership meeting. The Chairman moved the recommendations be considered and referred back to the Committee; second by Lois Higgins, motion carried.

NOMINATING COMMITTEE: Lois Beckett, Chairman

A slate of Officers will be selected and published in the newsletter before the 1976 Conference in Seattle.

President Shpritzer advised we now have a corporate seal and a copy of the incorporation papers showing IAWP as being founded in 1915 and Chartered in 1926 in the District of Columbia.

President Shpritzer explained the March, 1975, letter to members regarding a class action suit on behalf of six black men and six women, by the ACLU against LEAA for violations in permitting discriminatory practices by funded agencies and that the IAWP was listed as a plaintiff. She advised that the ACLU had formulated the letter and handled the mailing of the survey to our members, approximately 400, with a return portion to indicate our views. She stated that she had received 74 responses - 57 for, 17 against. However, many members were disturbed when it was learned that this had been used as a referendum and as a basis for action on the part of the IAWP. The list of members used for the mailing list was in question as it also included ineligible members, ie., Associate, Sustaining, and Student, etc. Concern for the legality of an International association being involved was questioned. The President stated she had the list of those who replied Yes and No. A previous check of the membership rolls indicated that three of the plaintiffs listed had joined the IAWP during the year and after the class action suit was prepared.

Lois Higgins moved to reconsider the action taken by the IAWP as a participant in the lawsuit filed as a plaintiff by the ACLU. Motion seconded by Marian Crawford, motion carried.

Lois Higgins moved the Association write to the ACLU asking that the name of the IAWP be withdrawn as plaintiff in the class action suit; second by Bessie Norris.

First Vice President Rosie Mason was asked to chair the meeting so the President could step down.

Felicia Shpritzer moved the action be tabled on the motion until such time as we have a legal opinion; second by Betty Schmidt; the motion was defeated.

The original motion was repeated; show of hands indicated sixteen (16) in favor of the motion, five (5) against; motion carried. The President then excused Rosie Mason and resumed he chair.

Jackie Moss moved a resolution or letter be formulated and submitted to LEAA advising our deep concern for their disregard of following their own guidelines in allocating the funds to those agencies practicing any form of discrimination. Second by Maurine Barkdoll, motion carried.

#### NEW BUSINESS

The membership agreed to send the annual contribution of \$25.00 to the National Committee for Children and Youth.

Also to the \$200.00 advance funds to the Program Chairman of the 1976 seminar.

Lois Higgins moved the Board consider that a reasonable honorarium be made available for the Financial Secretary for the time and work required. Second by Bessie Norris, motion carried; to be referred to the Board of Directors.

Betty Schmidt suggested guidelines for the duties of Regional Chairmen; referred to the Constitutional Committee for the next seminar.

There being no further business, Patricia Mullen moved the meeting be adjourned; carried by mutual consent. The meeting was adjourned at 12:20 am, October 16th, 1975.

NOTE: by special call of the President, Felicia Shpritzer, at the first morning session following the membership business meeting, the amendment regarding the submitting of a complete report on seminars be made available within sixty (60) days after the close of the seminar, was duly moved, seconded and passed. October 16th, 1975.

Respectfully submitted,

Maurine E. Barkdoll

Maurine E. Barkdoll  
Recording Secretary Pro-tem

Copies to All Officers and Board members

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

BOARD OF DIRECTORS MEETING

October 12th, 1975

The President, Felicia Shpritzer, of the I.A.W.P. called the Board of Directors meeting of the 13th Training Seminar to order on Sunday, October 12th, 1975, at 6:35 p.m., at the Holiday Inn Downtown, Baltimore, Maryland.

Since the opening prayer by Chaplain LuAn Zuhlsdorf preceeded dinner, the President called for a moment of silence in memory of Gail Cobb, Police Officer lost in the line of duty in the past year and for Helen Morris who passed away.

ROLL CALL - Present: Lois L. Higgins, Executive Director; Felicia Shpritzer, President; Rosie L. Mason, 1st Vice President; Maurine E. Barkdoll, 2nd Vice President; Maris P. Wesson, 3rd Vice President; Catherine Riggle, Sergeant at Arms; LuAn Zuhlsdorf, Chaplain; Mary Rita Ostrander, Past President; Lois Beckett, Past President; Elizabeth Schmidt, Editor of the IAWP Bulletin; Regional Chairmen present: Kathy Burke, 2nd Region; Janet Crumley, 3rd Region; Carolyn Johanson, 4th Region; Carolen Bailey, 5th Region and Mary Stowe, representative for the 7th Region. Absent: Ann Straubel, Recording Secretary; Jerri Pearce, Financial Secretary; Jessie Stoneman, Historian, who would arrive a bit late due to an un-scheduled detour; Elizabeth Mumford, Past President, and the 1st, 6th and 7th Regional Chairmen. In absence of the Recording Secretary, Maurine Barkdoll was asked to act as Secretary pro-tem.

ADDRESS CORRECTIONS - Lois L. Higgins, 8444 W. Wilson Avenue, Chicago, Illinois, 60656; Elizabeth Mumford, B-281 Hamlet Route, Seaside, Oregon, 97138; Irene Allen, 63 Arosa Drive, Birmingham, England, D-1705-B; Ramona (Bivians) Yost, 8905 James NE, Albuquerque, New Mexico, 87111; Ruth Donald, 6918 Cook Avenue, Halifax, Nova Scotia, B-3L2J8; Lois Beckett, 35-B Summit Avenue, Sault Ste. Marie, Ontario, Canada; Janet Crumley, El Cortijo, Apt. #2, Oak Hill Road, Chattanooga, Tennessee, 87416.

The minutes of the 1974 Seminar Board meeting at Kalamazoo, Michigan were read. Carolen Bailey moved the minutes be accepted as corrected: "Kathy Burke is to obtain a banner for the Association", seconded by Kathy Burke, motion carried.

The President advised Mary Stowe to allow sufficient time for the Board meeting for the 1976 Seminar since it will be an election year. She noted the dates as being October 11th through the 14th, 1976.

PROXY VOTES - Elizabeth Mumford to Rosie Mason; Ruth Donald to Jessie Stoneman; and in error, Jerri Pearce to Millie DeJanovich (not on the Board).

President Shpritzer stated we would assume the 1977 Seminar would be held in Nova Scotia. A letter of regret from Ruth Donald expressing her delight in her assignment, the study of the use of women in law enforcement in all of Canada in connection with International Women's Year, but prohibited her from being with us.

President Shpritzer presented various points brought up for approval throughout the year, ie.: advanced funds for Bessie Norris for conference use and a referendum of all members on an A.C.L.U. brief/suit. Mary Rita Ostrander asked why the Board had not been contacted prior to the referendum to the entire membership. Bessie Norris requested the floor and wanted it on record that she and her committee had the full backing of their Department and Commissioner for this Seminar and that she had no action in inviting a member of the A.C.L.U. to this Seminar, nor was this approved by the Program Committee. Dr. Higgins moved we adopt the Baltimore, Maryland, Program as submitted as the 13th Training Conference. Rosie Mason voiced the second, motion unanimously carried.

President Shpritzer called for any and all bills to be presented for payment; Carolen Bailey advised that stationery and membership forms were printed free due to her husband doing the work. The 2,000 brochures were at cost of printing due to being a rush demand and amounted to approximately \$40.00, and the bill had been sent to the Treasurer for payment. Betty Schmidt for the 1974 and the March & June 1975 Bulletins (not including the September, 1975 issue) was \$252.25. Kathy Burke for the beautiful new IAWP banner to be displayed at the Program meetings, \$148.00. President Shpritzer, for Presidential expenses, Corporate seal, stamps and other miscellaneous expenses, \$66.49. Lois L. Higgins, for Executive Director expenses, \$49.30.

COMMUNICATIONS - President Shpritzer advised she had various pieces of correspondence from interested women and mentioned the need for a complete listing of members with the new additions and corrections, etc. Dr. Higgins moved that all bills for this Seminar and subsequent meetings be paid from proceeds in order to facilitate early payment of bills. Carolyn Johanson voiced the second, motion carried.

Bessie Norris suggested the Association obtain a tax exemption number in order to obtain discounts, etc. It was brought out that a complete financial statement must be attached - which we do not have at this time.

Bessie also advised she had a list showing returned mail due to lack of correct addresses. She also questioned where any surplus, or profit monies go: it is all turned in to the Treasury of the Association. Likewise, if expenses of a Seminar exceed the receipts, that is paid by the Treasury. We can still remain a not-for-profit Association with as much as \$5,000.00 balance in the Treasury. Carolen Bailey will work with the President to obtain the tax exempt number.

Carolyn Johanson asked if a Regional Chairmen can "borrow" an advance of funds to commence a regional seminar and to re-imburse the Treasury at the close. Dr. Higgins suggested that a precedent had never been set on this subject. Will be taken up later.

Dr. Higgins read correspondence from Carla A. Hill, reference the President's Commission of White House Fellowship Program. Ms. Hill is Secretary of Housing & Urban Development, special assistant to the Vice President and members of the Cabinet. This program is for the 23 to 35 age bracket. She may be contacted at Washington, D.C., 20410. Dr. Higgins also read a letter from the Boston Police Department, Commissioner Robert Wasserman, Director, advising a representative to our Conference could not be made available due to complex problems. Dr. Higgins noted that she had contact from Michael Fooner, who is writing a book on Policewomen Around the World and was requesting articles, photos, etc.

OFFICER'S REPORTS - President Shpritzer expressed her delight at having been invited to address the 4th Regional Seminar hosted by Carolyn (Miller) Johanson, in South Bend, Indiana in April, 1975.

Dr. Higgins commended Carolyn for the Seminar for the 4th Region and in turn was thanked by Carolyn for her valuable assistance. Dr. Higgins stated that she hears regularly from the North Carolina group as well as many others.

Rosie Mason - 1st Vice President - no report.

Maurine Barkdoll, 2nd Vice President and Chairman of the Ways & Means Committee, reported that \$120.00 was sent to the Treasurer as profits from projects by Kathy Burke, items donated by Dr. Higgins and items made for sale. She noted that Archie Stoneman made the lovely wood plaques used for handicraft.

A discussion of other members having items for sale and questioning where the profits go, was brought up. Maris Wesson moved that in the future, any money making projects be cleared with the Ways & Means Committee Chairman, and no others be allowed; the second by Mary Rita Ostrander, motion carried.

It was noted also that this would take effect at the close of this Seminar. This was brought about due to the profits from the sale of jewelry at the 1974 Seminar not being turned into the Treasury since it was stated that was the purpose of the sale.

Since expenses of the last several Seminars are incomplete, there will be a request that a written report on any Seminar is to be submitted within 60 days of closing.

Pat Wesson - 3rd Vice President, advised she had attended the International Juvenile Officers Association Conference in Stockton, California, where her status was referred to as "representing the International Association of Women Police".

Recording Secretary - copies of the minutes had been mailed out by Ann Straubel from the 1974 Seminar.

Financial Secretary - Pat Wesson advised that the Treasury showed a balance on hand of \$1,694.88, as of September 30th, 1975.

LuAn Zuhlsdorf - Chaplain - was heard from earlier and will be again later in the Seminar.

Mary Rita Ostrander - No report - Membership Committee.

Lois Beckett - reported that Ontario is progressing with hiring of their first women Police Officer with equal pay for equal work. An interesting but firm qualification is that they must be of 'good moral character'. Surveys showed it was most important for communities to have women police officers. Dr. Higgins suggested a letter of commendation to the Ontario Provincial Police be prepared. Lois Beckett read a telegram from William G. Davis, Sr., of the Ontario Provincial Police to the Premier of Ontario.

Kathy Burke - 2nd Regional Chairman - advised of the new banner with the wording "IAWP" in gold lettering on a blue background, a white star with blue global lines and "Founded 1915" to be displayed at all sessions. She also noted that she spoke with the Warden and correction people of New York City, who stated since they felt we had nothing of interest for them, they would not send a representative to our Seminar. Kathy also spoke with the head of Security at the United Nations but could not obtain a flag of the United Nations for the Association.

Janet Crumley - 3rd Regional Chairman - stated she was looking forward to having a Regional Seminar in the near future.

Carolyn Johanson - 4th Regional Chairman - Noted her address: N-4 Calloway Gardens, Athens, Georgia, 30601, until November 24th, 1975, then to: 3615 Radford, Norfolk, Virginia, after that date.

She reported that the Women Police of Indiana have been organized with 60 active members, prior to the 4th Regional Seminar held April 7th & 8th, 1975, in South Bend, Indiana, with the theme "We've Come A Long Way, Baby!". They used a 500 plus mailing list within six days, but found financing was a huge problem. They were unable to obtain a representative from Michigan. However, 56 women attended the Seminar and attendance at the banquet was 100. Representatives were as follows: 2 from West Virginia; 4 from Kentucky, in addition to those from Ohio and Illinois. They used the Camp Fire Girls to make favors for the banquet and they earned a badge for this. She also reported that this Seminar brought in about 20 new members for the IAWP. The Seminar operated at a profit due to finances from interested outside sources. Again the question of profits arose and since the funds were not obtained from this Association, it was felt the monies rightfully belonged to the Women Police of Indiana.

Carolyn Bailey - 5th Regional Chairman - reported that in conjunction with the women officers of Minnesota, she is planning a Regional Seminar in April, 1976, with the emphasis on specific training.

Ramona Bivians - 6th Regional Chairman - no report.

(4)

Catherine Riggle - Sergeant at Arms - reported 6 new members from Lincoln, Nebraska.

Pat Wesson advised that the Portland, Oregon, women were again becoming active. She is from the 7th Regional area.

President Shpritzer reported hearing from Irene Allen, 8th Regional Chairman, and that she saw Mary Matson of Northumberland, England, who was visiting her daughter-in-law and new grandson.

9th Regional Chairman - Ruth Donald, made us aware by letter of her activities in making a survey of Women in Police Work in Canada.

#### COMMITTEE REPORTS

President Shpritzer reminded members of the Constitution Amendment to Article 6, Section 14, stating that a Program Chairman is obliged to submit a report within sixty (60) days after the close of a Seminar.

President Shpritzer also advised she would give a more complete report under Old Business, and would notify the representative of the A.C.L.U. that she cannot be added to the program of this Seminar. Mary Rita Ostrander questioned why the Board wasn't contacted prior to going to the membership and stated that she felt the letter wasn't sufficiently explanatory.

President Shpritzer advised that in referendum of the membership, she had received fifty-seven (57) responses for (out of 400) and 16 against. Dr. Higgins questioned how many of those who expressed a yes answer, what their affiliation was; that we ought to know who expressed the vote in order to properly consider this subject.

Betty Schmidt stated that according to the By-Laws, it should be by a vote of the Board of Directors, then the results brought to the membership meeting.

Lois Beckett interrupted the meeting to suggest that since we were guests and since Bessie and her committee had a hospitality event arranged for us, we should show her the courtesy of attending. It was the consensus that the business meeting must be completed at this time since no other free time was available. However, due to the late hour, 10:30 pm, the meeting was adjourned until 5:00 pm, October 13th, 1975.

#### SECOND SESSION - BOARD OF DIRECTORS MEETING - October 13th, 1975

President Shpritzer called the meeting to order at 5:07 pm, asking for any other old business or reports to be brought up.

Ramona Bivians (Yost) - 6th Regional Chairman, reported that there are new women officers in her Department that she has been attempting to organize but is finding it difficult to get them together. She had given our application for membership in the Association, however.

President Shpritzer presented a bill for \$25.00 for postage which will be handled with the other Association members bills.

The 1st Vice President, Rosie Mason, Membership Chairman, will also work on the Constitutional Amendment with the committee.

Betty Schmidt suggested that a refinement and definition of Associate Membership might be in order; she cited as an example, part time sworn members; this is not a career officer and we do not provide for major changes in the status of members.

Dr. Higgins moved that Rosie Mason, Mary Rita Ostrander and Betty Schmidt be a Committee to study the problem. Motion was seconded by Carolen Bailey, motion carried; they will bring a suggestion before the membership.

President Shpritzer asked if any Board members had received a billing for their membership dues; no notice either paid or owing had been received by any members from the Financial Secretary. This method would make a current listing available.

Pat Wesson advised that 117 members were paid from 1975 and that this did not include this Seminar's new members. The total would be around 200 members paid. She also suggested that the Membership Committee make up a form for the Financial Secretary to send out for paid/owing dues.

Pat Wesson reported a balance on hand as of October 1st, 1975, was \$1,694.88 and that the new balance was \$1,976.54, with checks still to be paid out and not deducted at this point.

President Shpritzer reminded members to not use the Department address for mail to Jerri Pearce since she had been another victim of the cut-back in manpower; correct the address on applications, dues, etc.

Dr. Higgins moved the Editor of the IAWP Bulletin be named a member of the Board as soon as possible; second by Mary Rita Ostrander, motion carried and will be taken under advisement by the Constitution Committee.

There was no Resolutions Committee report, however, Dr. Higgins will confer with Bessie Norris for the usual Hospitality Resolutions.

President Shpritzer advised that a letter of acceptance in a Resolution form will confirm our original acceptance of Chief Hansen's invitation for the 1976 Seminar in Seattle, Washington, and she will handle this.

Ways and Means - Maurine Barkdoll, in addition to the earlier report on the proceeds from the 1974 Seminar, displayed a commemorative paperweight of marble with the Association insignia and a plaque denoting the 60th Anniversary of the Association as this year's project. However, the dates should have read 1915-1975 and were done in error, 1955-1975; they had to be returned and will be mailed to members purchasing the item. They sell for \$6.50 (checks made payable to her since no Association funds were used to purchase the items) and may be ordered on special order forms provided.

President Shpritzer stated she would request information from the American Civil Liberties Union (A.C.L.U.) representative for future action resulting from the suit. The Association is listed as an organization which has members involved in similar suits. It was noted that three of the plaintiffs listed had joined IAWP during the year and after the class action suit was prepared. The other three are not members. Mary Rita Ostrander moved the International Association of Women Police Board of Directors vote against their inclusion in the law suit brought by the A.C.L.U.; LuAn Zuhlsdorf voiced the second; vote by hand count showed three (3) for, seven (7) against, five (5) abstained, motion defeated.

#### NEW BUSINESS

Mary Rita Ostrander moved that our annual donation of \$25.00 to the National Committee for Children and Youth be made; second by Carolyn Johanson, motion carried.

Pat Wesson moved the Board of Directors give the President power to appoint a 4th Regional Chairman upon the anticipated resignation of the present Regional Chairman due to moving out of the Region; seconded by Rosie Mason, motion carried.

Custody of the IAWP Banner will be given to Catherine Riggle, Sergeant at Arms.

Mary Rita Ostrander moved to recommend that \$100.00 be made available, upon request, to Regional Chairmen for the purpose of running a Regional Training Seminar and to be reimbursed to the treasury; seconded by Carolyn Johanson, motion carried.

Betty Schmidt suggested a patch of the IAWP insignia be made up and presented for sale to members for a Ways & Means project. This will be explored.

Pat Wesson suggested that membership dues not be raised; however, due to increase costs, the price of a replacement membership pin will be \$2.00.

Carolyn Bailey moved a committee be formed to explore State affiliation membership possibilities; seconded by Ramona Bivians; Carolyn was appointed Chairman of the Committee to follow up on this.

There being no further business, the meeting was adjourned at 8:47 pm by mutual consent.

Respectfully submitted,

*Maurine E. Barkdoll*

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Maurine E. Barkdoll  
Recording Secretary Pro-tem

Copies to all members of the Board of Directors

November 11th, 1975

Good Morning!

My apology for the lateness of the minutes being forwarded to you.... having the opportunity of typing the membership meeting minutes on the day after our return from the Seminar, my entering the hospital for hand surgery on Sunday did not allow enough time to get everything in order.

Since my return, and altho I'm still on "sick-leave", have been putting in more than enough hours and finally have been trying to type one handed.. so if there are any errors (and I'm sure there are some!) we can make any corrections in Seattle. Please do jot them down while fresh in your mind and they will be corrected. Ann Straubel will have the originals.

Also, the replaced paperweights are being mailed today....and they look lovely with the corrected dates. Those who have ordered and not pre-paid, may send a check at their convenience, and they will be mailed out immediately. (Make check payable to me)

Have a good day.....and a very good year.....

See you in Seattle.....

*Babe*

*Hi! Carolen!!  
What's the good word on the exam?  
Expected to hear the "whoop" may  
back here - Anyway - sure hope it was  
super -  
See you in Seattle?!*

INTERNATIONAL ASSOCIATION OF WOMEN POLICE  
BOARD OF DIRECTOR'S MEETING  
October 17, 1974

The meeting was called to order at 12:30 pm, by President Felicia Shpritzer, at the Holiday Inn West, Kalamazoo, Michigan.

OFFICERS PRESENT: Felicia Shpritzer, Lois Higgins, Maureen Barkdoll, Pat Wesson, Rosie Mason, Donna Cummings, Luan Zuhldorf, Carolen Bailey, Carolen Miller, Cathy Burke, Ruth Donald, Lois Beckett, Gerri Pearce, Mary Ostrander, Janet Crumbley, Ann Straubel, Jessie Stoneman.

NEW BUSINESS: Discussion was held concerning a Parliamentarian. Cathy Burke brought the idea of a banner or flag for the IAWP. Cathy and President Shpritzer going to bring up a design for the next conference. Discussion of the placement of a Canadian flag at our meetings. Discussion held concerning the obtainment of an American and U.N. flags. Also discussion about obtaining a corporate seal. Ruth Donald would like to host the 1977 seminar in Nova Scotia. All requests for a print out, go through the Financial Secretary Jerri Pearce. The data will be retained in Portland location. Discussion held concerning the lapse in elections, and meeting time. Program chairman Ann Straubel stated that the reason for the meeting time, being held in the morning was to get more people to attend the meeting.

COMMITTEE APPOINTMENTS: Program and Awards- Bessie Norris. Resolutions- Donna Commings, Constitution- Jessie Stoneman, Auditing- Peggy Henry, Membership- Rosie Mason, Ways and Means- Maureen Barkdoll, Nominating- Lois Beckett,

Meeting adjourned and reconvened at 5 pm.

NEW BUSINESS: At the next conference allow more time for speakers. Also more time be allowed for business meeting.

Meeting Adjourned.

Respectfully submitted,

Ann Straubel,  
Recording Secretary

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

ANNUAL BUSINESS MEETING, OCTOBER 16, 1974

The meeting was opened at 10:20 am, by President Felicia Shpritzer, at the Holiday Inn, Kalamazoo, Michigan. Invocation was given by Donna Cummings, flag salute given and a moment of silent prayer was held in memory of Fail Cobb, first known woman police officer to be killed in line of duty.

ROLL CALL OF OFFICERS: President Sphritzer, present, 1st Vice President Donna Cummings, present, 2nd Vice President Rosie Mason, present, 3re Vice President Maurine Barkdoll, present, Recording Secretary Ann Straubel, present, Financial Secretary Maris Wesson, present, Sargeant-at-arms Catherine Riggle, present, Historian Jessie Stoneman, present, Chaplain Doris Watkins, absent, Past Presidents Lois Higgins, Mary Ostrander and Lois Beckett, present, Elizabeth Mumford, absent, Fourth Region Chairman Jerri Pearce, present, Fifth Region Carolen Bailey, present.

MINUTES of the last Annual meeting were read. Helen Morris moved to accept, Cathy Burke 2nd, passed. The October 13, 1974 Board of Director's meeting were read. Maurine Barkdoll moved to accept, A. Stickley, 2nd, passed.

BILLS: Member voted approval to have the Board of Directors pay the bills.

COMMUNICATIONS: Other than those read at the Board of Director's meeting included a welcome from the local Fraternal Order of Police, Lodge #98, and a card from Dorothy Fagerstrom.

REPORT OF OFFICERS: Lois Higgins, Executive Director, reported that for the record, she did call June Morelan to explain her absence at the 1973 meeting and conference. Financial Secretary Pat Wesson reported a balance on hand of \$1,120.11. She submitted a written report. Vance Stickley, moved to accept, Gerri Pearce, 2nd, passed. Members will be notified of dues. Discussed computer service. 124 paid members now. 1972 rosters are available. As soon as the 1973 seminar report is available it will be presented to the membership. Historian Jesse Stoneman presented the resume of the 1973 conference. 4th Region Gerri Pearce reported on their seminar. 5th Region Carolen Bailey reported on progress in Min nesota of organizing the police women. Canada: Lois Beckett reported for all regions. She talked about the progress of women officers in Canada. Women are now in the Royal Canadian Mounted Police.

COMMITTEE REPORT: Elections- nominations were read by Ann Straubel for Mary Ostrander, chairman. Resolutions- Anne Garcia, for Ann Straubel, read the following resolutions #1- FBI, #2= NBC,,ABC,

and Rosie Mason 2nd, all passed. Constitution- Jesse Stoneman reported that there was to be a revision to the constitution to be published, Article 6, section 14. Ways and Means, Maureen Barkdoll thanked Cathy Burke for the sale items. She presented a check for \$200.00 for the treasury. Auditing will be taken care of by Pat Wesson. Program- Felicia Shpritzer reported on the conference in Nausau. Helen Morris suggested that two members be appointed to contact June Morlan by the president. Pat Wesson stated that it should be executive committee action.

PUBLICATIONS: Newsletter- there is a new editor, Betty Schmidt. Carolen Bailey moved to change title of the newsletter to IAWP Buliten, 2nd by M. Barkdoll, passed. Brochure- Carolen Bailey stated that there were 500 of the new revision printed. She needed suggestions or any other revisions.

OLD BUSINESS: None.

NEW BUSINESS: Program- Bessie Norris invited the IAWP to come to Baltimore, Maryland for the next conference. Mary Stowe invited the IAWP to come to Seattle. Invitations were received from both Chiefs. The vote was taken by ballot and the group will be going to Baltimore in 1975. A tentative invitation for 1977 for Nova Scotia was made by Ruth Donald. Mary invited the IAWP to come to Seattle in 1976.

ELECTIONS: The following persons were voted into office: President Felicia Sphritzer, 1st Vice President Rosie Mason, 2nd Vice President Maurine Barkdoll, 3rd Vice President Maris Wesson, Recording Secretary Ann Straubel, Financial Secretary Jerri Pearce, Sargent-at-arms Cathy Riggle, Historian Jessie Stoneman, Chaplain LuAnn Zuhlsdorf, 1st Region Yvette Weymans, 2nd Region Cathy Burke, 3rd Region Janet Crumley, 4th Region Carolen Miller, 5th Region Carolen Bailey, 6th Region Ramona Bivians, 7th Region Pat Noble, 8th Region Irene Allen, 9th Region Ruth Donald.

Meeting adjourned at 2:50 pm.

Respectfully submitted,

Ann Straubel, Recording  
Secretary

INTERNATIONAL ASSOCIATION OF WOMEN POLICE

BOARD OF DIRECTORS MEETING

SUNDAY, OCTOBER 13, 1974

The meeting was called to order by President Shpritzer at 3:50 pm at Holiday Inn West, Kalamazoo, Michigan.

ROLL CALL OF OFFICERS: President Felicia Shpritzer, Donna Cummings, Rosie Mason, Maurine Barkdoll, Ann Straubel, Maris Wesson, Jessie Stoneman, Mary Ostrander, Lois Beckett, Jerrit Pearce, Carolen Bailey, Lois Higgins, and Cathy Riggle.

MINUTES of the last meeting were read and approved.

BILLS: None at this time.

COMMUNICATIONS: An invitation was extended from Mary Stowe, to have the next IAWP conference in Seattle. Betty Schmidt was commended for her excellent work on the Newsletter. The President reported that she sent a letter to Chief Jerry Wilson, Washington, D.C., regarding Gail Cobb, giving our condolences. President Shpritzer announced that she had received numerous correspondence from the National Safety Council, as well as a letter from the Women Peace Officers of California. The President reported that she had sent a letter to Ann Carlyle congratulating her on her retirement. Lois Higgins, Executive Director, gave a report on the correspondence she has received in the past year. Correspondence from A. Vance Stickney, South Bend, Indiana regarding the organization of a policewoman's group in Indiana was read.

REPORTS OF OFFICERS: The President discussed the writing of many letters throughout the year. The Director, Lois Higgins, read letters that clarified her resignation from International Association of Chiefs of Police in 1969. Historian Jesse Stoneman read last year's seminar report. 4th Region Chairman Gerri Pearce gave a report on her regional meeting. 5th Region Chairman Carolen Bailey gave a report on her activities.

COMMITTEE REPORTS: Constitution- membership rules were discussed and copies of same were distributed to all members present. It was suggested that the next chairman check into the tax exempt status of IAWP. Auditing- The treasurer, Pat Wesson, submitted her report dated 10-12-74. The report was accepted as read pending the report from the 1973 program financial account. It was decided that in the future the program report should be separate from the treasurer's report. Resolutions- Chairman Ann Straubel reported that two resolutions had been received to date and that her committee would be conducting their meeting tomorrow. Ways and Means- Maurine Barkdoll read her report of 1973. Lois Higgins moved that the report be accepted as read. Donna Cummings 2nd, motion passed. Program and Awards- No report at this time. Nominating - Mary Ostrander requested that a paper ballot be required for the election of officers. Lois Beckett was appointed chairman of elections. Membership- The chairman had no report. Pat Wesson reported that there are 100 paid members for 1974.

PUBLICATIONS: Bulletin; Report submitted by Mary Ostrander. She and her committee recommended that we keep the present name of the newsletter. Brochure: Chairman Carolen Bailey submitted a revision and asked that the members give her any suggestions for revisions. Maureen Barkdoll reported

on how many were sent out.

OLD BUSINESS: None.

NEW BUSINESS: Suggestions were submitted by Betty Schmidt. These were read and referred to the proper committee for consideration.

The meeting was adjourned at 8:10 pm.

Respectfully submitted,

Ann Straubel,  
Recording Secretary

INTERNATIONAL ASSOCIATION  
OF WOMEN POLICE

MEMBERSHIP MEETING  
October 16, 1973

The meeting was called to order by President Felicia Sphritzer at 3:20 pm at the Island Inn, Westbury, New York.

Roll call of officers- President Felicia Sphritzer, present, 1st Vice President Donna Communings, present, 2nd Vice President Rose Mason- present, 3rd Vice President Maureen Barkdoll-present, Recording Secretary Ann Straubel- present, Treasurer Pat Wesson-absent, Past President Mary Ostrander- present, Sargent at arms Catherine Riggle- present, Historian Jesse Stoneman- present, and also present were 2nd Regional Director June Morelan, 5th Regional Director Carolyn Bailey. It was noted that President Sphritzer received a telephone call from Lois Beckett, Past President and received a letter from Jerri Pearce, 4th Regional Director and Jan Montgomery, 6th Regional Director. It was learned that 3rd Regional Director Jane Webster had recently undergone surgery, so is unactive at this time. Mary Stowe, Seattle, Washington, reported for Region 9.

The minutes of the 1972 Membership meeting were read. Move to accept made by Cathy Conlon, seconded by Helen Morris, carried. Minutes of the 1972 Board of Directors meeting were read and move to accept made by Mary Ostrander, seconded by Violet Novak, motion carried. Minutes of the 1973 Board of Directors meeting were read, move to accept made by Donna Cummings, seconded by Cathy Conlon, motion carried.

BILLS: Maureen Barkdoll and Lois Higgins, submitted correspondence bill for \$143.50, Mary Ostrander, submitted the Newsletter bill for \$89.06, and President Sphritzer submitted a bill for expenses for \$41.00. Violet Novak made a motion to pay the bills, seconded by Maureen Barkdoll, motion carried.

COMMUNICATIONS: Telegram received from Chief Dean Fox, inviting the IAWP to have the next training conference in Kalamazoo, Michigan.

FINANCIAL REPORT; Pat Wesson reported by mail, that there was \$1, 916.33 in the treasure. Mary Ostrander moved to accept the report as read, seconded by Violet Novak, motion carried. The President stated that the auditing report will be published.

COMMITTEE REPORTS: Ways and Means- Maureen Barkdoll: asked the members to buy the items that have been made and are displayed in the meeting rooms. Mary Ostrander read a letter from Sid Davis in reference to encouraging the women to get orders for the films in order to raise more money for the organization. Newsletter- Mary Ostrander: she reported that she submitted her report to the board. Asked for suggestions for new title for masthead. She also asked members to please send her news.

OLD BUSINESS: Mary Ostrander made a motion to donate \$25.00 to the Committee on Children and Youth in Washington, D.C. Maureen Barkdoll seconded, motion carried. Mary Ostrander made a motion to make the \$200.00 payment to Lois Higgins for her debt, seconded by Helen Morris, motion carried.

NEW BUSINESS: President Sphritzer announced that she had appointed a committee to revamp the brochure. Jund Morelan made a motion to have the IAWP hear Dr. Wildeman, Hofsta University on the topic of marriage and policewoman and what he was going to do on a research project. Donna Cummings seconded it, motion carried. The site of the next conference was discussed. Maureen Barkdoll made a motion to have the Board of Directors determine the site for next year, seconded by Rosie Mason, motion defeated. Violet Novak made a motion to have the 1974 conference in Kalamazoo, Michigan, seconded by Mary Wilson, motion carried. Local program chairman will be Ann Straubel.

GOOD AND WELFARE: Ann Straubel, Resolutions Chairman, read a resolution to inform the group of the topic, and asked for committee volunteers. Historian Jesse Stoneman read a report of the 1972 conference.

Meeting adjourned at 5:15 pm.

Respectfully submitted,

Ann Straubel  
Recording Secretary

INTERNATIONAL ASSOCIATION  
OF WOMEN POLICE

MEMBERSHIP MEETING  
October 19, 1973

The adjourned meeting of October 16, 1973, was reconvened at 3:05 pm by President Felicia Sphritzer at the Island Inn, Westbury, New York.

COMMITTEE REPORTS: Constitution Committee- Jesse Stoneman: she read the proposed constitution amendments. The one of omitting the purpose of establishing women's bureaus in the by-lasws was passed. The other amendments were defeated. A suggestion was made to look into changing of the wording of the sustaining member section. Resolution Committee- Ann Straubel: the following resolutions were passed:

WHEREAS, there are differences of opinion as to the relationship of height and weight standards to the optimum performance of a police officer, THEREFORE, be it resolved that the International Association of Women Police encourage research to determine what these standards should be.

WHEREAS, the Eleventh Training Conference of the International Association of Women Police was held in New York at the invitation of the Nassau County Police Dept. in conjunction with the Suffolk County Police Dept. and the police department of the City of New York, October 14 to 19, 1973, THEREFORE, be it resolved that letters of appreciation be sent to Commissioner Louis J. Frank, Commissioner Eugene R. Kelley, and Commissioner Donald F. Cawley.

PUBLICATIONS: Mary Ostrander asked for suggestions for changing the masthead-title of the Newsletter. President Sphritzer stated that she had selected a committee, to revamp the policewoman's brochure. She appointed Carolyn Bailey and Mary Stowe.

Meeting adjourned at 4:10 pm.

Respectfully submitted,

Ann Straubel,  
Recording Secretary

INTERNATIONAL ASSOCIATION  
OF WOMEN POLICE

BOARD OF DIRECTOR'S  
MEETING

October 14, 1973

The meeting was called to order by President Felicia Sphritzer at 8 pm, at the Island Inn, Wesbury, New York. Present were 1st Vice President Donna Cummings, 2nd Vice President Rosie Mason, 3rd Vice President Maureen Barkdoll, Past President Mary Ostrander, Recording Secretary Ann Straubel, Sargent At Arms Catherine Riggle, Historian Jessie Stoneman, 2nd Regional Director June Morelan, 5th Regional Director Carolyn Bailey, and sitting in for 7th and 9th Regions, Mary Stowe.

Minutes were read of the 1972 membership meeting, 1972 Board of Directors meeting and Board of Director:s "mail" meeting, August 1973. Mary Ostrander moved to accept, Maureen Barkdoll seconded, carried.

**BILLS:** It was asked that bills be submitted to June Morelan, who recieved the financial secretary records from Pat Wesson.

**COMMUNICATIONS:** Letters read by President and June Morelan. Conference offers came from Gerri Pearce, Illinois, however she did not follow up with confirming letter, Nashville, Tenn. and it was noted that we do not have any members there; Bessie Norris, in Baltimore, Maryland and Ann Straubel for Kalamazoo Michigan.

**REPORTS OF OFFICERS:** Recording Secretary- going to set up more permanent file of minutes and asked that correspondance be sent to her, after the person had done the necessary answering with a corbon copy of the answer. President- stationary has been brought up to date, answered many letters, more to be answered. 1st Vice president- telephone calls to President and Lois Higgins and attempted to get #1 and #3 regional chairmen. 2nd Vice President- attempted to get policewomen in department to join the IAWP. Treasurer- no report available. Historian read resume of last conference in Portland, Oregon. Executive Secretary- no report, very ill. Region #1- no report, Region #2- had stationary made up, worked on conference, obtained new members, addressed the New York Association of Chiefs of Police and they gave the IAWP a resolution, traveled in the region and talked to departments. Region #3- no report, Region #4- no report, but Ann Straubel told of progress of Women Police of Michigan, Region #5- going to have seminar in the spring and already has pa promise of money to help with the seminar. Region #6- no report. Region #8- no report,

Region #7 and #9- several new members, Vancouver hired 16 new women on their force because of publicity emanating out the IAWP, Seattle offered the site for a conference.

COMMITTEE REPORTS: Constitution- Jesse Stoneman: the proposed new constitution amendments were published in the newsletter. There was a recommendation that an amendment be considered next year, to add a Publications Committee to the list of standing committees. Auditing Committee: no report. Resolutions- Ann Straubel: read three resolutions to be presented to the committee; Ways and Means- Maureen Barkdoll: has brought many things to sell at the meetings. Mary Ostrander read a letter from Sid Davis in which we received \$74.00 as profits from the films, "Dangerous Stranger" and "Girls Beware." Programs and Awards- June Morelan: nothing from nobody on awards, program report in hand-out material. Reminded members that room 106 of the Island Inn was the command post and to keep the room informed of members whereabouts, and that there will also be a mail box for messages for persons;

PUBLICATIONS: Mary Ostrander submitted her report for the Newsletter. June Morelan volunteered to take over the Newsletter, whenever Mary's term was over. Discussion was held concerning changing the newsletter masthead- title. The Newsletter Committee would consider anything submitted to it from the membership. Newsletter Committee to be appointed at the general meeting. President appointed a committee to update the policeman's brochure. Carolyn Bailey and Mary Stowe were appointed. Det. Elizabeth Schmidt made a policewoman's bibliography to be distributed to the members.

OLD BUSINESS: Mary Ostrander is going to make a motion at the general meeting to donate \$25.00 to the National Committee On Children and Youth. Also brought up was the annual payment to Lois Higgins on the repayment of the debt.

NEW BUSINESS: June Morelan discussed the possibility of the organization becoming involved in a research project, of policewomen and marriage by Dr. John Wildeman, Hofsta University. June suggested that the profit from the conference or federal funds be used for money for mailing. It was decided to ask the general membership if they wanted to hear from Dr. Wildeman.

GOOD AND WELFARE: Discussion was held on the selling of items to members. It was asked that permission be obtained from the organization for anyone to sell for corporate or person gain.

Meeting adourned at 12:30 am.

Respectfully submitted,

Ann Straubel, Recording Secretary