



Carolyn Bailey papers

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B-07-28

Dear Carolin,

The big brown package arrived today and I have selected one of the candidates. I took the package to work & shared it with 2 other PW's and 2 NCO's. The choice was actually close but the edge goes to Caclahan. Wilcox was the close second but because of the length of her service she was eliminated. We don't seem to have any hard & fast selection rules and no doubt the senior girls could easily put together a package that would make them look really good. So my selection was based on the candidate who was fairly junior and had been consistently doing exceptional work. Had a senior candidate been very active in the past year or so I would have seriously considered her. What do you think? Should we lay down some new rules that will make it more consistent. Food for thought. One of the girls with 13 yrs (exactly) suggested a "Rolewoman of the Decade" or something similar for all the old timers.

Your name came up recently when I was on a court case which involved 2 Dets from Major Crime (Homicide & Robbery). I was ~~talking~~ telling them that someday I'd like to work in their

squad (as 1st female) when I made
 detective. I then began spouting
 off about how you had worked
 homicide for years and all the
 organizing you did off duty for
 the MAWP & LAWP etc, etc. At the
 end of my spiel (during which I
 hadn't mentioned that you had
~~been~~ raised a family & were home) ⁱⁿ
 this detective asked "Is she a
 lesbian?" Dumbfounded as I
 could sputter was "What difference
 would it make if she was?" To which
 he replied "Well she couldn't
 possibly had time for all that
 unless she was!" Of course he was
 straightened out in short order. Now
 this guy is a 6'3" gorgeous,
 darkly haired devil who loves
 to get your goat. Very breathe!
 I think I was poked in at the
 time however the next day I
 went up to their office (Major Crime)
 and in front of the whole squad
 in a loud voice I said "Ken, about
 our conversation yesterday. I've given
 it a lot of thought. ~~and due to the~~
~~fact that~~ you work so hard & have
 such long hours ^{in this squad} I've
 got your hair planned you've been
 looking more & more like a
 homosexual every day. Maybe
 you should think about transferring
 out." He just laughed & made
 some comments & I left. I don't
 know what kind of explanation
 he's given to his fellow workers.
 You should drop him a line or
 some letter head dept paper &
 give him shit.

3

If you're interested he's.

DET. KEN LARKY
MAJOR CRIME SQUAD
c/o VANCOUVER POLICE DEP
312 MAIN
VANCOUVER BC.
V6A-2T2

If you open the letter with a line such as "I have it on good authority that you are becoming a homosexual & I am writing to tell you how you can prevent it" you can take it from there.

I'm writing this letter on company time of course. I've been on the street now since March & things are going great. No problems at all. The guys accept me. One exception is another CPL who does not like me because I reminded something he did over my head. Something he would have also done had the situation been reversed. I had 2 Sgts who witnessed it & they sided with me. This guy is East Division a very much a MCP. He hasn't said more than 2 words to me in 3 mos. & were on the same shift. He is the exception tho!

I will be in Albuquerque with bells on! I'm going to Okla City first so I'll be there

4
on Oct 2nd will probably go to
Gene on the following SAT, SUN, MON TUE
if your interested. If you see
Dobbie please tell her I need
a my lucky partner. My sister
will be at the conference with me.

I hope you've had a good
year. I don't expect an answer
I know you're busy. I'd rather
have you send a letter to Ken.

C-U in Oct.

Carol-Lynn



March 8th...

Dear Carolen:

Thanks a heap for the blue brochures...just able to find a little time now to get at finally mailing them to the responses to articles, etc...sure is a help so they are not more than a month late!

Have been so behind due to the disaster work we have been involved in ..we opened a recreation center in Sun City for the victims from the surrounding towns..the days and weeks have all blended into one making me behind schedule. But the rewards were great in appreciation and being able to relieve some of the torment the victims faced.

As with you and LuAn..don't feel I will be able to make it to a board meeting so far away either...time and money. Wish it had been in conjunction with you seminar! I mentioned this to Rosie in case so many are unable to go so far that she will have to change it..sent my proxy to her.

I think if each board member could mail out the award applications to chiefs in her region, it would be a big boost for you gals..that is a huge undertaking. This method could help with the load..they have access to the chiefs in their own Chief's listing book and it would carry well receiving a more local request for consideration to including their women..however, all responses should be noted to return applications to you.

Best of wishes for the successful seminar..altho with your expertise and past successes..no big question!!! Have fun...Hi to LuAn....

Babe



Feb 14

Caroleen -

Only one suggested change on the letter - for clarity & brevity - otherwise, great. Yours covered everything.

Don't know how many copies I'll need - I'm just beginning to get replies to my initial letters to Attorney Generals - haven't yet followed up on them. whatever number other co-ordinators order send me. I can always pass them on to the next co-ordinator.

Pictures enclosed are only from Seattle -



I have some
that might be
suitable, from
Portland —

Haystack Rock, Bridal
Veil Falls — & a good
picture of Ramona, Kathy
myself, and the lady I
from Cincinnati who
died a couple of years ago.

Morris, I think her name
was. I'd have to look up
an old Roster. I'd have to
find the negatives, too, as
I don't have extra prints.
If you don't get more
response, let me know
I'll find them.

I'm so far behind, I have to
run to catch up — but I'm running.

Good Luck
A. Little

INTERNATIONAL ASSOCIATION of WOMEN POLICE

OCTOBER (11 - 14) 1976

SEATTLE, WASHINGTON

Carolyn,

I will need 300 copies of the Officer of the Year form and about 400 letters and applications for prospective members. I would have replied sooner but I have been out of town recently.

The program for your seminar looked great. I was planning to attend but my department is conducting in-service training at that time. I would like to hear all the speakers and will especially miss not hearing Dorothy again.

Janet

February 24th 1980

Dear *Carolyn*

The Board of Directors of the I.A.W.P. will hold a meeting Sunday April 27th 1980 at 1300 hours in Amherst, Massachusetts (the meeting site to be decided by the host Mary Dumas)

Business of importance.
Please be present.

Please circle the below form, indicating whether or not you will attend the board meeting, detach, and return to me promptly, or please forward the detached form to Mary Dumas so that a meeting room can be reserved.

Hey Susan, I don't believe I will need any of the nomination forms, and I think the one you've composed is very very good, needs nothing more. I wish I had the time off to attend your seminar, it sounds very good. However it's (as you said) a little too close to the Board meeting. But if its possible send me excerpts from it. I do hope you and LuAnn can attend the Board meeting we need your cv. Oh as for suggestions on distributions of award forms, I agree that we should have more nominees. Perhaps the Regional Chaperons might assist in making contacts in their surrounding areas. Lets hope.

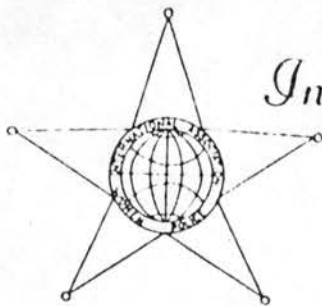
*Thanks and much love
Rosie Mason
Rosie Mason, president*

Much Love Rosie.

I _____ do _____ not plan to attend the board meeting.

I request that _____ proxy for me.

Signed _____



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



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Sun City, Arizona

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FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

February 22, 1980

Lonnie Payne
819 - 129th Avenue N.E.
Blaine, Minnesota 55434

Dear Lonnie:

Welcome to Minnesota. I was glad to get an opportunity to talk to you today. If there is anything that I can do to help you, please let me know.

I am enclosing a copy of the preliminary mailing for the seminar planned by the Minnesota Association of Women Police. It would give you an excellent opportunity to meet other women officers in our state (and other states), and perhaps to learn about other possible job opportunities. As soon as the new brochures for I.A.W.P. are printed, I will see that you are sent one. The president now is Joyce Kolte from the Eden Prairie Police Department.

Good luck in your job hunting.

Sincerely,

Carolyn

(Sgt.) Carolen Bailey
St. Paul Police Dept.
Homicide Unit
292-3650

DEPARTMENT OF POLICE
CITY OF SAINT PAUL
INTER-OFFICE COMMUNICATION

February 21, 1980

Dear Ramona:

I think of you often and sympathize with what you already must be going through. If there is anything that I can do to help, please let me know.

I am now having the Award nomination applications printed. Let me know how many you might want. Before the 1978 seminar, we sent cover letters to the Chiefs, etc. announcing the seminar and the award at the same time. I am enclosing a copy of this letter if you want to consider doing something like this. We really need to increase the number of nominations, and that was an easy way to kill two birds with one letter. The Seventh region will be mailing something similar to this when we send the final notice of our regional seminar on April 17 & 18. At this seminar, we will announce yours, so if there is any passout material you might want us to distribute, just send it here. You may want to print your own nomination applications, since Insty-print may be cheaper than postage.

Good luck and best wishes.

Carolyn Bailey

Speed Letter.

To CarolenFrom Mary

Subject _____

-No. 9 & 10 FOLD

MESSAGE

I only need one copy of the nominating form, but could use about 100 constitutions. I was about 60 short, but if I have extras can try to send them out when I pick up a new member.

I won't be able to make it to your meeting or to the Board meeting. There are two people who will be gone for two weeks, and I am set to work all weekend of the Board meeting.

Will you or LuAn get me Kathy Aschermans address? Her newsletter came back today.

Date 3-28-80 Signed Mary Hula

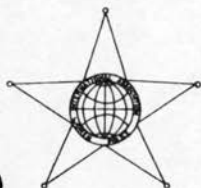
REPLY

-No. 9 FOLD

-No. 10 FOLD

Date

Signed



International Association of Women Police

August 25, 1980

Dear Carolen:

Thank you for the stationary. Kathy also sent me some, so I finally am fixed pretty good.

I convinved the Chamber of Commerce to purchase the certificates for us. We are in the process now of having them printed. I knew you wouldn't mind, but our colors are beige and brown. We are using that color scheme thru-out. So...we copied your certificates. We loved them compared to all the others and the samples. We are even using the same border. We are using a different parchment paper.

I was terribly dissappointed in our program printing. They were printed all wrong to fold, the return address was only my name, not at all professional, but otherwise, it did get the information across.

Things are shaping up. My Sgt. has me working 8-4 out of my home and I have a police car to run errands so I am full time on this conference now, which helps. The police car is a take home, so it is assigned to me and has been since June, 1978.

We currently have 57 paid registrations. We only blocked 100 rooms at the Sharaton and 50 across the street at the Real Grande. I thought we had 150 at the Sheraton. No real problem yet.

I can't think of anything else. Thank you for answering my questions. If I can think of anything else, I'll let you know. San Diego called us and told us they never heard of us and are excited we got in touch with them and they are trying to come.

*please excuse typing and spelling - My typewriter
sticks throwing off my ↗ - Ramona*

September 25, 1980

Executive Members
International Association of Women Police

Dear Executive Members:

Ordinarily I look forward with pleasure to the arrival of the IAWP Bulletin, finding it to be a relatively informative newsletter on the progress made by women in law enforcement. However, when I read the September issue of the Bulletin I was appalled and offended.

It was my understanding from the 1979 seminar that the IAWP had elected to remain neutral on the political (and to some moral) issue of the Equal Rights Amendment; that as an international organization the issue of constitutionally applied equal rights is not of concern to the entire membership. I concur that a training seminar of an international organization is not the proper forum for the issue of the ERA; but, I then expect the IAWP to maintain strict neutrality. This should especially include the official "voice" of the association- the Bulletin.

The publishing of an anonymous letter that is patently anti-ERA is a slap in the face to those members who support the ratification of the ERA. In fact, the implication in that letter is that those who do support equal rights on a federal level are emotional, moronic, and emasculating.

I take special exception to the paragraph that heralds the passage of the ERA as the destruction of American society- "The possibility of relieving men of supporting their families" Does the writer of this particular paragraph sincerely believe this? Does that person realize that she/he has negated the collective efforts of not only women in law enforcement, but of all women who are forced to work to support their families due to divorce, the death of a spouse, or the disability of a spouse? Is that person aware that women comprise 51% of the national work force, and that 37% of the United States female population are the primary wage earners in their families? Does it occur to the writer that some women (myself included) work because of a personal need to establish a life's career, and must enjoy a RIGHT to work.

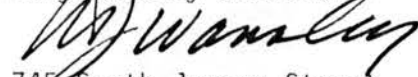
I won't address that portion of the letter which implies that fundamental equality will neuter the female gender. Nor, will I respond to the hackneyed excuses that protection is applied via the Civil Rights Act of 1964, the 19th Amendment, and the EEO Act of 1972. Only sheer political naiveté would allow a person to assume that an act of Congress heals all wounds or rights all wrongs.

It was not clear whether the letter was published verbatim, or even the purpose of said publication. But as the editor felt moved to print this letter I can only surmise that the official policy of the IAWP is opposition to the ERA as editorial policy generally reflects the opinion of the parent organization which engenders the publication of a document.

If this is a false assumption on my part then perhaps a clarification from the Executive Board is needed. If the IAWP is to stand neutral on this issue, then it must be 100% so. But to take a political stance is to invite division and destruction within this organization. To thrive as an association the IAWP will require an influx of new members, and new members will be new police officers, who will be by and large young women. These same women may also be ardent feminists and equal rights supporters and thus reluctant to associate with an organization that reputes to be apolitical and yet allows the official publication to maintain an editorial policy that is contradictory.

In short, either support ERA or oppose ERA and risk the potential loss of members either way. But if the IAWP is not to become involved in political issues, to include the Equal Rights Amendment then perhaps a formal statement to that effect should be issued by the Executive Board, and then ensure that neutrality is strictly observed.

Mary Wansley Grzesiow



745 South Jersey Street
Denver, Colorado 80224

Copies to:
Maurine Barkdoll
Rosie Mason
Mary Stowe
Carolyn Bailey
Kathleen Burke
Mary R. Ostrander

September 30, 1980

Dear Mary:

I just received your letter expressing concern about the anonymous letter in the Bulletin re. E.R.A. I totally agree with you, but there may be some misunderstanding about the position of I.A.W.P.

There seems to be two issues involved i.e. ¹'should an international organization get involved in such an issue and ²'do the majority of the members support the issue? My personal view (and not that of the Board as a whole) is that the question is one of concern to women in all countries even though the legal question is in our country. If such an issue were in Scotland or etc., I wouldn't hesitate to endorse it. Ideally, those members from other countries should be decisive on this first question, but there are few present (one from Canada feels it is irrelevant and one from England supports it).

I.A.W.P. as an organization did not decide either issue. The question was not debateable because of rules in the Constitution. A resolution such as this must be published in the Bulletin prior to a membership meeting, and this was not done until this summer, therefore the issue could not be raised. However, since various members presented this resolution and it has now been printed, it must be debated in Albuquerque. After resolutions are printed, it has been appropriate for members to request that their viewpoints (arguments or whatever) are also presented in the Bulletin for consideration on the issue. There have been various articles on this question printed. I do not think an anonymous article is appropriate for printing. I obviously do not approve of the position, but this is for the full membership to decide.

It seems to me that the whole matter has reached disproportionate attention and dispute. The Minn. Assoc. of Women Police passed a resolution supporting E.R.A. several years ago and has since donated money to send members to marches, and there has been absolutely no negative feedback, resignations, outcries, etc. It just doesn't seem to me to be that significant as to create so much ill feeling.

There is much more to be said, and I think it will be necessary to impose time limits on discussion in Albuquerque, particularly since most are likely informed on the issue and already have positions. I hope that you will be there to present your view, but if not, we can certainly voice your position.

My very best wishes and hopes to see you again.

Sincerely,
Carolyn
Carolyn Bailey



From the desk of

LOIS HIGGINS

8/11/80

● Carolen dear,

I do believe that Officer Thomas is an outstanding example of "the best in law enforcement." depicting (as Chief Hart says) "an outstanding performance of courageous and professional police work during a time of extreme peril when her life and the life of her partner were in jeopardy."

You were right to keep the nominations open.... If you think it warrants a change (and if others agree) please vote my selection for Thomas. I rely on your very excellent judgement, Carolen.

Love, *Lois*

Caroleen 8/08/20

LARRY wont
admit admit
to receiving your
letter. His partner
ratted on him tho!
His out to get
me now & maybe
you too. They were
debating sending a
copy of your letter
to your Internal

Investigation fund.

Keep sending,
the rest of your
material. The
homicide squad loves
it. They don't
see lathy on the
receiving end too
often.

Lawler

PS Not going to Tex.
after all. Debbie & I are coming

back to Var. instead. Want to come.



GEORGE LATIMER
MAYOR

CITY OF SAINT PAUL
DEPARTMENT OF POLICE

Wm. W. McCutcheon, Chief of Police
101 East Tenth Street
Saint Paul, Minnesota 55101
612-291-1111

August 4, 1980

Detective Ken Larky
Major Crime Squad
Vancouver Police Department
312 Main
Vancouver, B.C.
Canada V6A - 2T2

Dear Detective Larky:

I have it on good authority that you are becoming a homosexual, and I am writing to tell you how you can prevent it.

I understand that you are very busy and feel that this could precipitate homosexuality. I have not found this to be the case, even though we have had a record number of murders this year, etc. Perhaps if you could pause a moment when you are looking over a dead body to remind yourself of how desirable the opposite sex (not same sex) can be, this will help you to overcome this. I have never found the same sex desirable, although I have found gorgeous men such as you very attractive. I am sure you could find many women who would be very willing to help you overcome this urge.

Since law enforcement generally frowns on homosexuality, I greatly sympathize with you and will be glad to assist in any way possible in this problem.

If homosexuality becomes too over-powering for you, I am aware of various mental health professionals who would be glad to help, that is if you have not already found men so satisfying that you do not want to change!

Sincerely and sympathetically,

Carolyn Bailey

(Sgt.) Carolyn F. Bailey
Homicide Unit

My dear Carol,

Hi

It was so hard to choose 1 of the candidates. They all seem to have given so much of themselves.

Their accomplishments are inspiring. I hope the one selected and runner-up will be happy. Also the others will be resubmitted for their continued service to their communities.

You know I haven't heard one word from our nominating committee. I do hope they "get together".

Love to Lu Ann. Tell her I hope my letter reached its destination in due time. I think her project is fantastic.

Much love

Jessie

Hi Carolen:

I'm very sorry your were not beseiged with nominations. I have enclosed the one I feel "grabs me".

Do hope your health is back to normal.

Hope Luann is her usual spunky self. Am looking forward to seeing all of you next fall. May we have a lot of delegates who want to promote IAWP.

I must write to Cathy Burke and ask her what the heck she wants re prayers. I've checked with my own minister & our Police Padre and they could not help me. I realize she means Prot, R.C. & Jewish, etc. but I'm in the dark. I know one thing, I will not be accepting THAT position again. Ha!Ha!

If you have an inkling, would appreciate a one liner to clarify. But do not worry as I will go right to the top ...Cathy!

All is well and am extremely busy.

Jessie

Love from Arch & I to everyone!

ATTENTION



DATE	TIME
TO	

PLEASE CALL

FROM	TELEPHONE
OF	

FOR...

- | | |
|--|---|
| <input type="checkbox"/> APPROVAL | <input type="checkbox"/> NOTE & FORWARD |
| <input type="checkbox"/> COMMENT | <input type="checkbox"/> NOTE & RETURN |
| <input type="checkbox"/> DETAILS | <input type="checkbox"/> REPLY |
| <input type="checkbox"/> DRAFT REPLY | <input type="checkbox"/> RETURNED YOUR CALL |
| <input type="checkbox"/> INFORMATION | <input type="checkbox"/> SEE ME |
| <input type="checkbox"/> INVESTIGATION | <input type="checkbox"/> SIGNATURE |
| <input type="checkbox"/> NOTE & FILE | <input type="checkbox"/> YOUR REQUEST |



From the desk of

LOIS HIGGINS

● -25-80

Dear CAROLEN,

I am not certain that the choice is absolutely the best- but saving several lives must certainly contribute many "points" - especially in winter and in the early hours!

It is difficult to think of cold and ice when it is in the upper 80s each day here from late May through mid October.....

I sincerely wish that it were possible for me to be in New Mexico with all of you, but alas, our own Workshop (Conf) will be Oct. 12-15th in Miami Beach- and those last few days prior to it will be (as always) more than hectic.

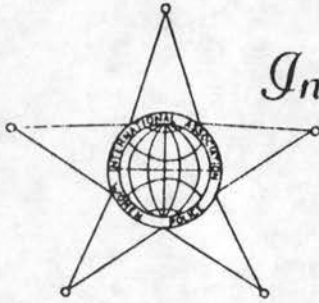
My daughter and another grand-daughter (one has been with me all this year, thank the good Lord) came Wednesday of this week and will be here until July 31st. I take off each day at 1:00 to be with them and "run around" - doing the usual tourist things.

Please give my warm affection to all whom I know- and love - and you all, have a great conference with lots of productive results and good memories.

Love to you, dear Carolen. I hope you and the family are staying well (your back???) and that your summer is just fine.

Fondly,

A handwritten signature in cursive script, appearing to read "L. J. ...".



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



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MAURINE E. BARKDOLL
Sun City, Arizona

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Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

August 1, 1980

To: Board Members

From: Carolen Bailey
Awards Chairman

Two nominations for the Woman Officer of the Year Award were just received on this date, which are past the deadline of July 15, 1980. However, since there were so few nominations and only three votes have been received to date, I am forwarding to you those nominations for consideration. If those who have already submitted their votes wish to change, please let me know. I know this may be confusing, but I think we can make a fair decision and would like to give all women an opportunity to be considered.

Carolyn Bailey

Regional Chairmen

1st REGION

MARY DUMAS
Amherst, Mass.

Maine
New Hampshire
Vermont

Massachusetts
Connecticut
Rhode Island

5th REGION

LUAN LORENSON
Minneapolis, Minn., U.S.A.

Iowa
Minnesota
Montana

North Dakota
South Dakota
Wisconsin

Wyoming

2nd REGION

LEE HAJEK
Ellicott City, Md.

Delaware
Dist. of Columbia
Pennsylvania

Maryland
New Jersey
New York

6th REGION

RAMONA BIVIANIS
Albuquerque, N.M., U.S.A.

Arkansas
Colorado
Kansas
Nebraska

Missouri
New Mexico
Oklahoma
Texas

3rd REGION

JANET CRUMLEY
Chattanooga, Tenn., U.S.A.

Louisiana
Alabama
Florida
Georgia
Mississippi

Tennessee
Virginia
North Carolina
South Carolina
V.I. & P.R.

7th REGION

MYRA HARMON
Seattle, Wash.

Alaska
California
Arizona
Hawaii

Oregon
Washington
Utah
Idaho

Nevada

4th REGION

ARLETTA V. STICKLEY
South Bend, Indiana, U.S.A.

Illinois
Indiana
Kentucky

Michigan
Ohio
West Virginia

8th REGION

HILARY POWNALL
Sussex, England

United Kingdom

9th REGION

SUSAN ARCHIBALD
Winnipeg, Canada

Canada

July 30, 1980

Carolyn Bailey

Dear Carolyn:

I agree with you reference the response to the "Police Woman of the Year" award applications. After reading the applications, I concur that there was little choice, other than for public speaking or just doing their job as expected, to choose from.

Last October we decided that the Policewoman of the year from the previous year was to present the award. I thought that was the way we were to do it.

Then, in April, in Mass. we brought up that some dignitary like our local chief or the Mayor would present the award. What did we decide on finally?

I personally would like the former award winner to present the award. Because, we do not know if the Mayor or Chief can attend and I would not like a stand-in to do the honors.

I need a favor! I need the mailing addresses of the Board members as soon as possible. I need an R.S.V.P from them on the board meeting ~~with~~ which I am setting up for Sunday aftersoon at 3:00 pm with dinner to follow.

Carolyn: What is customary? Babe informed me that Rosie's room and her room are to be paid for by us. We did not budget this expense and were wondering if we do in fact are expected to pay this or is I.A.W.P. Also, if we do pay this, please tell me what else we are expected to do. I want this to be a success and because of ignorance do not want to be embarrassed. Any suggestions like corsages, etc. that you can make for the banquet night would also be appreciated.

Does I.A.W.P. pay for Rosie's Registration?
Babe already sent in her '75

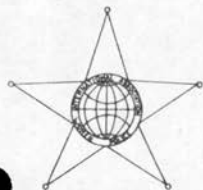
Sincerely,

Ramona

Ramona Bivians
8905 James NE
Albuquerque, New Mexico 87111
(505) 292 2826 - 006 Thursdays - Fridays

P.S. I Need

I.A.W.P. Stationary



International Association of Women Police

Carolene!!!

HELP! I'm inundated with letters to send out the brochures...have over 200 waiting for them..

If you have any at all on hand, could you please send them so I can get this done before we head for Albuquerque...

Boy, isn't that getting more and more exciting sounding!

Jessie & Archie will be with us the week before and then we will all drive down...can hardly wait.

Anything exciting out your way?

Hope a gal from NY called you re an article she was doing....

Best to all...

Babe

MINNESOTA DEPARTMENT
OF PUBLIC SAFETY



AN EQUAL OPPORTUNITY EMPLOYER

SAINT PAUL ■ 55155

July 11, 1980

ADMINISTRATION
Transportation Building

PHONE: 296-2923

Sgt. Carolyn Bailey
St. Paul Police Department
Crimes Against Persons Unit
101 East 10th Street
St. Paul, Minnesota 55101

Dear Carolyn:

As we discussed, the Minnesota Department of Public Safety currently has an opening for a Crime Investigator I in the Bureau of Criminal Apprehension. I have enclosed job announcements which outline the responsibilities, qualifications and application process.

This is an opportunity to encourage the interest of qualified women and I appreciate your assistance in announcing the position.

Thanks again for sharing information concerning the Minnesota Association of Women Police and for the individual referrals. I will be contacting each of them shortly.

Please refer interested individuals to me for an application or for more information. I would be happy to answer any questions you may have regarding this opening or employment opportunities in general at the Department of Public Safety. Please feel free to contact me at 296-2923.

Sincerely,

Mary Jean M. Anderson
Affirmative Action Officer

MJMA:lm
Enclosures

MINNESOTA DEPARTMENT
OF PUBLIC SAFETY



AN EQUAL OPPORTUNITY EMPLOYER

SAINT PAUL ■ 55155

- CAREER OPPORTUNITY -

CRIME INVESTIGATOR I (NARCOTICS)
Minnesota Bureau of Criminal Apprehension

Conduct undercover criminal investigations, including gathering evidence, apprehending violators and testifying in court on criminal actions. Salary range is \$17,160 - \$21,276.

The examination consists of: Experience and training rating (40% of final score) and an oral examination (60% of final score).

NOTE: In order to qualify, applicants must be eligible to be licensed as peace officers in the State of Minnesota. Points are awarded on the experience and training rating as follows:

Education: College coursework in criminalistics, police science, law or related field = 1 pt. per course to a total of 10 points. Specialized investigative courses or training such as BCA training, detective training, etc. = 1 pt. per course to a total of 10 points.

A-Level Experience: Law enforcement experience as a sworn officer involving investigative work (1st year = 70 points; 2nd = 20; 3rd = 5; 4th = 5).

B-Level Experience: General law enforcement experience as a sworn officer. (1st year = 50 points; 2nd = 20; 3rd = 5; 4th = 5).

The top 60 scoring candidates, based on the experience and training rating, will be admitted to the oral exam which is scheduled for the week of August 25.

Applications may be obtained at any Minnesota Employment Office and must be received by August 11, 1980. Submit applications directly to: Office of Personnel, Department of Public Safety, 210 Transportation Building, St. Paul, Minnesota 55155.

For further information contact Mary Jean Anderson, (612) 296- 2923.

- AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER -

MINNESOTA DEPARTMENT
OF PUBLIC SAFETY



AN EQUAL OPPORTUNITY EMPLOYER

SAINT PAUL ■ 55155

- CAREER OPPORTUNITY -

CRIME INVESTIGATOR I (NARCOTICS)
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For further information contact Mary Jean Anderson, (612) 296- 2923.

- AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER -

3340 Hillside
Lincoln, Nebr.
July 21, 1980

Dear Carolen:

It seems like such a long time since I've heard from you; guess it was at Christmas. I was happy to receive the Board Meeting minutes; felt like they brought me up to date on the I. A. W. P. You have a big job writing all of them; I can't go fast enough by hand anymore to take notes; at one time I was a speed demon but it's been a long time since!

I'm trying to work out plans to spend at least a couple - possibly three-days at the I. A. W. P. in Albuquerque in October. New plan to arrive Sun. am, 10-5-80 on Wed. at 11:22am. The plane schedules from here are crazier by the minute; they have cut a number of routes, raised the prices & some fly only on certain days. In order to get it all to mesh - and go on to see my only living relative in Alamogordo, I'll have to do it this way. (Only one besides Susie, of course!)..... Suppose I will not be coming that early but wish you could be there anyway--maybe I'd see a bit of you before the activities begin! I imagine LuAnn is going, too, and that you will share a room with her. I am going ahead & making reservations for Sun., Mon. & Tues. nights; however, if you - or any of the gals--would want to share a room & expenses, I'd like to do it. Will be doing this on my own as it would be useless to ask the dept. to send me. I could always cancel mine-or give to someone else if anything could be worked out. Would appreciate your letting me know.

Think Sheri Farrar, formerly with our dept. & who is-last I heard-with your DA's office, inves. child support payments etc., went to your Minn. meeting. Wanted to come but it was impossible. Know it was the best!

Sorry to hear LuAnn's marriage did not work out. Maybe she's too indept. to be married anymore. Our young friend Dorothy Jorgensen was to be in Lincoln last week and go on to Minn. with Den for a vacation in their cabin--which, I understand, is near yours. Maybe you're

there now--and probably know more about her than I do!
If so, hope you have a marvelous time!

Hope you've had no further trouble with your back - and have had a good and "healthy" year!

If you correspond with Kathie Burke, tell her I'm counting on seeing her two little girls; think that's one of the big incentives in trying to hard to get to Albuquerque!., Maybe I'll drop her a note. Suppose they still take Vieter along altho can't help but wonder if that doesn't make a LOT of work for Kathie! Imagine he's pretty handy to have to baby sit, however!

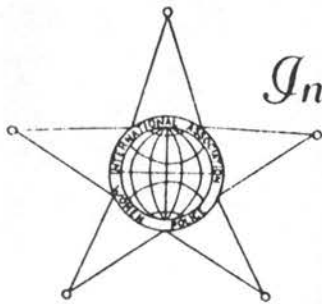
Do drop a note if you can. Did not intend to write on reverse. Never have an ink eraser around here or correction tape--so this has a million errors- per as usual.

Give my best to Roger and the boys. You don't know how often I think of all of you.

Love,

Cathie

How are your boys?



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372

May 10, 1980



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

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ROSIE K. MASON
Kansas City, Mo., U.S.A.

1st Vice President
MARY F. STOWE
Seattle, Washington

2nd Vice President
CAROLEN BAILEY
St. Paul, Minn.

3rd Vice President
KATHLEEN BURKE
Long Island City, N.Y.

Recording Secretary
LINDA BURKETT
Tucson, Arizona

Financial Secretary
ANNE GARCIA
Greensboro, N.C., U.S.A.

Sergeant-at-Arms
CAROL ANN HALLIDAY
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Adelphi, Maryland

Chaplain
JESSIE STONEMAN
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North Miami, Florida, U.S.A.

MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

LOIS BECKETT
Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

IOWA SHERIFF
Box 75
Montezuma, Iowa 50171

Dear Editor,

Is it possible to have the following information printed in the next issue of the IOWA SHERIFF magazine?

The INTERNATIONAL ASSOCIATION OF WOMEN POLICE has established a Scholarship Award for Meritorious Police Service by a Woman Law Enforcement Officer. IAWP seeks the cooperation of every police and law enforcement administrator in nominating someone worthy so that selection can be received by August 1, 1980. The woman selected will be invited to receive her award and honors at the IAWP 18th Training Seminar in Albuquerque, New Mexico, October 5-10, 1980. Nominations should be sent to Sgt. Carolen Bailey, St. Paul Police Dept., 101 E. 10th St. St. Paul, MN 55101.

The IAWP 18th Training Seminar will be held at the Sheraton Old Town Inn, 800 Rio Grande N.W., Albuquerque, NM 87107. Both female and male officers are welcome. Seminar fee is \$75 if received by 9-22-80; \$85 after this date. Instruction will be given on Indian Criminal Justice, Police Management and Supervisory Skills, Constitutional Law, Interrogation, Police Recruitment Procedures, Battered Senior Citizens and other topics of interest. For registration information contact Officer Ramona Bivians, Albuquerque Police Dept., 401 Marquette N.W., Albuquerque, NM.

We appreciate whatever assistance you would give us in publicizing this information.

Thank you for your consideration to this request.

Sincerely,

Carolene F. Bailey

Carolene F. Bailey
IAWP Awards Coordinator

Regional Chairmen

1st REGION

MARY DUMAS
Amherst, Mass.

Maine
New Hampshire
Vermont

Massachusetts
Connecticut
Rhode Island

5th REGION

LUAN LORENSEN
Minneapolis, Minn., U.S.A.

Iowa
Minnesota
Montana

North Dakota
South Dakota
Wisconsin

Wyoming

2nd REGION

LEE HAJEK
Ellicott City, Md.

Delaware
Dist. of Columbia
Pennsylvania

Maryland
New Jersey
New York

6th REGION

RAMONA BIVIAN
Albuquerque, N.M., U.S.A.

Arkansas
Colorado
Kansas
Nebraska

Missouri
New Mexico
Oklahoma
Texas

3rd REGION

JANET CRUMLEY
Chattanooga, Tenn., U.S.A.

Louisiana
Alabama
Florida
Georgia
Mississippi

Tennessee
Virginia
North Carolina
South Carolina
V.I. & P.R.

7th REGION

MYRA HARMON
Seattle, Wash.

Alaska
California
Arizona
Hawaii

Oregon
Washington
Utah
Idaho

Nevada

4th REGION

ARLETTA V. STICKLEY
South Bend, Indiana, U.S.A.

Illinois
Indiana
Kentucky

Michigan
Ohio
West Virginia

8th REGION

HILARY POWNALL
Sussex, England

United Kingdom

9th REGION

SUSAN ARCHIBALD
Winnipeg, Canada

Canada

Speed Letter.

To Carolyn

From Mary

Subject _____

-No. 9 & 10 FOLD

MESSAGE

I like your idea about the humor. I don't know of any articles, but why don't you write one. I hope to get the next newsletter out the first week in June. Did you take the minutes for the board meeting?

If possible I would like those also for the newsletter. I'm sorry that I had to miss the meeting.

Date 5-7-80

Signed Mary Mta

REPLY

9 FOLD

-No. 10 FOLD

Date

Signed



International Association of Women Police



5/2/80

Carolyn,

Hope the board meeting went
OK - I had hoped to get
this to you before the last
of April but -

Richard, my husband is
moving to Texas next week
& I'm in sorta a daze. He is
taking a much better job - I am
excited for him. The kids & I are
staying in N.C.

Ann

REDBOOK

230 Park Avenue, New York, New York 10017
(212) 983-3200

February 18th 1980

Ms. Rosie Mason,
International Association of Women Police,
4015 Agnes St.,
Kansas City
Missouri 64105

Dear Ms. Mason,

During the past few years Redbook has relied primarily on models for our covers. In an effort to resume our original practice of using 'real people' on the covers, we are contacting womens' groups across the country. I am hoping that your organisation might have some possible candidates, and I am writing to you now to ask for your assistance in this project.

Briefly, the women should be photogenic and representative of Redbook's readers - young (under 30), energetic, vital, independent, coming forward. The important point is that we want to project a sense of energy and involvement on the cover with cover subjects whose faces make people want to know them. Occasionally we will want to photograph a person at her job. Sometimes in her home. Sometimes out of doors.

If possible, we would like an autobiographical letter plus a clear photograph from each of your candidates. I would be pleased to contact directly anyone you might suggest.

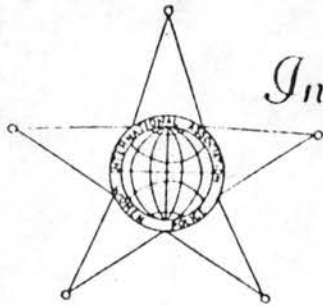
If you have any questions please do not hesitate to call me collect at 212-586-7969. Otherwise I look forward to hearing from you at the above address at your earliest convenience.

Thank you for your consideration.

Yours sincerely,



LAURIE PLATT WINFREY
Redbook Covers



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

President
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Kansas City, Mo., U.S.A.

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Tucson, Arizona

Financial Secretary
ANNE GARCIA
Greensboro, N.C., U.S.A.

Sergeant-at-Arms
CAROL ANN HALLIDAY
Vancouver, B.C., Canada

Historian
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Adelphi, Maryland

Chaplain
JESSIE STONEMAN
Hamilton, Ontario, Canada

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North Miami, Florida, U.S.A.

MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

LOIS BECKETT
Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

February 22, 1980

Captain Francis Bolz
Hostage Negotiating Team
New York City Police Department
One Police Plaza
New York, New York 10038

Dear Frank:

It was really great seeing you again when you were in the Twin Cities this week. You still have the same dynamic personality and are an interesting, total pleasure to visit. We have been following you nationally and are pleased that you have received well-deserved celebrity status!

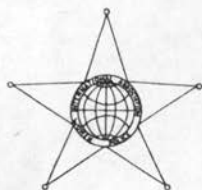
Thank you very much for your book, "Hostage Cop". I had expected to have a long list of those who want to read it (which we do), but many of the women have decided they want to buy their own copy to retain. We will contact your publisher to obtain copies to sell at our April seminar.

We would certainly like to maintain contact with you. The next time you come here (we shall have to attempt to arrange that) we will have a welcome party and surround you with hundreds of women!

Sincerely,

Carolyn

Carolyn Bailey
St. Paul Police Dept.
Homicide Unit
(612) 292-3650



International Association of Women Police

Carolyn!!!

HELP! I am out of the blue brochures...
completed the whole box that Linda had left
and have a goodly number waiting for them..

Have sent out 200 so far this year..and
with the different articles in magazines, trade
pamphlets, etc....

Mary Rita said she needs in-put for this next
issue..anything going with your great group?
Think she would welcome anything you might
have....

Also, have a number of By-Laws Linda had left
and will take them for Ramona for extras.

Hope all's well for you..that ol' back still
doing good and all..

In haste..tearing for a meeting

Babe

2-11-80

(Sample cover letter to be sent with I.A.W.P. brochure, Bulletin, and membership application by the Regional Coordinators to all prospective members in their regions. See minutes of last I.A.W.P. meeting. Please let me know the quantities you will need. Carolen Bailey, St. Paul Police Dept., 101 E. Tenth St., St. Paul, Minnesota 55101)

Dear Officer (to be typed by Coordinator):

The International Association of Women Police extends a warm and enthusiastic invitation to you to join. The I.A.W.P. is a non-profit organization devoted to furthering the training and utilization of women police and encouraging the general improvement of police service. An annual meeting and training seminar is held every October, at which time members gather for mutual support, excellent training, and to further the objectives of the organization. These objectives and further information on the I.A.W.P. are included in the enclosed brochure.

The I.A.W.P. is divided in to twelve regions. Each region and affiliate state organizations hold meetings and training seminars for the members. We also encourage you to become active at these localized levels.

The I.A.W.P. publishes a Bulletin four times a year to keep its members informed. Enclosed you will also see a copy of the Bulletin.

Our next annual training conference will be held in Albuquerque, New Mexico from October 5-10, 1980. Law enforcement administrators have been encouraged to send their officers at departmental expense for this outstanding training, although many members attend on their own. Enclosed you will find further information on this seminar.

We encourage you to become a member and look forward to meeting you. Dues are \$10.00 a year, and the enclosed application is self-explanatory. If you have any questions or I can be of any assistance to you, please do not hesitate to contact me.

Sincerely,

Regional Coordinator
Region --
I.A.W.P.
(local address)

*Suggestions are appreciated!
Also, I am still hoping to receive
Iawp photos so a calendar can be made.*

Carolen



Office of the Sheriff
Jefferson County, Texas

RICHARD E. CULBERTSON

DAVID C. HAWTHORNE
Chief Deputy

P.O. Box 2950, Beaumont, Texas 77704

November 21, 1979

Sgt. Carolen Bailey
Homocide Unit
St. Paul Police Dept.
101 E. 10th Street
St. Paul Minnesota 55101

Dear Carolen:

I wrote you in 1978 about the International Association of Women Police. You returned my letter and advised me to forward my application and any inquiries to Ann Garcia in North Carolina. I did that and received no response. I also sent correspondence to her in September 1979 and also to the Arizona address on the brochure you sent me.

I am still very interested in joining this organization and attending some of the seminars that are held and sponsored by the association. I have attempted to contact you by phone but have been unsuccessful in making contact with you. If you will I would appreciate it very much if you could send me a new application and also a current address to send the application to. If you could also let me know where the 1980 conference will be held so I can start making plans to attend.

Thank you very much for your time and consideration.

Sincerely,

Jay White

Jay White
Criminal Investigator
Jefferson County Sheriff Dept

Answered 12-7-79



State of New Jersey
MONTCLAIR STATE COLLEGE
FOUNDED 1908

TELEPHONE: AREA CODE 201-893-4000

UPPER MONTCLAIR, NEW JERSEY 07043

October 24, 1979

Sgt. Carolen Bailey
11 Eagle Ridge Road
St. Paul, Minnesota 55110

Dear Carolen:

You have made an Aloe convert out of me. I use it for everything except toothpaste and deodorant. Seriously, it really is as wonderful as you said and I am now proclaiming its virtues everywhere.

I thought that the training session was a good one, despite the "no-shows." The opportunity to interact with so many bright, articulate police women at one time was a regeneration for me. It really is "lonely at the top." I always enjoyed being where the action was, so lived it again through the experiences of the training session attendees.

Do keep in touch and look me up when you come East.

Again, thank you for the magic and thoughtful gift.

Sincerely,

A handwritten signature in cursive script that reads "Jayne".

Jayne T. Rich
Chief of Police

JTR:mm

October 7, 1979 IAWP Board Meeting - South Bend, Ind.

5th Regional Coordinator's Report

Greetings from MAMP, your first affiliate state group. The Minnesota Association of Women Police became a legally organized corporation on 4-19-79 under the provisions of the Minnesota Non-profit Corporation Act. An interesting and well attended one day training conference on "Dealing with Death - Death Notifications" was held in Duluth, MN on 9-28-79. This seminar was accredited by the Mn. Police Officers Standards and Training Board so that all officers who attended could receive training hours toward their certification status.

MAMP membership voted to conduct a two day training seminar in ^{April} Feb. of 1980, and to publicize it throughout the 5th IAWP Region and to all IAWP members through the Newsletter. Committees are working to establish a MAMP Award to a woman officers for outstanding contribution to law enforcement or meritorious service and to set up a Scholarship Award.

Attached you will find copies of letters written to law enforcement agencies within the states of the 5th Region requesting information or thanking them for information received concerning the names and/or departments of women officers in their states. A copy of their return addresses is attached for your future reference.

A brief summary of the information received indicates the following:
WISCONSIN has 49 P.D.'s which employ 159 women officers; 44 Sheriff's Departments which employ 143, 12 State Patrol officers, 1 DNR Park P.D. and 5 officers who work for the Div. of Criminal Investigation.

MINNESOTA has approx. 100 women police, 32 women deputy sheriff's, three Airport Police, 1 Park Ranger, 4 State Patrol, 6 U. of M. officers, 1 Bureau of Indian Affairs officer.

NORTH DAKOTA's 15 police department have 39 women officers, 34 Sheriff's depts. employ 63 women, 1 Hiway Patrol, 1 U. of N.D., and 6 unsworn women work for the Lake Region L.E. Center.

SOUTH DAKOTA has 8 women police officers, 17 Sheriff's, 2 Bureau of Indian Affairs officers, 3 Tribal P.D. officers, and 1 officer who works for the State Attorney's Office.

WYOMING has 11 women officers, 4 Sheriffs, 1 Hiway Patrol and 1 U. of W. police officer.

NEBRASKA has 19 police departments who employ 46 women and 10 Sheriff's who employ 12 women deputies.

IOWA has a total of 140 full time women officers.

25 P.D.'s = 57 women
31 Sheriff's = 56
State Patrol = 4
Div. of Crim. Inv. = 4
Capitol Security = 5
State Conservation = 4
Airport = 1
Campus = 6

Iowa has 5 dept's with 1 part time officer each.

MONTANA has yet to submit their information.

More detailed information concerning the above named states will be made available to any IAWP member upon request.

1979 IAWP 5th Regional report cont.

MAWP has given IAWP the opportunity to purchase the remaining T-shirts with the IAWP designs which were printed up for the 1978 conference in Minnesota. MAWP will subsequently suffer no loss and IAWP will have a Ways & Means item which will bring \$2 profit per shirt. An itemized bill will be presented to the IAWP Treas. upon your acceptance of this offer.

As your 5th Regional Coordinator and on behalf of MAWP I extend to all of you a warm invitation to join us in early 1980 for the two day training conference.

RESPECTFULLY SUBMITTED,

LuAn Lorenson

LuAn Lorenson
IAWP 5th Regional Coordinator
Minneapolis Police Department
Rm 15 City Hall
Minneapolis, MN 55415
612-348-4902

State of Wisconsin



MADISON
53702

DEPARTMENT OF JUSTICE
DIVISION OF LAW ENFORCEMENT SERVICES
CRIME INFORMATION BUREAU
STATE CAPITOL

LAW ENFORCEMENT COUNCIL
BOX B
BISMARCK, N. DAK. 58505



FIRST CLASS

Iowa Law Enforcement Academy



ALWAYS USE ZIP CODE

NEBRASKA LAW ENFORCEMENT
TRAINING CENTER

Route 3, Box 50
GRAND ISLAND, NEBRASKA 68801

Law Enforcement Officers
Standards and Training Commission
P. O. Box 1237
Pierre, South Dakota 57501

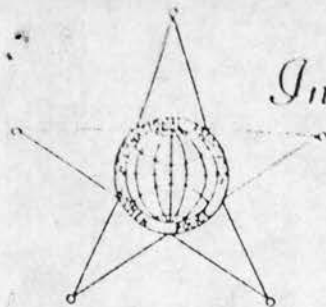
OFFICE OF THE DIRECTOR

Wyoming
Law Enforcement Academy

P. O. DRAWER 1020

DOUGLAS, WYOMING 82633





International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

President
ROSIE K. MASON
Kansas City, Mo., U.S.A.

1st Vice President
MARY F. STOWE
Seattle, Washington

2nd Vice President
CAROLEN BAILEY
St. Paul, Minn.

3rd Vice President
KATHLEEN BURKE
Long Island City, N.Y.

Recording Secretary
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Greensboro, N.C., U.S.A.

Sergeant at Arms
CAROL ANN HALLIDAY
Vancouver, B.C., Canada

Historian
JOAN D. KRANER
Adelphi, Maryland

Chaplain
JESSIE STONEMAN
Hamilton, Ontario, Canada

Past Presidents
DR. LOIS HIGGINS
North Miami, Florida, U.S.A.

MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

LOIS BECKETT
Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

September 29, 1979

Bernard Christenson, Executive Secretary
Law Enforcement Standards and Training Commission
Post Office Box 1237
Pierre, South Dakota 57501

Dear Mr. Christenson,

I am writing to thank you for the information you so kindly and quickly mailed to me concerning my inquiry regarding the women law enforcement officers in your state.

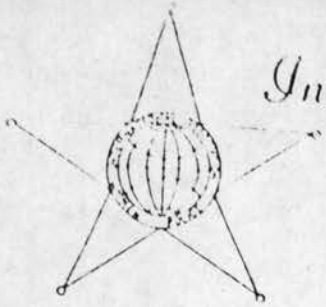
This information will be most helpful to me in reaching these officers with literature about our Association and the training opportunities which we provide.

If I can be of assistance to you in the future please don't hesitate to contact me.

Very truly yours,

Gella Lorenson

Officer LuAn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm 715 City Hall
Minneapolis, MN 55415
612-348-4902



International Association of Women Police

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FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

September 20, 1979

Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

Mr. John F. Callaghan
Director
Iowa Law Enforcement Academy
P.O. box 130
Johnston, Iowa 50131

Dear Mr. Callaghan,

I am writing to thank you for the information you so kindly and quickly mailed to me concerning my inquiry regarding the women law enforcement officers in your state.

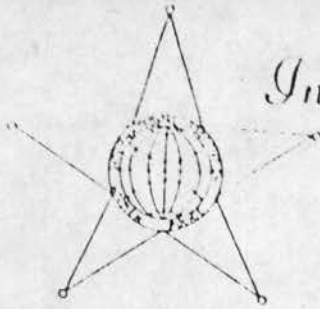
This information will be most helpful to me in reaching these officers with literature about our Association and the training opportunities which we provide.

If I can be of assistance to you in the future please don't hesitate to contact me.

Thank you once again,

Sincerely,

Officer LuAnn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm #15 City Hall
Minneapolis, MN 55415
612-348-4992



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

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Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

September 20, 1979

Director Larry J. Quanme
Division of Law Enforcement Services
Crime Information Bureau
State Capitol
Madison, Wisconsin 53702

Dear Mr. Quanme,

I am writing to you to thank you for your prompt response to my inquiry regarding women law enforcement officers in your state.

The information which you sent to me will be most helpful in reaching these officers with literature about our Association and the raining opportunities which we provide.

If I can be of assistance to you in the future please don't hesitate to contact me.

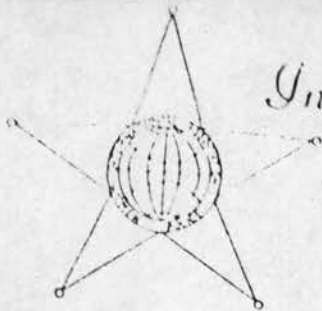
Thank you once again,

Sincerely,

LuAnn Lorenson

Officer LuAnn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm #15 City Hall
Minneapolis, MN 55415
612-348-4992

P.S. I am still interested in the 1979 data when it becomes available.



International Association of Women Police

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New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

September 20, 1979

Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

Mr. Larry Lytle
Director
Montana Law Enforcement Academy
Bozeman, MT

Dear Mr. Lytle,

Pursuant to our phone conversation on 8-24-79 I am looking forward to receiving the information you agreed to send to me concerning the female law enforcement officers in your state.

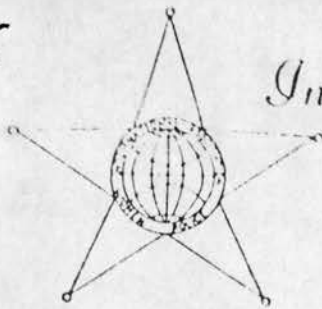
As you recall I contacted you in an attempt to locate all of the women officers in the state of Montana so that I could send them information concerning the training opportunities being made available through our Association.

As IAWP Regional Coordinator the the area which includes, MT, WY, ND, SD, WI, IA, NB and MN I have found it a big job trying to find out where t women are employed and who they are. I have received very useful information from many of these states but am hoping to have them all represented in my report in South Bend, Indiana on Oct. 6th. Therefore, if you could provide me with whatever information is available for the state of Montana by October 5th, I would be most appreciative.

If I can assist you with anything in the future I hope you will not hesitate to call me.

Thanking you in advance, I remain

M. Lorenson
Officer LuAnn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm #15 City Hall
Minneapolis, MN 55415
612-343-4902



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

September 20, 1979

OFFICERS

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Kansas City, Mo., U.S.A.

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Seattle, Washington

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FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

Mr. Mike Grinstead
Assistant Director
Wyoming Law Enforcement Academy
Douglas, Wyoming

Dear Mr. Grinstead,

Pursuant to our phone conversation on 8-24-79 I am looking forward to receiving the information you agreed to send to me concerning the female law enforcement officers in your state.

As you recall I contacted you in an attempt to locate all of the women officers in Wyoming so that I could send them information concerning the training opportunities being made available through our Association.

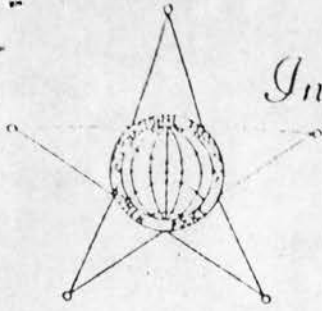
As IAWP Regional Coordinator for the area which includes Wyo., N.D., S.D., Mt., Iowa, Ill., Nebr., and Wisconsin, I have found it a big job trying to find out where these officers are employed and who they are. Of course, I would prefer to have their names and departments but will settle for just the names of the departments which have sworn female officers and the number they have employed. I have received very useful information from many of the states in my region already and am hoping to have all of the states represented when I give my report at the Board of Directors meeting on October 6th, in South Bend, Ind.

If you could provide me with the information I need for the state of Wyoming by Oct. 5th, I would be most appreciative. (I grew up in Greybull, Wyo. and certainly want my home state represented!)

If I can assist you with anything in the future I hope you will not hesitate to call me.

Thanking you in advance, I remain

LuAnn Lorenson
Officer LuAnn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm. #15 City Hall
Minneapolis, MN 55415 612-348-4902



International Association of Women Police

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FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

September 20, 1979

Mr. Norm Evans
Director
Law Enforcement Training Center
Bismark, N.D.

Dear Mr. Evans,

Pursuant to our phone conversation on 8-24-79 I am looking forward to receiving the information you agreed to send to me concerning the female law enforcement officers in your state.

As you recall I contacted you in an attempt to locate all of the women officers in North Dakota so that I could send them information concerning the training opportunities being made available to them through our Association.

As the Regional Coordinator of IAWP for the area which includes N.D., S.D., Wyo., Mt., Iowa, Ill, Nebr., and Wisconsin, I have found it a big job trying to find out where these officers are employed and who they are. Of course, I would prefer to have their names and departments but will settle for just the names of the departments which have sworn female officers and the number they have employed. I have received very useful information from many of these states already and am hoping to have all of the information on all the states in my region by October 5th so that I can make my report to the Board of Directors at the IAWP conference in South Bend, Indiana Oct. 7-12, 1979.

Thanking you in advance for your assistance I remain,

Sincerely,

LuAnn Lorenson

Officer LuAnn Lorenson
IAWP Regional Coordinator
Minneapolis Police Department
Rm #15 City Hall
Minneapolis, MN 55415

612-343-4902

INTERNATIONAL ASSOCIATION of WOMEN POLICE

OCTOBER (11 - 14) 1976

SEATTLE, WASHINGTON

Dear Carolen & Lucan:

Excuse the horrible envelope - did not have anything else. Even had to squeeze two into one.

Had a fellow draw this little flyer & am trying to keep them from getting creased - in case you want to have some copied.

It may appeal to you - maybe not - but feel free to make use of it if it does.

I'm trying to get some names of departments in Ontario to get something going before vacation signing. Our Dept starts Jan 2 & you must sign in certain prime time first, then go down the list in the division.

You pray a lot - for the hole to be blank. You both looked absolutely great at South Bend. Carolen - hope your visit to France was a success. I'm sure you enjoyed it immensely.

I'm hurrying to get some off to different areas the other envelopes are even worse.

All the best

Jessie Stoneman

In order not to limit membership to women, and allow a more homogenous group, suggest the following changes be made in the constitution.

In ARTICLE IV

1. Membership. . . .

Active: delete the word women wherever it appears.

2. ~~Associates~~ delete women wherever it appears; substitute ^{Person} OFFICER for woman *those*

~~3. Eligibility~~

3. Rights of members. . . .

eliminate the pronoun her

ARTICLE VI

4. Substitute President for She

6. Substitute Recording Secretary for She

8. Substitute ~~Rx~~ Sergeant at Arms for She

9. Substitute Financial Secretary for She

10. Substitute Executive Director for She

A. Vance Stubley

5-19-79

NewsRelease

PoliceFoundation

1909 K Street NW
Suite 400
Washington DC 20006
Phone (202) 833-1460

FOR RELEASE AMS, October 1, 1979
Contact: Hattie M. Carrington

NEW CENTER ON WOMEN POLICE OFFICERS

WASHINGTON--The Law Enforcement Assistance Administration (LEAA) and the Police Foundation today announced the establishment of a National Information and Research Center on Women in Policing.

The new center, funded by LEAA and administered through the Police Foundation, was designed to provide information and prepare issues papers as a service to individuals and organizations.

Announcement of the center was made by Henry S. Dogin, LEAA administrator, and Patrick V. Murphy, president of the Police Foundation.

"Police Foundation research indicates that many police departments are in various stages of increasing the number of sworn women officers and integrating them into their operations," according to Murphy. "This process involving the use of women in policing has created a demand for detailed information from organizations such as police departments, human rights and equal employment opportunity agencies, law firms, and the news media. With LEAA's generous assistance, there is now a central point of information on women police officers."

A significant portion of the information the center will disseminate will be generated from the results of the National Assessment of Women's Employment Status in American Policing, an LEAA-funded project conducted by

the foundation. The results of this national survey, expected to be published early in 1980, will provide general information on such issues as eligibility, recruitment, selection, training, assignment, and promotion of women police officers. Case studies of five police departments with greater than the average number and percentage of women police officers will provide information on the operational context of these and other important issues.

The staff of the center, funded for 18 months with a \$192,000 grant, includes the project director, Cynthia G. Sulton, who has worked within the criminal justice system at both federal and local levels, and who directed the National Assessment; the information director, Hattie M. Carrington, who has been the foundation's information coordinator for four years; and the administrative assistant, Mildred Conley, who was on the staff of the National Assessment.

The Police Foundation, since its inception in 1970, has had a continuing interest in women in policing. Its publications include Women in Policing, Women in Policing: A Manual, and Policewomen on Patrol, a two-volume study which includes the results of an extensive evaluation of the use of women on patrol in Washington, D.C.

For further information write Hattie Carrington, National Information and Research Center on Women in Policing, Police Foundation, 1909 K Street, N.W., Washington, D.C. 20006 (202) 833-1460.

INTERNATIONAL ASSOCIATION of WOMEN POLICE

OCTOBER (11 - 14) 1976

SEATTLE, WASHINGTON

Dear Carolin,

We have a winner in the contest!
Police Agent Mary Jane Grzesiow
(unusual last name), Lakewood
Dept of Public Safety. (12 for her,
2 for Jo Ann Oreas) a few ballots
not returned. With so few votes
for second gal - no need for
honorable mention. Last year
the votes were close. I will
send both her + her Dept head,
John L. Vermilye, Director a
letter and a copy of the program.
I went back to work today,

INTERNATIONAL ASSOCIATION of WOMEN POLICE

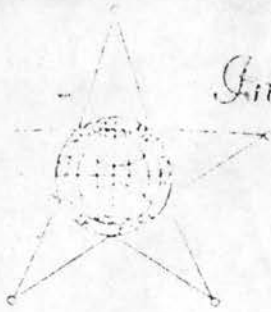
OCTOBER (11 - 14) 1976

SEATTLE, WASHINGTON

I'm assigned to Major Case Squad - to work on bank robberies & extortions. They don't know I'm pregnant & I'm not going to tell them for a while.

I'll ask for a leave to attend the conference in a week or two. Felicia is definitely not going to attend. I really hope for Beletta's sake that it's a good turn out.
Hope to see you soon.
As always,
Kathy

INTERNATIONAL ASSOCIATION OF WOMEN POLICE
MEMORIAL SERVICE
In recognition of outstanding
service in Law Enforcement



International Association of Women Police

BOX 1973

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

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Kansas City, Mo. U.S.A.

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5th Vice President
ALMA G. BIRD
San Francisco

Sergeant-at-Large
CAROL ANN HALL DAY
Wendover, B.C. Canada

Historian
JOAN DE KRATER
Aurora, Colorado

Organizer
JESSIE STONEMAN
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Madison, Wisconsin, U.S.A.

LIS BECKETT
Scottsdale, Arizona, U.S.A.

FELICIA SHERTZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY F. OSTRANDER
Wendover, Washington, U.S.A.

August 18, 1979

Dear Ladies,

The following are three worthy candidates for the Police-woman of the year award. The response this year was very poor, only 9 candidates. Surprisingly none from San Francisco.

The applications were received the first week of August, thus a late response from me, so please make your choice as quickly as possible and return them to me so that I can notify Carolen and Arletta.

Kathy Burke

Name: Mary Jane Grzesiow
Rank: Police Agent
Dept: Lakewood Dept. of Public Safety
Colorado

Assignments: Current - Patrol
Previous- Investigative - Crime against the Person

Medal for Meritorious Service - for saving the life of a victim who suffered a heart attack while being interviewed about a crime.

Chief investigator in Kidnap 1st, Robbery and 9 counts 1st sex. assault.

Personal injury during intox arrest but continued to assist brother officers with another arrest. Men presented a plaque to her

Lecturer: Rape Prevention, police techniques, role of policewomen, conferences, high schools and colleges. subject of PBS TV program.

Served as advisory Bd. Mem. of Women in Crisis(battered women)

First women agent to be assigned to homicide in Lakewood

Assists other Police Dept.s in area on major investigations.

Decoy in Rape and Robbery cases.

Works solo patrol car.

Served as a Temporary acting patrol Sgt. over a Patrol Team/

Is a Police Academy instructor.

Has a B.S. in Criminal Justice
Is a police artist.

Name: Jo Ann Dreas
 Rank: Detective
 Dept: St. Louis Metro Police Dept.

Assignments: Bureau of Investigations/ Robbery-Burglary-Sex Crime
 Previous: Mobile Reserve.

Decoy in areas of vicious sex crimes:

a/ against joggers; b/ humiliating and degrading sex. assaults in isolated areas of park; c/investigation of rape of a pregnant teacher by 2 subjects (subjects arrested and convicted) d/numerous other rape cases; e/abduction and rape of 2 children - confiscated 3 shotguns and 1 revolver used during the crime; f/ investigation of a 69 year old woman rape and assault victim who nearly died from loss of blood; g/ Investig. of kidnap, rape and assault of Security Dispatcher. Victim shot 4 times after rape. WEapons confiscated Suspects apprehended.

Experienced interrogator, has been able to obtain numerous confessions. Interrupted a dispute between an armed individual and another. Has recovered over \$100,000 in stolen property Is an accomplished public speaker.

Name: Phyllis D. Langdon
 Rank/ Patrol Person
 Deot: Pueblo Colorado Sheriffs Dept.

Assignments: CUrrent: Patrol
 Previous: Fugitive Div., Identification Div.

Involved with youth groups, search and rescue missions, Emerg. Medical team. Police training, fingerprint expert.

Held hostage by two jail inmates for several hours with a 'shank' at her throat. She knew that her life would not be traded for their demands. Shots were exchanged and the ordeal ended.

"...her dedication to her duties reflects the very image we want the public to have of all of us and maybe even more important, she reflects the image of what all of us want to be as Law Enforcement Officers," as reflected by Sheriff Dan Tihonovich.

Mary Jane Grzesiow _____

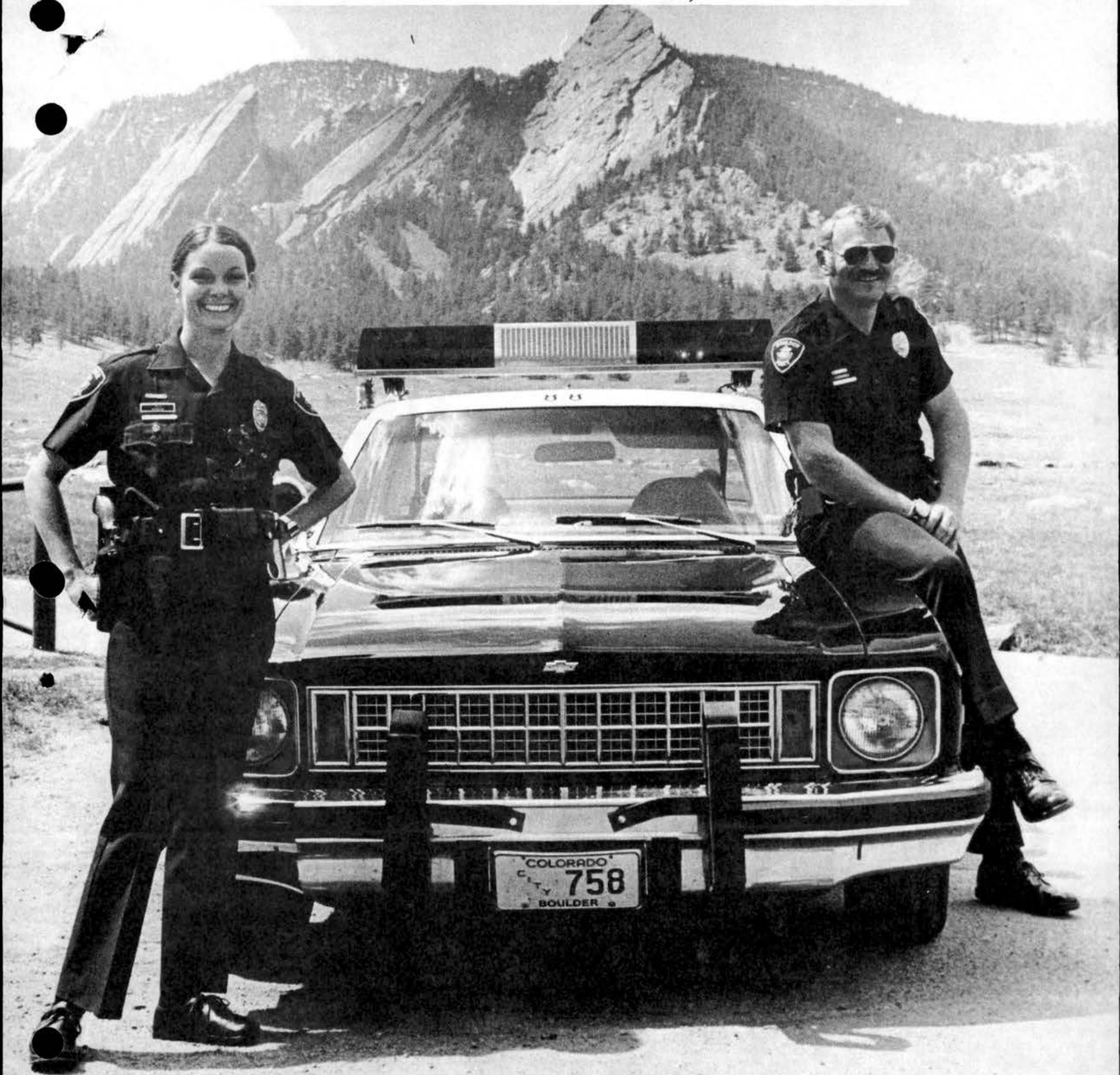
Jo Ann Dreas _____

Phyllis B. Langdon _____

Please return to: Kathy Burke
 20-25 45 Street
 Long Island City, N.Y. 11105

THERE'S ONLY ONE

POLICE DEPARTMENT IN BOULDER, COLORADO



And only one way to be a part of it. If you're after a challenging and rewarding career in the beautiful Rocky Mountain West, then consider a career with the Boulder Police Department. We are now accepting applicants for Police Officer from this area. Salaries begin at \$1066 per month with excellent paid benefits. If you are interested in a career in law enforcement, can you really afford to pass on an offer like this?

POSTING PERIOD: 5-21 THROUGH 7-2, '79

WHAT IT TAKES

- 21 years of age when appointed
- A U.S. citizen
- No record of felony conviction
- Proportionate height to weight
- A valid driver's license
- Corrected visual acuity of 20/30
- High school graduate; preference to applicants with a degree in a related field, college credit or related experience

THE BENNIES

(1979)

- Current salary of \$1066, top of \$1450.
- Periodic salary adjustments to match Denver Consumer Price Index increases.
- Yearly performance increases based on merit; up to 9%.
- Paid sick leave accrual of one day per month, no limit
- A total of three weeks paid vacation and holiday time per year
- Fully paid Blue Cross/Blue Shield medical and dental insurance
- Voluntary group life insurance
- All necessary equipment, weapon, and uniforms provided
- Boulder Employees Credit Union
- Excellent retirement program
- Education incentive program: \$30.00 to \$50.00 additional per month
- Firearms proficiency pay program

**THE CITY OF BOULDER, COLORADO
IS AN EQUAL OPPORTUNITY
EMPLOYER**

THE PROCESS

- Applicants will have a choice of two testing sites — Boulder, or an alternate site to be announced.
- If you test in Boulder, plan on a stay of four days; two trips will be necessary.
- Applicants testing at the alternate site must complete the oral board & psychological interview in Boulder; a stay of two days will be necessary.
- After an initial screening, applicants will be notified of the time and place of the written exam. This exam will measure aptitude, learning ability, and related skills. It is *not* a test on police science or police knowledge.
- Those who successfully complete a physical agility test must then complete the following:
 - A polygraph examination
 - An oral board examination
 - A complete medical examination
 - A psychological interview

Candidates who fail any subsequent part may be eliminated from further consideration.)

Send resumes or applications to:

**Personnel Department
Box 791
Boulder, Colorado 80306**

Applicants with prior law enforcement experience may receive an additional 10% over starting salary.

**For all the details on this opportunity,
contact:
Staff Services
Boulder Police Department
1777 6th Street
Boulder, Colorado 80301
Phone (303) 441-3324
or Boulder Personnel Department, 441-3070.**



GEORGE LATIMER
MAYOR

CITY OF SAINT PAUL
DEPARTMENT OF POLICE

R. H. Rowan, Chief of Police
101 East Tenth Street
Saint Paul, Minnesota 55101
612-291-1111

July 23, 1979

Elizabeth Hurlow-Hannah
Hands Up
1728 N Street N.W.
Washington, D.C. 20036

Dear Elizabeth:

I just returned from vacation and received your letter requesting information about the International Association of Women Police. I was very glad to learn about your organization and will forward your information to the rest of the board of the I.A.W.P.

The international conference for I.A.W.P. was held here in St. Paul in October, 1978, and will be held in South Bend, Indiana this fall. I have forwarded your request to Arletta Stickley, 1001 Mayflower Road, # 45, South Bend, Indiana 46619, who is this year's conference director and expect that she will be sending you the conference information.

I am also enclosing a brochure which provides brief information about the organization. If there is anything else with which I can assist, please do not hesitate to contact me.

Sincerely,

Carolyn Bailey

(Sgt.) Carolyn Bailey
Vice-President, I.A.W.P.

Mrs. Oscar C. Sowards, President
General Federation of Women's Clubs

Mrs. Mary Jean Houde
Chairman, Crime Reduction Division
Director, HANDS UP



Advisers

Milton Rector, President
National Council on Crime and Delinquency

Dr. Dorothy Height, President
National Council of Negro Women

Stan R. Schrotel, Director
Risk Management
The Kroger Co.

July 12, 1979

Sgt. Carolen Bailey
St. Paul Police Department
101 East 10th Street
St. Paul, MN 55101

Dear Sgt. Bailey:

Last month I had the pleasure of meeting Sgt. Joyce Jablonski, Hennepin County Sheriff's Department, as she took me on a tour of their newly remodeled Jail. In the course of our conversation she told me about the International Association of Women in Policing, and that you would be having a conference this fall. I then spoke to Roi Townsey at the Police Foundation, which is how I received your name!

The HANDS UP program has been funded for the past four years by grants from LEAA, and we are working in seven different areas of crime prevention. I will include a newsletter that we just published, for your perusal. There are nearly 600,000 women in the General Federation of Women's Clubs, and many of them have worked closely with their local Police or Sheriff's Department to develop community-based crime prevention programs.

We would be interested in learning about your organization, and the conference that you will be having in South Bend. Looking forward to hearing from you.

Sincerely,

Elizabeth Hurlow-Hannah
Elizabeth Hurlow-Hannah
Senior Associate



GENERAL FEDERATION OF WOMEN'S CLUBS/HANDS UP Office
1728 N St., N.W./Washington, D.C./Telephone: (202) 347-6450

July 2, 1979

TO:

FROM:

The summer is quickly slipping by and I know everyone is busy, but I would like to have a meeting of the Board some time in July. I will be on vacation during the end of the month and would like the meeting before I go. July 12, 1979 at 4:30 PM is about the only day available. If you would try and set this date and time aside, we could accomplish a lot in a few hours. At the last meeting, we only had two people present and not much was accomplished.

We have a lot of business to cover and not much time left to plan. If you cannot attend the meeting, please let me know as soon as possible so other arrangements can be made. The meeting will be held at my house.

Thank you.

Carolyn,

*If you could attend, we would appreciate
your input.*

May 19 th 1979
1300 Hours

Board Of Director's Meeting of the International
Association Of Women Police.

Place _____ Hilton Plaza Inn Hotel 8801 nw 112th St. K.C.Mo.

Time _____ 1300 Hours

Order of Meeting

Call to order _____ Sgt. At Arms

Prayer _____ Chaplin

Greetings _____ President

Roll Call and Proxy reports _____ President

Minutes _____ Secretary

Act on Minutes

Old Business _____

New Business _____

Committee Reports

Finance Chairman _____ Anne Garcia

Editor _____ Mary Rita Ostrander

Awards _____ Kathy Burke

Regional Coordinators _____ #1 #2 #3 #4 #5 #6 #7 #8 #9 #10

Remarks 1979 Conference Chairman _____ Arleta Stickley

Remarks 1980 Conference Chairman _____ Ramonia Bivins

Bills to be submitted

President's Proposals

Discussion

Adjournment

PROPOSALS

FROM THE DESK OF THE PRESIDENT:

#1 That if at all possible we have a short program during our conferences called "Talent Discovery Program"

I feel that this will be another form of training policewomen in her every day tasks, since we're all public speakers (whether we're given that label or not).

#2 That we continue to list the conferences at least three years in advance.

#3 That if at all possible we will continue our parades and other forms of I.A.W.P. Publicity for the continued growth of the organization.

#4 That future goals be discussed and or considered.

Respectfully
Rosie Mason- President.

Financial Report

International Association of Women Police

Jan 1, 1978 to Dec 31, 1978

Beginning Balance: \$2,117.78

Income:	Dues*:	3,087.00
	T-Shirts	241.00
	Arizona Conference	2,392.34
	Minn Assoc of Women Police-membership	25.00
	Pins	4.50

\$7,867.62

Expenses:	1/3 Postmaster	26.00
	1/13 Bulletin	137.06
	2/26 78 Conference	500.00
	Arnold Copy Center	17.62
	3/30 Bulletin	152.73
	Postmaster	26.00
	5/18 Postmaster	39.00
	5/19 Arnold Copy Center	31.24
	6/20 Applied Information Services	44.12
	6/19 Postmaster	37.33
	6/19 S.T. Wyrick Office Supplies	6.99
	6/29 Arnold Copy Center	13.00
	7/15 Bulletin	125.23
	8/10 Certificate of Deposit	3,000.00
	9/1 Anne Garcia-Salary	100.00
	9/5 S.T. Wyrick Office Supplies	7.38
	9/14 Applied Information Services	21.45
	9/22 Bulletin	127.12
	10/9 J. Stoneman	18.63
	K. Burke	38.48
	F. Shpritzer	8.00
	M.R. Ostrander	24.81
	M Barkdoll	156.66
	10/19 Applied Information Services	63.13
	10/23 Dr Higgins	25.00
	10/23 R. Mason	11.17
	11/6 Arnold Copy Center	12.43
	K. Burke	12.51
	11/9 Precision forms Inc	77.00
	12/28 Bulletin	126.00
	12/29 Postmaster	30.00

\$5,046.09

Page 2, Financial Report of International Association of Women Police

Beginning Balance:	\$2,117.78
Income:	+5,749.84
	<hr/>
Expenses:	\$7,867.62
	-5,046.09
	<hr/>
	\$2,821.53
Adjustments: N S F 2	- 20.00
	<hr/>
	\$2,801.53
North Carolina Intangible Tax	- 2.85
Closing Balance:	<hr/>
	\$2,798.68
Balance on Hand:	\$2,798.68

* Dues 287@ \$10.00
34@ 6.00
1@ 11.00
1@ 12.00

The 2 NSF are shown twice.

Respectfully Submitted,

Anne C Garcia

Anne C. Garcia
Financial Secretary,
International Association of Women Police
P O Box 2495
Greensboro, N.C. 27402

Financial Report

International Association of Women Police

Jan 1, 1979 to May 10, 1979

Beginning Balance: 2,798.68

Income: Dues \$ 652.00
Minnesota Association of Women Police 1,500.00

Expenses: 1/10 Arnold Copy-79 letters & Apps 10.61
S.T. Wyrick-receipt books 6.19
1/31 79 Conference 500.00
2/9 NCNB intangible tax on Certificate of
Deposit 1.51
3/5 K. Burke-letterheads 235.00
3/12 Postmaster 32.07
3/22 Applied Information Service-labels 36.52
4/15 M.R. Ostrander-Bulletin 194.40
M.R. Ostrander-Salary 77 & 78 200.00
4/17 K Burke-package & mail letterheads 111.95

\$1,328.25

Closing Balance: \$3,622.43

Beginning Balance: \$2,798.68
Income: +2,152.00

Expenses: \$4,950.68
-1,328.25

Closing Balance \$3,622.43
Balance On Hand \$3,622.43

Certificate of Deposit 8/10/78 \$3,000.00
Interest 2/9/79 49.54

\$3,049.54

Membership 566

Respectfully Submitted,

Anne C Garcia

Anne C. Garcia
Financial Secretary, International Association of Women Police
P O Box 2495
Greensboro, N.C. 27402

YOUR NOTES:

March ~~10th~~ 1979

Dear

Carolyn

The Board of Directors of the I.A.W.P. will hold a meeting on Saturday, May
19th at 1300 hours at the Plaza Inn International Hotel which is conveniently
located near the K.C.I. Airport.

Business of importance.

Please be present.

Please circle the below form, indicating whether or not you will attend the board
meeting, detach, and return promptly so that I can reserve a room to hold the
meeting.

*Please
Come
need you*

Thanks and much love.

Rosie Mason, President
Rosie Mason, President

~~North Central Airlines - 726-7100~~

Braniff - 339-3131

to KCP

✓ 0830 - 0935 (non-stop) - #51

0930 - 1120

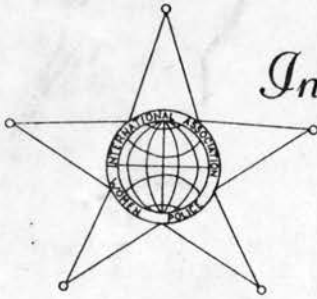
1100 - 1205 (non-stop)

~~to Mpls.~~

~~9:10 P.M. - 10:59 a.m.~~

✓ 8:10 P.M. - 9:10 (non-stop) #50

~~Round trip #122~~



International Association of Women Police



BOX 1978
SUN CITY, ARIZONA U.S.A. 85351

K.C. Mo.
Friday 11th 79

OFFICERS

- PRESIDENT
ROSIE K. MASON
KANSAS CITY, MO., U.S.A.
- 1ST VICE PRESIDENT
MAURINE E. BARKDOLL
SUN CITY, ARIZONA U.S.A.
- 2ND VICE PRESIDENT
MARIS P. WESSON
PORTLAND, OREGON, U.S.A.
- 3RD VICE PRESIDENT
MARY F. STOWE
SEATTLE, WASHINGTON, U.S.A.
- RECORDING SECRETARY
CAROLEN BAILEY
ST. PAUL, MINN., U.S.A.
- FINANCIAL SECRETARY
ANNE GARCIA
GREENSBORO, N.C., U.S.A.
- SERGEANT-AT-ARMS
CATHERINE RIGGLE
LINCOLN, NEBRASKA, U.S.A.
- HISTORIAN
JESSIE STONEMAN
HAMILTON, ONTARIO
- CHAPLAIN
MARGIE MORRIS
DUNBAR, W. VA., U.S.A.
- PAST PRESIDENTS
DR. LOIS HIGGINS
NORTH MIAMI, FLORIDA U.S.A.
- MARY R. OSTRANDER
MADISON, WISCONSIN, U.S.A.
- LOIS BECKETT
SAULT STE. MARIE, ONT., CANADA
- FELICIA SHPRITZER
NEW YORK, N. Y., U.S.A.
- EDITOR, BULLETIN
MARY R. OSTRANDER
MADISON, WISCONSIN, U.S.A.

EXECUTIVE DIRECTOR
MAURINE E. BARKDOLL
SUN CITY, ARIZONA

My dear Carolen
Hi.

Received your note today.
I was unable to get reservations at
the Hilton Plaza Inn (where our meeting
is to be held) They are booked up.
But I did reserve a room for you and
Lu Ann at the Travelodge 11828⁴⁶⁹⁻²⁵²⁵
Plaza Circle K.C. I. Its not far
from K.C. I now from the Hilton
Plaza. The room rent for \$30.00
plus tax, for two. You might like to
know that I also reserved a room
there for Mary Rita, she'll be here
on the 18th.
Oh Linda Beckett will not be coming
so you will not need to pack her
materials.

Looking for you
much love
Rose

P.S. Travelodge
25055553050
1-800-255-3050
their local
number
469-2525

Regional Chairmen

1ST REGION

YVETTE M. WEYMANS

MANCHESTER, N. H., U.S.A.

Maine	Massachusetts
New Hampshire	Connecticut
Vermont	Rhode Island

2ND REGION

KATHY BURKE

LONG ISLAND CITY, N.Y., U.S.A.

Delaware	Maryland
Dist. of Columbia	New Jersey
Pennsylvania	New York

3RD REGION

JANET CRUMLEY

CHATTANOOGA, TENN., U.S.A.

Louisiana	Mississippi
Alabama	Tennessee
Florida	Virginia
Georgia	North Carolina
South Carolina	

4TH REGION

ARLETTA V. STICKLEY

SOUTH BEND, INDIANA, U.S.A.

Illinois	Michigan
Indiana	Ohio
Kentucky	West Virginia

5TH REGION

LUAN ZUHLSDORF

MINNEAPOLIS, MINN., U.S.A.

Iowa	North Dakota
Minnesota	South Dakota
Montana	Wisconsin
Wyoming	

6TH REGION

RAMONA BIVIANIS

ALBUQUERQUE, N. M., U.S.A.

Arkansas	Missouri
Colorado	New Mexico
Kansas	Oklahoma
Nebraska	Texas

7TH REGION

DEE FRANKE

SEATTLE, WASHINGTON

Alaska	Oregon
California	Washington
Arizona	Utah
Hawaii	Idaho
Nevada	

8TH REGION

IRENE F. ALLEN

BIRMINGHAM, ENGLAND

United Kingdom

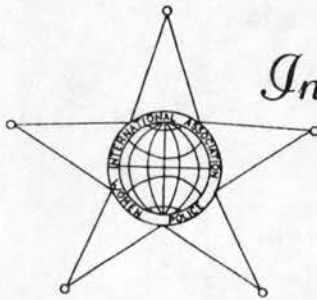
9TH REGION

RUTH DONALD

HALIFAX, NOVA SCOTIA, CANADA

EDMONTON, ALBERTA, CANADA

CANADA



International Association of Women Police



BOX 1978
SUN CITY, ARIZONA U.S.A. 85351
Kansas City, Missouri
Tuesday May 1st /79

OFFICERS

My dear Carolen,

Hi,

PRESIDENT

ROSIE K. MASON

KANSAS CITY, MO., U.S.A.

1ST VICE PRESIDENT

MAURINE E. BARKDOLL

SUN CITY, ARIZONA

2ND VICE PRESIDENT

MARIS P. WESSON

PORTLAND, OREGON

3RD VICE PRESIDENT

MARY F. STOWE

SEATTLE, WASHINGTON, U.S.A.

RECORDING SECRETARY

CAROLEN BAILEY

ST. PAUL, MINN., U.S.A.

FINANCIAL SECRETARY

ANNE GARCIA

GREENSBORO, N.C., U.S.A.

SERGEANT-AT-ARMS

CATHERINE RIGGLE

LINCOLN, NEBRASKA, U.S.A.

HISTORIAN

JESSIE STONEMAN

HAMILTON, ONTARIO

CHAPLAIN

MARGIE MORRIS

DUNBAR, W. VA., U.S.A.

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NORTH MIAMI, FLORIDA U.S.A.

MARY R. OSTRANDER

MADISON, WISCONSIN, U.S.A.

LOIS BECKETT

SAULT STE. MARIE, ONT., CANADA

FELICIA SHPRITZER

NEW YORK, N. Y., U.S.A.

EDITOR, BULLETIN

MARY R. OSTRANDER

MADISON, WISCONSIN, U.S.A.

EXECUTIVE DIRECTOR

MAURINE E. BARKDOLL

SUN CITY, ARIZONA

I received your letter a couple of weeks ago and fully planned to answer by return mail, But I had to go away and by some reason I put it with the letters from the scheduled board members who will be attending the meeting. Just today I decided to go through them and check the list of those who planned to come and ran across your letter. Forgive me, Honey please.

Your letter to the Police Foundation was just wonderful. Thanks for composing it and for sharing it with me.

About the letter from Peggy Triplett. Possible we will discuss our future goals in the board meeting. It we come up with anything concrete perhaps perhaps we can still get it to her by the 30th of this month which is apparently her deadline.

I do think that one of our future goals is to continue the annual seminars with the hope of keeping policewomen educated through training and to keep them abreast of all new theories and techniques in the field of policing throughout the world.

Which means we have the job of soliciting the membership of every police woman everywhere.

We also plan to continue the award program. We will seek other ideas in the meeting.

Oh I'm anxiously waiting for the 19th I think we'll have a good representative group of board members. Join me in praying for a successful meeting.

Love to LuAnn and also
to your family and co-workers
Till real soon
Much love

Rosie
Rosie

Regional Chairmen

1ST REGION

YVETTE M. WEYMANS

MANCHESTER, N. H., U.S.A.

Maine	Massachusetts
New Hampshire	Connecticut
Vermont	Rhode Island

2ND REGION

KATHY BURKE

LONG ISLAND CITY, N.Y., U.S.A.

Delaware	Maryland
Dist. of Columbia	New Jersey
Pennsylvania	New York

3RD REGION

JANET CRUMLEY

CHATTANOOGA, TENN., U.S.A.

Louisiana	Mississippi
Alabama	Tennessee
Florida	Virginia
Georgia	North Carolina
South Carolina	

4TH REGION

ARLETTA V. STICKLEY

SOUTH BEND, INDIANA, U.S.A.

Illinois	Michigan
Indiana	Ohio
Kentucky	West Virginia

5TH REGION

LUAN ZUHLSDORF

MINNEAPOLIS, MINN., U.S.A.

Iowa	North Dakota
Minnesota	South Dakota
Montana	Wisconsin
Wyoming	

6TH REGION

RAMONA BIVIANIS

ALBUQUERQUE, N. M., U.S.A.

Arkansas	Missouri
Colorado	New Mexico
Kansas	Oklahoma
Nebraska	Texas

7TH REGION

DEE FRANKE

SEATTLE, WASHINGTON

Alaska	Oregon
California	Washington
Arizona	Utah
Hawaii	Idaho
Nevada	

8TH REGION

IRENE F. ALLEN

BIRMINGHAM, ENGLAND

United Kingdom

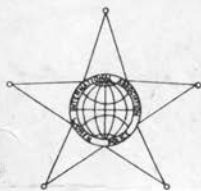
9TH REGION

RUTH DONALD

HALIFAX, NOVA SCOTIA, CANADA

EDMONTON, ALBERTA, CANADA

CANADA



International Association
of
Women Police

Dear Susan

Just a reminder.

Please send additional plaques
to: Major Patricia Ann Hanges
% Baltimore County P.D.
400 Kenilworth Dr.
Towson, Md. 21204.

Deputy Sheriff Judy N. Usery
% Sheriff's Dept.
116 Commerce St.
Clarksville, Tenn. 37040

as Honorable Mentions as was
Clarene Shelby's plaque.

over

The seminar was really great.

Hope you're coming down to earth
by now, and also that everything is
going well for you.

Kathy.

Quality Sales
645-4635



UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D. C. 20531

NATIONAL INSTITUTE OF LAW ENFORCEMENT
AND CRIMINAL JUSTICE

April 9, 1979

Sgt. Carolen Bailey
City of St. Paul
Department of Police
101 East Tenth Street
St. Paul, Minnesota 55101

Dear Carolen:

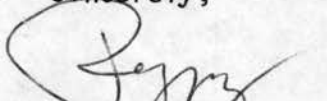
Happy to learn that you're now back in the office. Do take care. I'm sorry to hear about RaeAnn and trust she's doing better.

I agree that the last section of the IAWP brochure would be appropriate as an introduction including referencing past annual conferences. However, I believe that the various presentations will more than highlight the "Role of Women Police" especially Peter Horne's paper. In conclusion, you may want to emphasize specific IAWP objectives that were addressed by your 1978 speakers with some indication perhaps of what IAWP would like to accomplish in the future--or future directions of the IAWP.

The sooner you return the material the better, especially if you would like to get the proceedings printed prior to the 1979 conference. If I can have the material in hand by May 30th, we might be able to receive printed copies by the end of the summer. Contact me if this deadline is unrealistic.

Best regards.

Sincerely,


Peggy E. Triplett
Special Assistant





UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D. C. 20531

NATIONAL INSTITUTE OF LAW ENFORCEMENT
AND CRIMINAL JUSTICE

November 27, 1978

Sgt. Carolyn Bailey
St. Paul Police Department
101 East 10th Street
St. Paul, Minnesota 55105

Dear Carolyn:

Trust this letter finds you back on the job and healthy!

I've just read the attached transcript and truly enjoyed Peter Horne's futurist paper on "Women Police in the Year 2000." As you will note, the transcript needs editing; however, you may wish to develop an introductory page or two on the IAWP (historical background, training conferences, etc.) and then lead into the five taped sessions (I'll edit my workshop). A concluding statement might also be in order. Upon receipt of the edited version, it will then be forwarded to the Government Printing Office for publication.

Should you have any questions, feel free to contact me.

Best regards.

Sincerely,

Peggy E. Triplett
Special Assistant
to the Director

Attachments



Re-affirm our goals and objectives

Continue to stress the need for and to provide the most professional training formats available to our members

So equip our members in all facets of Law Enforcement that they might go forth as instructors in their particular field

To be prepared to enter newer fields as yet uncharted when the opportunity is presented

Renew our commitment as individuals to be the best possible police officer while remaining total woman.

Carolyn:

I can't come up with a form that would combine the above and show that we need a commitment from all the members to maintain the highest possible level of professionalism both in our daily work as well as in our actual membership in our unique organization..

Can you work it in..I'm thinking of how concisely you worded the new brochure and that is what I have in mind..so that each will cherish her membership and fight for the most good to the most members, omitting anything that is devisive behind or outside of the Association.

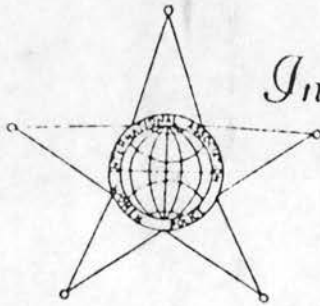
Can this be worked in? I think you can do it..am so excited about your entire project and sure want to see the fruits of your labor as a model to all those who come after.

And how have you been, personally..any more trouble with that back? I sure hope they have everything under control for you..you are too valuable a person both to us as well as to your profession.

Look forward to seeing you on the 19th, but thought this had best get off to you....imagine you are as busy as all the rest of our members. Finding myself on the phone more as the ones leave for vacation..some for a month, some for the summer..and my section has been riddled with serious illnesses and injuries, so am double-dutying it..but loving every minute.

Take care..see you at the board meeting, I hope.

Bohe



International Association of Women Police

BOX 1978

SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

President
ROSIE K. MASON
Kansas City, Mo., U.S.A.

1st Vice President
MARY F. STOWE
Seattle, Washington

2nd Vice President
CAROLEN BAILEY
St. Paul, Minn.

3rd Vice President
KATHLEEN BURKE
Long Island City, N.Y.

Recording Secretary
LINDA BURKETT
Tucson, Arizona

Financial Secretary
ANNE GARCIA
Greensboro, N.C., U.S.A.

Sergeant-at-Arms
CAROL ANN HALLIDAY
Vancouver, B.C., Canada

Historian
JOAN D. KRAMER
Adelphi, Maryland

Chaplain
JESSIE STONEMAN
Hamilton, Ontario, Canada

Past Presidents
DR. LOIS HIGGINS
North Miami, Florida, U.S.A.

MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

LOIS BECKETT
Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

April 12, 1979

TO WHOM IT MAY CONCERN:

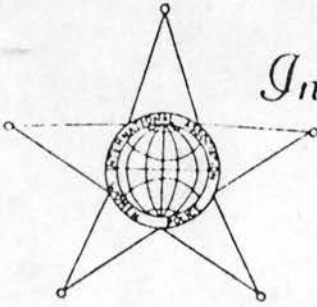
The International Association of Women Police has agreed to join efforts with the Police Foundation in the proposed study of stress among minority and women police officers.

As part of this effort, the I.A.W.P. will make every effort to provide the names of women officers who will act as contact persons in the departments chosen for study. Whenever possible, we will provide the names of women police officers known to be in those departments. Finally, we will actively support and encourage the participation of our members and all women in policing in this very worthwhile stress study.

Sincerely,

Rosie Mason, President

Carolen Bailey, Vice President



International Association of Women Police

BOX 1978
SUN CITY, ARIZONA U.S.A. 85372



Executive Director
MAURINE E. BARKDOLL
Sun City, Arizona

OFFICERS

President
ROSIE K. MASON
Kansas City, Mo., U.S.A.

1st Vice President
MARY F. STOWE
Seattle, Washington

2nd Vice President
CAROLEN BAILEY
St. Paul, Minn.

3rd Vice President
KATHLEEN BURKE
Long Island City, N.Y.

Recording Secretary
LINDA BURKETT
Tucson, Arizona

Financial Secretary
ANNE GARCIA
Greensboro, N.C., U.S.A.

Sergeant-at-Arms
CAROL ANN HALLIDAY
Vancouver, B.C., Canada

Historian
JOAN D. KRAMER
Adelphi, Maryland

Chaplain
JESSIE STONEMAN
Hamilton, Ontario, Canada

Past Presidents
DR. LOIS HIGGINS
North Miami, Florida, U.S.A.

MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

LOIS BECKETT
Sault Ste. Marie, Ont., Canada

FELICIA SHPRITZER
New York, N.Y., U.S.A.

Editor, Bulletin
MARY R. OSTRANDER
Madison, Wisconsin, U.S.A.

April 12, 1979

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The International Association of Women Police has agreed to join efforts with the Police Foundation in the proposed study of stress among minority and women police officers.

As part of this effort, the I.A.W.P. will make every effort to provide the names of women officers who will act as contact persons in the departments chosen for study. Whenever possible, we will provide the names of women police officers known to be in those departments. Finally, we will actively support and encourage the participation of our members and all women in policing in this very worthwhile stress study.

Sincerely,

Rosie Mason, President

Carolene Bailey

Carolene Bailey, Vice President

Police Foundation

MARY KRISTINE UTNE, Ph.D.
Research Associate

mailing address

24 Commerce Street
Suite 525
Newark, New Jersey 07102
Phone (201) 622-6001

1909 K Street, N.W.
Suite 400
Washington, D.C. 20006
Phone (202) 833-1460

Sgt. Bailey -

Please forgive the hand-written note. I'm on the road with no typewriter in sight.

At the end of the enclosed grant is Renault Robinson's letter. What we need from the International Association of Women in Policing is something similar, indicating your willingness to aid us in locating women officers, directly or through contact persons in designated departments. A sample possibility:

To whom it may concern:

The International Association of Women in Policing ^{efforts} has agreed to join with the Police Foundation in ^{the proposed} study of stress among minority and women police officers. As part of this effort, the I.A.W.P. will ^{make every effort to} provide the names of women officers ^{who will act as contact persons} in the departments chosen for study. Whenever possible, we will provide the names of ^{other} ~~the~~ women police officers known to be in those departments. Finally, we will ^{actively support and} encourage the participation of our members and all women in policing in the stress study.

Please adapt or amend or discard whatever you want of the above, and write what you feel is best.

Please, also, send your letter directly to me, and I'll see that it gets forwarded to NIH.

Thanks so much for your help in all this, Carolyn. I'll keep you informed of the progress of the grant application, as I get word.

Best regards -
Mary Anne

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE

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GRANT APPLICATION

TYPE	PROGRAM	NUMBER
REVIEW GROUP		FORMERLY
COUNCIL (Month, Year)		DATE RECEIVED

TO BE COMPLETED BY PRINCIPAL INVESTIGATOR (Items 1 through 7 and 15A)

1. TITLE OF PROPOSAL (Do not exceed 53 typewriter spaces)

Stress Among Minority and Female Police Officers

2. PRINCIPAL INVESTIGATOR

2A. NAME (Last, First, Initial)

Utne, Mary K

2B. TITLE OF POSITION

Research Associate

2C. MAILING ADDRESS (Street, City, State, Zip Code)

Police Foundation
1909 K Street, N.W., #400
Washington, D.C. 20006

2D. DEGREE

Ph.D. Sociology

2E. SOCIAL SECURITY NO.

2F. TELEPHONE DATA

Area Code
202TELEPHONE NUMBER AND EXTENSION
833-14602G. DEPARTMENT, SERVICE, LABORATORY OR EQUIVALENT
(See Instructions)

Evaluation

2H. MAJOR SUBDIVISION (See Instructions)

N/A

7. Research Involving Human Subjects (See Instructions)

A. NO B. YES Approved: February 28, 1979
C. YES - Pending Review Date

3. DATES OF ENTIRE PROPOSED PROJECT PERIOD (This application)

FROM

September 1, 1979

THROUGH

August 31, 1980

4. TOTAL DIRECT COSTS REQUESTED FOR PERIOD IN ITEM 3

\$127,505

5. DIRECT COSTS REQUESTED FOR FIRST 12-MONTH PERIOD

\$127,505

6. PERFORMANCE SITE(S) (See Instructions)

National Black Police Association
1180 E. 63rd Street
Chicago, Illinois 60637

Fifteen unselected, city police departments

8. Inventions (Renewal Applicants Only - See Instructions)

A. NO B. YES - Not previously reported
C. YES - Previously reported

TO BE COMPLETED BY RESPONSIBLE ADMINISTRATIVE AUTHORITY (Items 8 through 13 and 15B)

9. APPLICANT ORGANIZATION(S) (See Instructions)

Police Foundation
1909 K Street, N.W., #400
Washington, D.C. 20006

11. TYPE OF ORGANIZATION (Check applicable item)

 FEDERAL STATE LOCAL OTHER (Specify)
Non-profit research organization

12. NAME, TITLE, ADDRESS, AND TELEPHONE NUMBER OF OFFICIAL IN BUSINESS OFFICE WHO SHOULD ALSO BE NOTIFIED IF AN AWARD IS MADE

Kenneth W. Brunk, Controller,
Assistant Treasurer
Police Foundation, 1909 K Street, N.W., #400
Washington, D.C. 20006
Telephone Number (202) 833-1460

10. NAME, TITLE, AND TELEPHONE NUMBER OF OFFICIAL(S) SIGNING FOR APPLICANT ORGANIZATION(S)

Patrick V. Murphy
President
Police Foundation

Telephone Number (s) (202) 833-1460

13. IDENTIFY ORGANIZATIONAL COMPONENT TO RECEIVE CREDIT FOR INSTITUTIONAL GRANT PURPOSES (See Instructions)

Police Foundation

14. ENTITY NUMBER (Formerly PHS Account Number)

60 Non-Profit Research Organization

15. CERTIFICATION AND ACCEPTANCE. We, the undersigned, certify that the statements herein are true and complete to the best of our knowledge and accept, as to any grant awarded, the obligation to comply with Public Health Service terms and conditions in effect at the time of the award.

SIGNATURES (Signatures required on original copy only. Use ink, "Per" signatures not acceptable)	A. SIGNATURE OF PERSON NAMED IN ITEM 2A	DATE February 28, 1979
	B. SIGNATURE(S) OF PERSON(S) NAMED IN ITEM 10	DATE '

SECTION 1

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE

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PROJECT NUMBER

RESEARCH OBJECTIVES

NAME AND ADDRESS OF APPLICANT ORGANIZATION

Police Foundation, 1909 K Street, N.W., #400, Washington, D.C. 20006

NAME, SOCIAL SECURITY NUMBER, OFFICIAL TITLE, AND DEPARTMENT OF ALL PROFESSIONAL PERSONNEL ENGAGED ON PROJECT, BEGINNING WITH PRINCIPAL INVESTIGATOR

Principal Investigator: Dr. Mary K. Utne, 475-66-5389
Co-Project Director: Antony M. Pate, 460-70-7949
Co-Project Director: Howard Saffold, 326-34-0547

TITLE OF PROJECT

Stress Among Minority and Female Police Officers

USE THIS SPACE TO ABSTRACT YOUR PROPOSED RESEARCH. OUTLINE OBJECTIVES AND METHODS. UNDERSCORE THE KEY WORDS (NOT TO EXCEED 10) IN YOUR ABSTRACT.

The Police Foundation and the National Black Police Association propose to collaborate to replicate a recent major study of stress in policing. The sample of patrol officers surveyed in the original study accurately reflected the predominance of white males in policing. The consequent small number of minority and female officers surveyed, however, precludes generalizations of the original study's findings to minority and female police officers. The levels, causes and consequences of job-related stress among minorities and women, and possible ameliorative responses, then, remain unknown. To address this gap, a replication of the original study is proposed. From a representative sample of police departments, minority and female officer populations will be enumerated. Random sampling from these populations will produce three samples: minority males, minority females and white females. The self-administered survey instrument used in the original study will be used here. Multiple regression data analytic techniques and a model for their execution are described.

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A. INTRODUCTION

1. Objective. In the last decade, police officers have been under increasing pressure to perform a broad range of services and have frequently become targets of those dissatisfied with the quality of urban life. Considering the increased public scrutiny and changes in the police role and working conditions, surprisingly little empirical attention has been given to the stressful effects of the job on the individual police officer.

The Police Foundation, in collaboration with the National Institute of Occupational Safety and Health (NIOSH), and the International Union of Police Associations (IUPA), is now completing a study of police officer stress. This report empirically has established that policing is a relatively stressful occupation and has examined the relationship between officers' personal characteristics, family background, attitudes, occupational characteristics, stressors and psychological and physical responses to other potential stressors. This elucidation will assist in further research and the development of remedial efforts targeted at specific stressors (see Pate *et al.*, 1978).

As valuable as these findings are, there remains a gaping hole in research into police stress; we know nothing about stress among minority and women police officers. The sampling procedures used in the above-mentioned study produced samples that are representative of policing, an overwhelmingly white, male occupation (92.5% of the respondents were white males). Consequently, however, the number of minorities and women obtained by these procedures was so small that no meaningful statements about stress in these groups can be made.

It is not only unfortunate that our understanding of the problems of minorities and women in policing is grossly inadequate, it is an injustice which deprives women and minorities of help and assistance specific to the special problems they face.

It is doubtful that the relationships revealed by the 1978 study will be the same for minorities and women, and in any event, their small numbers in the study permit no generalizations of the findings to them. Role theory and observation suggest that minorities and blacks face special problems both in their relationship with their white male colleagues and with citizens. Even if the effects of stress on these groups were similar, it is reasonable to expect that the causal linkages between potential stressors may be mediated in some way by race and sex, and thus be different. Again, an understanding of these differences would have great import for the development of differential remediation efforts.

The Police Foundation, in collaboration with the National Black Police Officers Association (NBPA), is proposing a replication of the 1978 police stress study. This replication would focus on the minority and female populations not obtained in the original study. The value of a replication of the previous effort on these different populations is

that it would allow for detailed comparisons to be made between minorities and the present white urban male sample, thus enriching our understanding of the problems of all police officers.

2. Background. Selye (1974:19-21) has pointed out that everyone requires a degree of stress to sustain normal sensory-motor function, but that too little or too much stress produces physiological states which have been associated with a variety of diseases. Research concerning stress has rapidly proliferated in the last few years, largely because of the seriousness of excessive stress, which may cause or contribute to hypertension, heart attack, migraine, ulcers, colitis, diarrhea, constipation, backache, and a number of other disorders. An excellent summary of research concerning occupational stress is provided in Caplan, et al. (1975:1-18). More specifically, Levinson (1964) found that conflicts over promotional systems, a lack of decision-making opportunities, work overload, job ambiguity and pressures from handling public relations functions can all contribute to excessive stress. Feelings of helplessness also seem especially damaging (Colligan, 1975), and it has been suggested that certain personality types are particularly susceptible to stress (Friedman and Rosenman, 1974).

The nature of their job makes police officers particularly appropriate subjects for a study of job stress. Martin Reiser has indicated that the police are under an unusual amount of stress and face an inordinate risk of stress-related diseases (Reiser, 1974b and 1976). Reiser (1974a) has also pointed out that much of the stress on police officers is organizationally based, resulting from the impersonal authoritarian management techniques, internal discipline structures, job performance rating systems, and peer group pressures common to most police departments. Additionally, he has noted that the nature of police work is such that normal biological rhythms are often confounded, especially in departments with frequent shift rotation and where feelings of personal threat, anger and responsibility often have to be dealt with simultaneously (Reiser, 1976). Officers frequently experience long periods of inactivity and boredom followed abruptly by calls of uncertain or dangerous potential. Kroes, Margolis and Hurrell (1974), and Kroes, Hurrell and Margolis (1974) have identified specific stressors facing police officers and found several which are not unique to policing. However, until very recently, no systematic, large-scale attempt had been made to quantify the relative contribution of particular factors.

The Police Foundation, the International Union of Police Associations and the National Institute of Occupational Safety and Health have collaborated to address this gap (Pate et al., 1978). They collected data from over 2200 police officers in 29 police departments throughout the United States in a test of the conceptual model presented below (section C.1). Their data reveal that compared with urban males in other occupations, and controlling for age, police officers have more stress-related health problems and far higher rates of divorce. While the report is not yet in its final form, it is evident from its excellent sample and

exhaustive analyses that it contributes significantly to our understanding of relationships among the complex of variables related to stress in policing.

3. Rationale. Prior to the Pate *et al.* (1978) study the empirical research on stress in policing was largely unsystematic. Pate and his colleagues addressed this knowledge gap in an important, successful manner. But their work left unanswered the critical question of whether the study's findings apply to those people who are comprising ever-increasing portions of police departments' total numbers, namely, minorities and women. It is possible and likely that these groups experience different stressors and higher levels of stress than white male officers.

In addition to the normal levels of stress experienced because of their job, minority male police officers have whatever stresses accompany being black or brown in a white-dominated society and profession. They are part of an "out" group. They may also experience especially high levels of stress because of an interaction between race and profession. That is, some minority citizens view police as the army of the white-dominated power structure, and thus see minority members of this "army" - minority police officers - as traitorous. This attitude on the part of the citizenry could be enormously stress-inducing.

Minority female officers are members of two out groups. They share the racial out-group status of the men and its attendant stresses, and in addition are women in an overwhelmingly male profession that still tends to deny the legitimacy of their presence. Their sex-based stresses may differ from those of white female officers, however. Because there is a history of minority women working at full-time, often very physical jobs, there may be less sex-based role conflict for minority women.

Finally, just as with minority women, white female police officers are in the sexual minority in policing, with few other women on the job for social and moral support. Added to this, and different from minority women, they may be perceived by their colleagues as women who don't have to work, who could be supported by a man if they would just stay home. Thus their presence may be accorded even less tolerance than that given minority women.

Data are needed on all these groups in order to expand our understanding of stress in policing and to address these officers' stress-related problems. Information to be gathered in this study can be translated into forms useful to police departments and unions in their programs of training, counselling and other assistance, and in their administrative planning to eliminate job-related sources of stress.

B. SPECIFIC AIMS

The objective of the proposed research is to replicate the recent major study of stress in policing on those populations that were only marginally represented in the 1978 research. Information on what may prove to be unique features of the work and broader social experience of minorities and women is currently unavailable. The relationships between the officer characteristics of race and sex and the other variables in the model are unknown. Thus, it is the primary goal of this research to survey minority male, minority female and white female officers to determine the levels, nature, causes and consequences of their job-related stress. It is the further aim of the researchers to disseminate the obtained information concerning minority police job stress and its treatment to members of the policing community.

C. METHODS OF PROCEDURE

The means of data collection of the proposed research is a self-administered questionnaire. The questionnaire is designed to elicit information about the aspects of their job that police officers perceive to be stressful, and about the level and consequences of that stress. Minority males, minority females and white females are the targets of study. Details of the survey instrument and the conceptual framework it addresses, the samples and the proposed methods of analysis, are presented below.

1. The survey instrument. The proposed replication study will employ the survey instrument developed by the National Institute of Occupational Safety and Health, the Police Foundation and the International Union of Police Associations and used in the original (1978) study. (This questionnaire appears in Appendix A.)

Adapting Selye's (1974) definition of stress to the person-environment model set forth in Caplan et al. (1975:2-17), Pate et al. (1978) developed a conceptual framework for the empirical testing of relationships between stressors and strains in the police job environment. This model was then altered and refined based on discussions with police officers, results of a pretest of an intermediate questionnaire and factor analysis of responses to the current instrument. Thus, the final version of the questionnaire to be used in the proposed study addresses a conceptual model informed by the work of Selye and Caplan, modified to reflect aspects of the job which are peculiar to policing, and further modified when certain elements of the Caplan model failed to hold up under empirical examination. Figure 1 depicts the model that informed the development of questionnaire items and the analyses proposed herein (from Pate et al., 1978). The potential stressors, subdivided into primary and secondary types, are hypothesized in a tentative causal sequence. They themselves are then hypothesized to be causes of stress, which in turn is posited as a cause of strain. Because direct measures of stress (blood pressure, pulse rate, ulceration, adrenalin level, etc.) will be unavailable, stress is placed within dotted lines to distinguish it from all other variables, for which measures will be obtained.

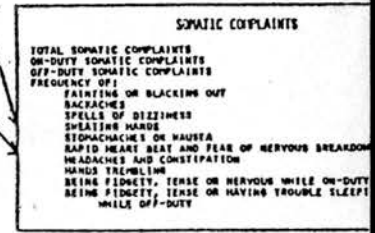
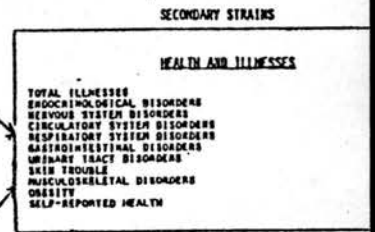
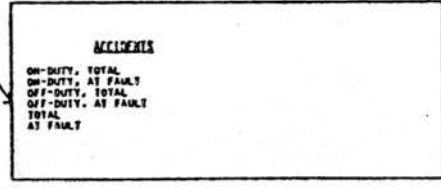
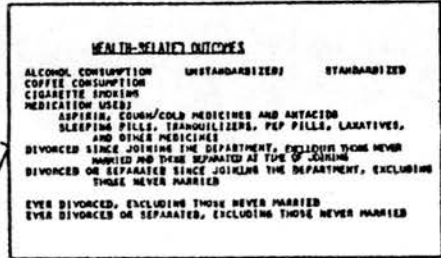
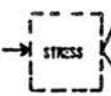
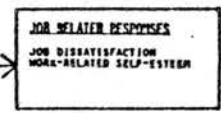


FIGURE 1
CONCEPTUAL FRAMEWORK FOR ANALYSIS

Questionnaire items record officers' perceptions of their job, personal health history, employment experiences prior to entrance into the police department, assignments in the department, and off-duty employment history.

In addition to these items, NBPA, Police Foundation staff and an organization of police women will develop items to assess stressful aspects of the work environment that may be unique to minority and female patrol officers. These items will be informed by theory and experienced observation of stressful situations frequently encountered by these officers.

2. The samples. In all survey research, sampling is a component of the methodology that is of critical importance to the quality of the information collected. A major portion of the research effort proposed herein will be devoted to ensuring a sample of the best possible quality.

Preliminary efforts reveal that a two-stage sampling procedure, combining representative and random sampling techniques, is necessary. In the ideal case sampling would follow an entirely random design. For the sample of minority males, for example, a completely randomized procedure would require lists of the numbers of these officers in each police department in the country. Weighted according to their proportionate share of all minority male officers, departments would be randomly sampled. Within each department the chance of selection for each officer would be controlled so that the result is a self-weighting equiprobability sample. This is the optimal sample for our proposed research.

Unfortunately, no such listings, neither of minority nor female officers, exist. Even those bodies charged with the responsibility of compiling these lists, such as the Equal Employment Opportunity Commission, do not actually have this information. Some data do exist to show that these groups are large enough to be successfully studied. The Police Foundation surveyed 50 major police departments in 1977 and reported totals of 2,028 women and 5,441 blacks at patrol level in these departments (Heaphy, 1978). The survey did not include the Chicago, Los Angeles and New York City police departments, all of which have sizable numbers of minorities and women, so the actual numbers of these officers is in fact far greater. These numbers, however, remain unknown.

In the light of these unknowns, sampling will combine representative and random sampling techniques. First, a representative sample of police departments will be chosen. Dimensions of consideration for selection will include: geographic region within the U.S.; size, racial and sexual composition of department; size and racial composition of the population served; form of department administration; and aspects of the political and social climate. Approximately 15 departments will be selected, and large urban departments may be overrepresented in order to ensure a large enough pool of subjects.

Given the list of departments from which to sample, considerable time and effort will then be given to the task of enumerating the minority and female members of those departments. That is, NBPA staff will identify, by name and address, all non-white and female members of the selected departments. NBPA staff are confident that, in cooperation

with their members in departments across the country, they can compile this information in two to three months.

Once this information has been gathered, the second stage of sampling will proceed. According to simple random sampling techniques, samples of minority males, minority females and white females will be drawn. In the absence of complete information about the total size of these groups, it cannot be said what the sample sizes will be. A convenient number for study would be 200 from each group. It is possible that this number would come close to exhausting the population of minority female police officers, and be less than, say, 5 percent of the non-white male population. This is not problematic as long as there is random selection and a high response rate.

Attaining a high response rate--75 to 80 percent--is of the highest priority in the proposed plan of research. Even if a completely random sample is drawn, a low response rate in effect makes the sample a self-selected one.

All practical means possible will be used to get a high response rate to the survey. First, letters will be sent to each individual to be surveyed, describing the research, the importance of the problems it addresses, the questionnaire and its purpose, and the critical role of the individual respondent in the success of the project. For minorities, the letter will be sent under the letterhead of the NBPA, and will spell out their involvement in and full support of the study. The letterhead of the International Association of Police Women will be used for letters to women, if and when the cooperation of this organization is obtained.

Officers in small departments will receive the survey directly through the mail. In departments with large groups of minorities and women, questionnaires may be distributed and completed in groups, administered by central-office NBPA members.

Up to two follow-up letters to non-respondents will be sent urging participation. Telephone solicitation of response will also be used when necessary.

3. Analysis. A series of multivariate regression analyses will be performed to attempt to identify the interrelationship among the various stressor and strain measures in the equation. The general advantage of the multivariate regression approach is that it allows for the calculation of the relationship between each stressor and a particular dependent variable - holding constant the relationships of all the other predictors used in the equation. This is superior to simple estimation of univariate relationships which does not simultaneously control for multivariate relationships.

The model for this analysis is that presented in Figure 1. For example, each primary stressor measure will be allowed to enter each of the regression equations treating each affective state as a dependent variable. In the next series of analyses, treating job-related responses as dependent variables, all affective states will be allowed to enter the equation first, then all the primary stressor measures will be allowed to enter. In similar fashion, when accidents and health-related

outcomes are treated as dependent variables, the job-related responses will be allowed into the equation first, then the measures of affective states, then the primary stressors. Finally, when health and somatic complaints are predicted, the accident and health-related outcomes will be allowed to enter the regression equation first. This method will be used so as to further illuminate the complex sequencing of the possible relationships, just as was done in the original (Pate et al, 1978) study.

4. Protection of participants. The participants in the proposed study will be adult police officers, voluntarily responding as individuals and not as representatives of their police agencies. Their responses will be treated with strict confidentiality. To preserve anonymity, respondents will not be requested to sign the questionnaires. Excessive demands on respondents and multiple responses by the same person will be prevented by including coded postcards with the questionnaires to allow respondents to indicate that they have completed a questionnaire, without identifying it as theirs.

5. Dissemination. The proposed research will generate considerable new and valuable information on the determinants and consequences of job stress among minority and female police officers. In order that this information has maximum practical significance, the Police Foundation proposes to disseminate details and results of the study in a manner that has been used with other of its major research efforts. Two volumes would be published. One would be a technical report, with details of all aspects of the methodology and extensive breakdowns and reporting of results. Its intended audience is the research community. The second form of the report would be a summary, for civilian and police administrators and other interested lay consumers. It would describe the study and its outcomes, but with less technical detail than the first volume.

6. Tentative schedule. The proposed research is envisioned as a year-long effort. Its schedule of activities is expected to approximate the following:

- | | |
|-----------------------------|--|
| <u>Month One:</u> | <ul style="list-style-type: none"> ● Item development, questionnaire completion and printing. ● Selection of departments. |
| <u>Months One to Three</u> | <ul style="list-style-type: none"> ● Compilation of complete lists of minority and women police officers in each department. |
| <u>Months Four to Six</u> | <ul style="list-style-type: none"> ● Administration of the survey. Follow-ups to continue until response rate is at least 75 percent. |
| <u>Months Seven to Nine</u> | <ul style="list-style-type: none"> ● Coding of data. Analysis. |
| <u>Months Ten to Twelve</u> | <ul style="list-style-type: none"> ● Write-up of the two versions of the report. |

D. SIGNIFICANCE

The negative physical and psychological effects of excessive stress have been well documented, and range from minor ailments to premature death. That many of these effects can be job-related is also well established. The job of police officers has been suggested to be one which is particularly stressful; police officers are said to suffer high suicide, death, and divorce rates in addition to many other difficulties. The study by the Police Foundation, IUPA and NIOSH, the first major empirical effort to test these opinions, supports the contention that policing is a stressful occupation.

The proposed collaborative effort between the Foundation and NBPA will establish the level of stress and the causal linkages between potential stressors for three important subgroups of police officers-- minority men and women and white women. This will allow for fuller understanding of the nature of stress in police work and for the development of remedial programs specific to these populations.

Finally, because policing is widely accepted as a highly stress-laden occupation, there is good reason to anticipate that what is learned through studies of subgroups in an occupation will have considerable impact in the general area of stress research.

E. FACILITIES AVAILABLE

The Police Foundation research staff has developed considerable experience in relevant areas of research. In addition to the stress study now being completed by Mr. Pate and his IUPA and NIOSH colleagues, the Police Foundation has collaborated with the University of Melbourne (Australia) in a replication of the U.S. police stress study (comparative analyses to begin in June 1979), is now doing a secondary analysis of health related data gathered in Dallas in the course of a five-year evaluation of a human resource development program, is conducting secondary analyses of all police role studies, is doing a follow-up study on minorities and women in policing, as well as a comparative study of the attitudes of men and women in policing (being completed by Dr. Utne). The Foundation continues to conduct field experiments and is now conducting two, one in Newark, New Jersey (foot patrol) and another in Birmingham, Alabama (anticrime units). The staff will be under the overall direction of Dr. George Kelling, Field Staff Director. The principal investigator will be Dr. Mary Utne who will devote 100 percent of her time to this project. She will be assisted in all phases of the project by Mr. Tony Pate, Principal Investigator for the original study, and Mr. Howard Saffold of the NBPA. The project will be based in Chicago to allow for close collaboration with the NBPA.

A demonstrably competent support staff has been developed to assist in the production of reports of research such as that proposed. Access to the computing center at the University of Wisconsin, experienced programmers, and a wide range of analysis packages are available to provide for sophisticated handling of data.

To further assist in the creation of high quality products, the Police Foundation has created an Evaluation Advisory Group whose members review all research designs and final products produced by the Foundation's evaluation efforts. Members of this group, composed of Professor Francine Rabinovitz, School of Urban and Regional Planning, University of Southern California; Professor Albert J. Reiss, Jr., Department of Sociology, Yale University; Professor Lee Sechrest, Department of Psychology, The Florida State University; and Professor Hans Zeisel, University of Chicago Law School, will serve in the same capacity for this project.

F. COLLABORATIVE ARRANGEMENTS

The Police Foundation and the National Black Police Association plan to work closely together in all phases of the proposed project. The NBPA provides expertise in the policing field and access to the sample of minority and female persons to be studied. In addition, that organization is generally respected by minority and female police officers throughout the nation, and is willing to supply mailing lists of its members and to assist the Foundation staff in obtaining similar lists of other minority and female police officers. Such an arrangement will also prove useful during the dissemination period, when the NBPA can provide valuable assistance in the distribution of materials and the holding of conferences. The combined efforts of these two organizations should result in products which are both academically sound and of practical use to the target group and policing in general. Preliminary discussions are now being held with the International Association of Police Women and indications are that they will be eager to cooperate and assist in the sampling of female officers.

G. PRINCIPAL INVESTIGATOR ASSURANCE

The undersigned agrees to accept responsibility for the scientific and technical conduct of the research project and for provision of required progress reports if a grant is awarded as the result of this application.

2.28.79
Date

Mary K. Utne
Principal Investigator
Mary Kristjne Utne, Ph.D.

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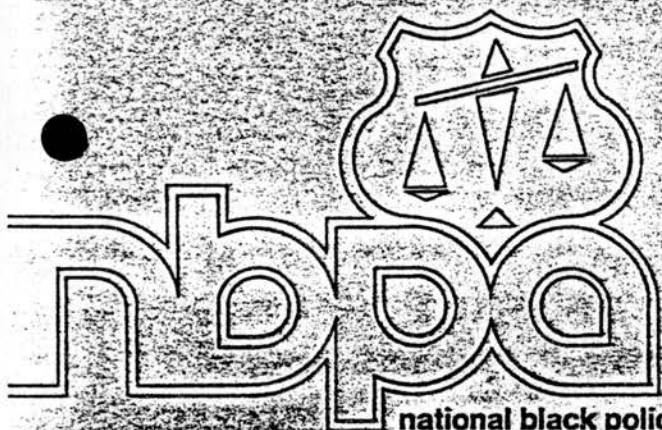
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UTNE, MARY K

475-66-5389

APPENDIX B

LETTER OF AGREEMENT TO
COLLABORATE FROM THE
NATIONAL BLACK POLICEMEN'S
ASSOCIATION



national black policemen's association

7126 south jeffery boulevard
chicago, illinois 60649
667-7384

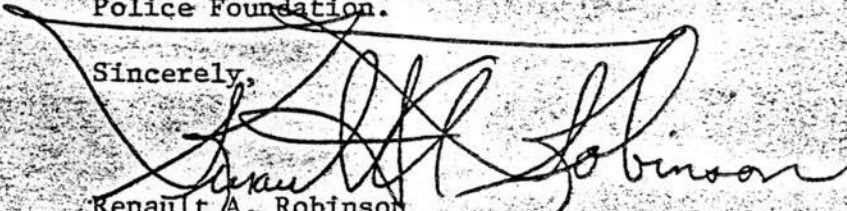
February 27, 1979

TO WHOM IT MAY CONCERN:

The National Black Police Association has agreed to participate with the Police Foundation on a National Stress Study focusing on minority and women police officers. As part of that agreement we will compile a complete list of all Black and female officers in those departments chosen to be studied. It should be understood that this list will remain in the possession of the National Black Police Association as our exclusive property. The NBPA will be responsible for any and all mailings to those officers selected for participation in the study.

We look forward to a long and fruitful relationship with the Police Foundation.

Sincerely,


Renault A. Robinson
National Information Officer

Kansas City, Mo
Sunday ~~the~~ Apr 1st 79

My dear Carolyn
Hi!

I received your letter yesterday. Always such a delight to hear from someone so charming as you. Love ya.

Honey regarding the request for the Police Foundation making a study on stress of women in policing - I see no reason that the IAWP would not cooperate to the fullest. You have my O.K.

However I suggest that you apprise Babe of the request, would you? Thanks
Sweet!

Bill May 1976

Much love

Jose

I'd like you to write the letter from the IAWP. Please
Thank you again.



Minnesota Association of Women Police

February 16, 1979

Anne C. Garcia
Financial Secretary
International Association of Women Police
P.O. Box 2495
Greensboro, North Carolina 27402

Dear Anne,

On behalf of the Minnesota Association of Women Police I have the pleasure of presenting to the International Association of Women Police the enclosed check in the amount of \$1500.00 from proceeds of our Minnesota conference last October in St. Paul.

All of the members of the Minnesota Association of Women Police were proud to work on the IAWP Conference and pleased with the results. We send our continuing best wishes and support to the International Association of Women Police.

We are already looking forward to coming to the South Bend conference this October in a large delegation.

If our state organization can be of any assistance to IAWP, please feel free to call upon us. We would be more than happy to help.

Sincere Regards,

Carolyn F. Bailey

LuAnn Lorensen

Carolyn F. Bailey and LuAnn Lorensen
1978 IAWP Training Conference Co-Directors

c/ all Directors

January 18, 1979

Dear Kathy & Committee,

I am writing, as required, to submit my suggestions concerning two items of IAWP business:

- #1. Guidelines or responsibilities (duties) of IAWP Regional Coordinators
- #2. Feed-back on the proposed breakdown of IAWP regions

First of all, I want to point out that my viewpoints or suggestions on the duties of the Regional Coordinators has a great deal of influence on my suggestions about the regional breakdown of states in each region.

DUTIES of REGIONAL COORDINATOR

1. Research each state within the region and submit a written report at the Board of Director's meeting which would include:
 - a. Names and mailing addresses of all the law enforcement agencies in all of the states included in that region.
 - b. Names and business addresses of those women officers employed by those agencies (if at all possible, or the names of training directors, superiors or contact people within those agencies who will disseminate IAWP literature to those women employees.
2. Upon request by the IAWP Conference Director or any Board of Directors member assist in the dissemination of IAWP literature.
3. During the two years of office to make every possible effort to conduct one Regional Training Seminar.
 - a. If successful:
 1. To notify all Board members of the seminar in advance to enable attendance.
 2. To submit a written report to the Board of Directors on the results of the Seminar.
 3. To provide the IAWP Historian with seminar brochure, programs, and other pertinent seminar materials.
 - b. If ^{su}unsuccessful:
 1. Submit a written report to the Board of Directors (meeting) outlining efforts made in the planning process?
 - a. Research done
 - b. Contacts made
 - c. Steps taken
 - d. Barriers encountered

J. Larson

Comments concerning my suggestions for Retional Coordinator's duties:

I believe that the Regional levels are our avenues of greatest potential for sizeable and constant growth. Unless IAWP becomes active on the Regional level I feel that we will continue the slow growth of ~~XXXXXX~~ one here - one there memberships, or the once-a-year clump of memberships resulting from our annual training conference. The Regional Coordinator must then be willing to take on the responsibility of making her region active or doing her utmost in doing whatever she can to make it so.

If followed, these suggested three basic duties (as outlined) will assist her in knowing what is expected of her, and will provide IAWP with invaluable information for future needs.

If the Regional Coordinator accomplished the first duty (requirement) only, the research on names of agencies and women officers, it would be a step in the right direction. Each regional list would provide the Board, the conference Directors, and our members with a tremendous resource for contacts. It would expand our capabilities for advertising IAWP, for disseminating information to potential members, for research information sources, etc. etc. just to mention a few advantages in having such lists. This duty, I realize, is the most time consuming of all perhaps, but also the one which could be most beneficial to our growth. And, without saying, it is an obvious necessary step if the second duty (requirement) is going to be accomplished.

I believe that the obligation of having to submit a written report at the Board of Director's meeting will help to insure results long desired by us all.

I also feel that the required written report on efforts made to put on a Regional seminar, whether successful or not, will be not only of interest to the Board but a valuable source of information to the next Coordinator elected to that same region and to all other Regional Coordinators. I feel strongly that a written report, (documentation - if you will) is necessary to be efficient and effective.

The second duty requirement, disseminating IAWP information in the region upon request, is fairly self explanatory. However, some might question and argue that this procedure would be too slow, more costly, or too fragmented to maintain proper control and records.

As far as being slower is concerned, the requesting person would have to reasonably determine the time frame in which to accomplish the desired goal before making the request. Each Regional Director should research her capabilities for the mailing process; such as: Bulk rate procedures, benefactors who would absorb the postage expense, or other methods available to her to cut postal expenses. And finally, receipts for the mailing, or written confirmation between requestor and sender (mailer) of items should help to maintain control and proper accounting of this procedure. Each Coordinator would be responsible for sending their postal bills to the requestor for reimbursement. Therefore, the Regional Coordinator can keep an accurate account of the expenses of her particular project or seminar. She would also be responsible in seeing that each sender was reimbursed. *L. Johnson*



St. Louis Community
College

at Meramec

11333 Big Bend Boulevard
St. Louis, Missouri 63122
Telephone 314/966-7500

1/9/79

Dear Joyce,

Thank you and the MAWP for the very fine honorarium. It came just in time to pay some of the Christmas bills.

Aside from thanking you I want to ask you and your chapter to do something for me and for yourselves and for all policewomen. I mentioned both of these points in my speech in Oct. but I fear that unless there is active support of them, both of them will come to naught. The first is that the IAWP should pass a resolution supporting the ratification of the ERA and the second is that the IAWP should not hold their annual meeting in a non-ERA state until after 1983 when the ERA will be resolved one way or the other.

I was very much impressed by the many fine members of your chapter who I met at the convention (which by the way was very professionally done). I got the feeling that most of these policewomen accept the rightness of both of these proposals and realize the need for the IAWP to take such a stand on these issues. Would you and your chapter take the necessary parliamentary steps to at least see that such resolutions would get voted on by all the IAWP members by next year?

Please feel free to share this letter with your chapter members. Let me know your thoughts on these points, also. Again, thanks for the honorarium and the good time at the convention.

Sincerely,

Peter Horne

Asst. Prof., Crim. Just.

Carolyn....

Finally found your note in with Christmas cards..even some unopened...Golly, sure do hope you went on ahead and completed the introduction..I feel badly that this hasn't come to light sooner. But I know if you wrote anything like the brochure and enlarged on it, that it will also be super.

Having a busy and hectic and pulling this way and that with re-organizing our department..so much work involved..why didn't I retire???? Ha.. Not only all the usual work but also selected to head up our section and schedule the men (and one other woman) head up the equipment supply office, secretary of our division..and trying to smooth out bruised feelings of some..the latter is the hardest of them all..tippy-toe and hush hush...

Hope you are now back to your ol' self..any trouble with the back as of now? Sure hope not..should you happen (!) to speak to LuAnn, tell her I said that paper on re-organizing the layout of states, and all the rest, was super....

Babe

As each name is called, the individual rises so all may see him for another introduction. Attendees get to meet 25 new people and it's also a fun game for a cocktail party.

Don't be afraid to try this or any other "games" to foster friendship in your group because you fear they're too childish. Your attendees might be a lot less inhibited than you think. The results are worth the gamble.

Q&A

Many good presentations, provocative, well-conceived and important speeches, peter out and lose their impact needlessly because of poor question-and-answer periods. Instead of asking questions and entering into a dialogue with the speaker, your attendees shuffle their shoes and inspect the ceiling or drapes.

Many Q-and-A sessions benefit from a catalyst. Members of your group may be shy about asking that first question. Plant someone in the audience who will ask a question, either one you've given him ahead of time or one he asks himself.

Appoint an official "listener" before your presentation. Ask him to analyze the speech as it is being presented and be alert for any areas which might need further explanation. He can pose the questions himself or report to the group.

Distribute cards and pencils before the presentation. Tell the audience they are for writing down questions which occur during the presentation. At the end of five minutes, the speaker stops and the audience is instructed to write down questions.

Of course, at the first stop, few people have any questions ready. However, after the third or fourth time, attendees begin to listen differently—and more closely. The questions begin to flow. By the end of the speech, the speaker can call upon almost anyone at will and there will be questions ready.

The speaker must always be aware of the reasoning behind Q-and-A sessions. They're not to kill a few minutes, (or they shouldn't be used that way) and they're not to foster a better image of the speaker. Q-and-A is a device to promote dialogue between the entire audience and the speaker. He must be alert for questions of limited interest, those which serve special interests and questioners who limit the participation of others.

If the answer requested would not be of interest to most other attendees, the speaker (or the moderator) should say so frankly. Invite that person to meet after the session. Don't waste the audience's time and risk losing their attention with extraneous discussion.

For the same reasons, you can't permit anyone to make speeches under the guise of questions or permit anyone to monopolize the floor. Cut them off politely, but firmly.



Exhibits Schedule

SM/Databank

Directory of Conventions

Executive & Editorial Offices
1422 Chestnut Street
Philadelphia, Pa. 19102
215/563-0680

INTERNATIONAL AUTHORITY ON COMING EVENTS
FOR GOVERNMENT, INDUSTRY AND THE PRESS

Do you have the missing facts?

As the enclosed printout indicates, we do not have complete facts on your meeting and/or show for 1979.

Since date and site information is useful to the nation's press and electronic media, as well as business and governmental offices, you can understand our interest in maintaining full and accurate facts on your plans.

To help us complete the records on your activities, please supply the missing facts on the reverse side of the printout. (If some plans are only tentative, please tell us what they are.) If someone else should be contacted for the data, please advise to whom and where we should write.

Thanks for your help,

A handwritten signature in cursive script that reads "Toulia De Prince".

(Mrs.) Toulia De Prince
Research Director

P. S. As our way of saying "thanks" the following pages offer some useful tips for meeting planners.

TDP/ds
Enclosure

signs

DIRECTIONS often can be more important than directives. At some resorts the meeting rooms are tucked behind tennis courts or down a woodland path. At larger resorts, just the number of meeting rooms can make adequate directional signs crucial to the success of your meeting.

Physically walk through your entire meeting *before* your sessions get underway. Trace the steps of a typical attendee from the moment he arrives at your hotel. Will a banner across the hotel entrance which welcomes your group add warmth? Can your convention registration desk be easily found? Are there signs which screen pre-meeting registrants *before* they stand in line? And, silly as it may sound, is it easy to find the hotel registration desk? I once stayed at a hotel which had its registration desk so far removed from the lobby area and so secluded among tropical palms it took help to figure out the route.

Does the hotel have a permanent bulletin board in the lobby where you can list your meeting activities on a day-to-day basis? If so, personally meet with the individual in charge of changing it and discuss the best way to transmit the information needed about your group. It's in your best interest to insure the times and places posted are accurate and complete. Discover in advance how you can arrange for last-minute changes or emergency notices.

Decide on that initial walk-through whether your attendees will have difficulty finding restrooms, restaurants or hotel services. Insist on signs if they're needed, say the pros. Some hotels are so "low-key", you need reading glasses to decipher the placques disguised as signs. Your members shouldn't have difficulty going from place to place and they shouldn't have to "learn their way around" in the few days they're in residence.

Even careful meeting planners fall down on providing signs for hospitality suites. Because they're not official events of the convention and not planned by the meeting planner, the job of publicizing and directing guests to them is left to the individual hosts. And of course, no one is going to lead guests to rival suites.

As a meeting planner, you do have a stake in helping people find the hospitality suites. Those suites often provide most of the fun and many of the memories of your convention. Post all the hospitality suite numbers in a spot accessible to all. The best place is the hotel elevator and the next best place is the hotel lobby.

For fun-and-drinks or business meetings, signs, legible and strategically placed, can decrease confusion and increase attendance.

friends

Much has been written on the value of helping spouses find friends at conventions. People fit in better, feel more comfortable and carry away more pleasant memories when they know someone at their meeting. And the job of promoting next year's convention is much easier for you if spouses are keen on renewing last year's friendships, the pros agree.

What many planners overlook, especially for resort meetings, is the value of helping *everyone* get acquainted early in the meeting. No matter how luxurious your meeting site, it will seem even better to all your attendees if they can share their experiences. No matter how crammed full of information your programs are, a good part of the benefits attendees derive from meetings comes from the exchange of ideas and interaction with other attendees. It benefits you and your organization when your people extend their circle of acquaintances.

Your task is to hasten the normal get-acquainted process. The few days time span for most meetings give spouses, and especially members who must spend time at sessions, too short a period in which to build fellowship. A good way to speed it up is to give people a valid reason to talk to others.

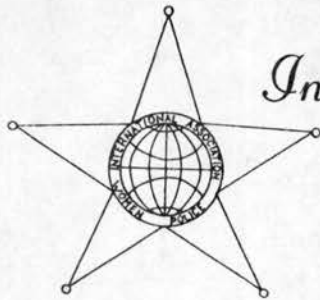
Don't think of your badges as mere identification; consider them conversational gambits. Be sure they're legibly printed so they're easy to read. If a nickname is preferred, highlight it on the badge.

A good way to stir interest is to feature the zodiac sign of each attendee on his or her badge. A surprising number of both men and women are interested in astrology today and like to compare data.

Identify new members or first-time attendees by special logos on their badges. Then ask everyone to seek out the special badges and introduce themselves to anyone wearing them. Prizes can be awarded for the most handshakes, names gathered or new members identified.

Introduce get-acquainted bingo at your opening reception. Each person fills in a blank bingo card with the names of 25 different persons attending the meeting. Each must be unknown to the cardholder and each must sign his name in the slot normally filled with a number on ordinary cards. The names of attendees are called instead of numbers and the first person to fill his card wins a prize. (You decide the number of winners.)

continued on next page



International Association of Women Police

BOX 1978
SUN CITY, ARIZONA U.S.A. 85351

Kansas City, Missouri
November 29th /78



OFFICERS

PRESIDENT

ROSIE K. MASON
KANSAS CITY, MO., U.S.A.

My dear Carolen,
Hi,

Here's hoping that you are still improving and that you will soon be

1ST VICE PRESIDENT
MAURINE E. BARKDOLL

as good as new. I really felt thankful when I read that you had your surgery and was well enough to be home. Girl the old saying is really

2ND VICE PRESIDENT

MARIS P. WESSON
PORTLAND, OREGON, U.S.A.

true: You just can't keep a good man (woman) down: I'd like to add

3RD VICE PRESIDENT

MARY F. STOWE
SEATTLE, WASHINGTON, U.S.A.

especially when enough prayers are sent up for them. I do hope that you

will follow orders and take off as much time as your doctor think you

RECORDING SECRETARY

CAROLEN BAILEY
ST. PAUL, MINN., U.S.A.

need for complete recovery.

Oh Carolen, speaking of the banquet and the intire conference, it was

FINANCIAL SECRETARY

ANNE GARCIA
GREENSBORO, N.C., U.S.A.

simply out of sight. I'm still on cloud "9". There wasn't a stone left

returned. I still can't find the proper words to thank you. LuAnn and

SERGEANT-AT-ARMS

CATHERINE RIGGLE
LINCOLN, NEBRASKA, U.S.A.

your State women organization for all you did to make this conference

a tremendous success. The estimated financial report sounds :out of sight:

HISTORIAN

JESSIE STONEMAN
HAMILTON, ONTARIO, CANADA

Carolen please be sure and check with your doctor and see if he thinks

CHAPLAIN

MARGIE MORRIS
DUNBAR, W. VA., U.S.A.

it' advisable for you to attend the LEAA meeting in December. We don't

need a backset, ha!

PAST PRESIDENTS

DR. LOIS HIGGINS
NORTH MIAMI, FLORIDA U.S.A.

Oh honey your compliments are so kind, however that's just like Carolen.

MARY R. OSTRANDER

MADISON, WISCONSIN, U.S.A.

Thanks so very much.

LOIS BECKETT

SAULT STE. MARIE, ONT., CANADA

How is LuAnn, I wrote her a couple of weeks ago, however I know that she

is very busy, with her work, home and trying to tie the loose ends of

FELICIA SHPRITZER

NEW YORK, N. Y., U.S.A.

the conference together. Tell her my hat's still off to you all.

EDITOR, BULLETIN

MARY R. OSTRANDER
MADISON, WISCONSIN, U.S.A.

Well I must close for now I'm at work and am working alone so I guess I

must get busy with Job- Business (smile)

EXECUTIVE DIRECTOR

MAURINE E. BARKDOLL
SUN CITY, ARIZONA

Till soon
Much love
Rosie

Regional Chairmen

1ST REGION

YVETTE M. WEYMANS

MANCHESTER, N. H., U.S.A.

Maine	Massachusetts
New Hampshire	Connecticut
Vermont	Rhode Island

5TH REGION

LUAN ZUHLSDORF

MINNEAPOLIS, MINN., U.S.A.

Iowa	North Dakota
Minnesota	South Dakota
Montana	Wisconsin
	Wyoming

2ND REGION

KATHY BURKE

LONG ISLAND CITY, N.Y., U.S.A.

Delaware	Maryland
Dist. of Columbia	New Jersey
Pennsylvania	New York

6TH REGION

RAMONA BIVIANIS

ALBUQUERQUE, N. M., U.S.A.

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Colorado	New Mexico
Kansas	Oklahoma
Nebraska	Texas

3RD REGION

JANET CRUMLEY

CHATTANOOGA, TENN., U.S.A.

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Alabama	Tennessee
Florida	Virginia
Georgia	North Carolina
	South Carolina

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DEE FRANKE

SEATTLE, WASHINGTON

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California	Washington
Arizona	Utah
Hawaii	Idaho
	Nevada

4TH REGION

ARLETTA V. STICKLEY

SOUTH BEND, INDIANA, U.S.A.

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Indiana	Ohio
Kentucky	West Virginia

8TH REGION

IRENE F. ALLEN

BIRMINGHAM, ENGLAND

United Kingdom

9TH REGION

RUTH DONALD

HALIFAX, NOVA SCOTIA, CANADA

EDMONTON, ALBERTA, CANADA

CANADA

NOVEMBER 23, 1977

INTERNATIONAL ASSOCIATION OF WOMEN POLICE
15TH ANNUAL TRAINING CONFERENCE

FINANCIAL STATEMENT

RECEIPTS:

Registration @ \$50.00 each. (207)	\$10,350.00
@ \$25.00 each. (1)	25.00
Advanced Funds from I.A.W.P.	200.00
Cash Donations (from businesses in the community)	100.00
I.A.W.P. Dues collected.	6.00
Extra tickets purchased.	520.50
Book Sales (66 books) @ \$9.95 each "The Making of a Woman Cop"	656.70
DOOR PRIZE TICKETS PURCHASED	<u>235.00</u>
GRAND TOTAL	\$12,093.20

EXPENDITURES:

Long distance telephone calls, paid by Tucson Police Department	Undetermined Amount
Postage for all correspondence, paid by Tucson Police Department	Undetermined Amount
Printing	
Tucson Police Department donated \$138.22	
Tucson Police Department Crime Prevention Unit Printing Account Reimbursed	\$ 134.00
Monitor Printing Company (Outside)	258.27
OLD TUCSON	3,420.00
Buses (Approximate cost \$1,000.00) Donated by City of Tucson	
Registration Refunds (All submitted prior to 10/14/77)	350.00
\$50.00 Phyllis E. Mortimore, Canada	
\$50.00 Barbara Rasmussen, Kearny, Arizona	
\$50.00 Overpayment returned to Tucson Police Dept.	
\$200.00 Customs Inspectors, Calexico, California	
MARRIOTT HOTEL	4,564.09
Coffee October 17	\$ 142.62
Coffee October 18	160.84
Ice Cream October 19	137.13
Luncheon	1,083.38
Banquet	1,980.88
Hospitality Room	967.64

IAWP
 FINANCIAL STATEMENT
 PAGE 2

MARRIOTT HOTEL (CONTINUED)

Equipment Rental	\$ 17.49	
Chief DiGrazia's Lodging	19.26	
Charges to Suite L16,17	<u>54.85</u>	
Phone calls		
Speaker meals		
Grand Total	\$4,564.09	
Flowers		
Mexican flowers		42.00
Gas for (2) trips to Nogales		18.00
Banquet corsages, roses		130.28
Music		
Mariachi Cobre		100.00
Speaker Expenses		
Michael Chandler		408.00
Mary Ellen Abrecht		262.00
Jackie Howell		174.00
Chief DiGrazia		350.00
IAWP Advance Return		200.00
IAWP, Dues to treasurer		6.00
Rental of Fremont House		35.00
Southwest Wholesale Grocery Co.		104.12
Cheese, crackers, wine glasses		
Books, "The Making of a Women Cop"		
William Morrow & Company, Publishers		341.81
Freight for books both directions	\$45.77	113.71
(return)	<u>67.94</u>	
	\$113.71	
Cash donation to Officer Sweets (Door prize proceeds)		235.00
Miscellaneous Expenses:		
Film for Davis-Monthan Self Defense Slides		11.96
Ruhl Flag - Canadian Flag rental		8.43
Cindy Sweets - partial reimbursement for expenses for cookies		25.00
Parking Ticket - Cindy Sweets received while delivering flowers to Marriott		2.00
Stationery/banquet invitations for speakers		8.18
Napkins for wine tasting		2.50
Garbage cans to ice down wine		13.76
Coffee supplies for recruitment night		6.57

IAWP
FINANCIAL STATEMENT
PAGE 3

Miscellaneous Expenses: (Continued)

Paper table cloths	3.18
Ice for wine	12.00
Breakfast for Crime Prevention Unit (These officers did not have the opportunity to take advantage of social activities)	7.91
Liquor and food brought in for guests of IAWP Suite L16,17.	<u>34.80</u>
MISC. TOTALS	136.29

GRAND TOTAL \$11,382.57

DONATIONS:

30 Gallons of assorted wine, by Golden Eagle Distributors
and All American Distributors

2½ cases of assorted wine, by The Fraternal Order of Police
Lodge #1

50 dozen cookies by Officer Cindy Sweets.

EXPECTED REIMBURSEMENTS:

FEDERAL PROBATION OFFICERS	\$ 267.64
Liquor consumed by them.	
ARIZONA JUSTICE PLANNING AGENCY	1,333.46
Speaker expenses	<u> </u>

GRAND TOTAL \$ 1,601.10

OUTSTANDING EXPENDITURES:

Pictures on order - (All paid in advance by officers ordering same).	\$ 645.00 (HIGH ESTIMATE)
---	------------------------------

CURRENT CASH IN ACCOUNT	\$ 1,465.88
Less pictures on order	<u>645.00</u>
	820.88
Plus reimbursements listed above	<u>1,601.10</u>

GRAND TOTAL TO BE SENT TO TREASURER \$ 2,421.98

A final, final, report along with a check will be sent to the IAWP treasurer, with copies of same going to Executive Director, President, and Next Year's Conference Chairmen as soon as the pictures are paid for and the reimbursements received, which are the only two things outstanding.

Linda Burkett

OFFICER LINDA BURKETT
CONFERENCE CHAIRMAN - 1977

CC: ALL BOARD OF DIRECTORS

The I.A.W.P. in 1980

The International Association of Women Police (IAWP) conducted their 18th annual training conference on October 6-10, 1980 in Albuquerque, New Mexico.

Hosted by the city of Albuquerque, many city, county, and state officials were on hand to welcome the approximately 300 female officers from around the nation. A keynote address by Robert Wirth, J.D. entitled *Just the Beginning* traced the roll of women in law enforcement from 1910 to the present time. This informative opening set the tone of the seminar by urging the members to continue to achieve and excel in order to prove that police women are in fact as capable as their male counterparts; therefore, they deserve the respect of all law enforcement officers.

The seminar's range of topics included: Constitutional Law; Preparation for Trial and Testifying as a Witness; Explosives and Officer Survival; Stress: Spouse, Family and Job, and Indian Criminal Justice. The Training Seminars also provided numerous workshops and discussion groups covering other diverse topics.

The greater Albuquerque law enforcement agencies combined efforts to ensure that IAWP members were able to enjoy a wide range of activities. Trips to the Pueblo of Laguna Indian Village, the Sandae Mountains, plus horseback riding, luncheons, dinners and other leisure activities were included in the week's heavy schedule. In addition, the seminar was held during the Balloon Festival Week, so every morning IAWP participants were treated to the thrill of seeing the mass ascension of hot air balloons, truly a very colorful, memorable experience.

The 1980 seminar included the election of new officers who will guide the IAWP for the coming two years. Rosie Mason of Kansas City, Missouri, who has served as president for the past four years, was honored. The new president is Carolen Bailey of the St. Paul, Minnesota Police Department. Ms. Bailey, who has contributed many articles to various



Carolen Bailey, newly elected President of the IAWP.

police publications, is a homicide investigator for St. Paul, and has been an active member of the IAWP for many years.

The annual selection of "Officer of the Year" was Peggy Daniels, an officer with the Columbus, Ohio Police Department for five years. Ms. Daniels is a guest instructor at the Ohio Peace Officer Training Academy, is certified by O.P.T.C. as a firearm's instructor, and holds an instructor's certification in PR-24 (baton).

Police administrators are urged to examine the IAWP's training courses and to make a genuine effort to send as many of their officers as possible to the 1981 seminar which will be held in Portland, Oregon. Some states, for example Minnesota, are currently mandating annual training for peace officers, and the IAWP training seminars are the best available for this purpose.

The IAWP has continued to increase its membership under the direction and guidance of Rosie Mason, and newly elected president, Carolen Bailey has pledged to continue the informative annual seminars and to find the most qualified instructors for the many training seminars. ★

By Detective Thomas Guthery

Federal Law Enforcement Ammunition:



Federal .38 Special

Federal offers law enforcement agencies .38 Special ammunition with top accuracy and reliability. Like our "38E" above— .38 Special with 125 grain jacketed hollow point bullet. Or our record-setting "38A" Match cartridge with 148 grain lead wadcutter bullet. We've got seven other .38 Special cartridges, plus eighteen handgun loads in nine other calibers. All are made with Federal precision to meet your service, target shooting and training requirements. Write today for a copy of our Law Enforcement Catalog.

FEDERAL[®]
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SEND FOR FREE LAW ENFORCEMENT CATALOG

Federal Cartridge,
Minneapolis, MN 55402, Dept. PPN-1
Gentlemen: Please send me:
 Your 1981 Law Enforcement Catalog

Name _____
Title _____
Agency _____
Address _____
City _____ State _____ Zip _____

Circle No. 11 on Reader Information Card

POLICE PRODUCT NEWS/29



OFFICER SURVIVAL

By Robert J. Downey and Jordan T. Roth

In previous articles we have dealt with possible hazards to which an officer subjects himself when he asks for identification without having initially conducted a pat down or cursory search. We stated then and will reiterate now: *It is understood that not all field interrogations require a cursory search.* Before we examine any technique, therefore, let's say that we have found ample justification for a cursory search. The courts have delineated the grounds for searching as: *when the officer has reason to believe that the suspect may be armed and fears for his own safety.* The authors have often encountered resistance from those who say, "I shake everybody I stop. That's routine." Make no mistake: Any search of a citizen, no matter how casual, is still a search. Regardless of the effect of the techniques employed, there must be solid legal grounds justifying the officer's actions otherwise the citizen's constitutional rights have indeed been violated.

Different perceptions of when and how to search have made it difficult to develop a single strategy; for example, there are those concerned primarily with officer safety (usually the street cop) and those mainly concerned with public relations (in many cases administrative personnel). While it has been argued that these concerns by their very nature are diametrically opposed, the authors have found support for a synthesis of the two positions. In this way the best of both worlds can be retained and utilized. In addition, the criteria of

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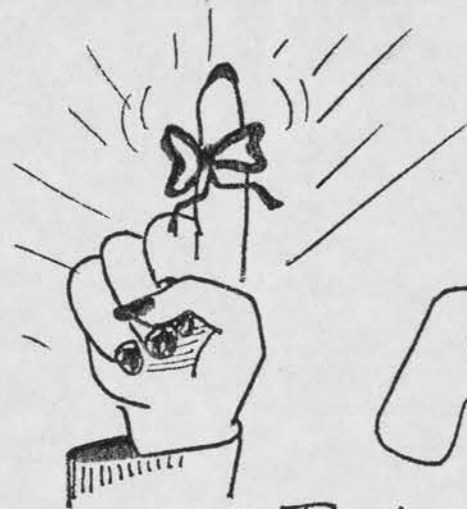
safe, effective and socially acceptable are preserved.

One of the commonly employed search techniques is presented in illustrations 1, 2 and 3. The officer will place the suspect off-balance and upon finding a weapon will transfer it to his own pocket before handcuffing. The suspect has a number of options. If he does not choose to submit, illustrations 4 through 10 suggest one option he might select. The familiarity with and prior use of any technique cannot and must not be the sole justification for its continued use. A long string of successful arrest encounters with compliant suspects can lull officers into dangerous complacency. Vigorous and frequent reassessment and where necessary up-grading of the various techniques is an officer's strongest defense.

Many who read this article will argue that the officer who has a proper grip on the suspect's fingers and/or hair will not lose control. Moreover, some will maintain that if the suspect attempts such a move, the officer can easily drop the suspect to the ground. It should be obvious that the officer's extended arm will be weaker than the suspect's two arms held close to his body. The point should also be made that many suspects are more formidable on the ground. In the event that the officer is pulled down, he is likely to come out second best. In addition, this action may provide the suspect with that split second necessary to draw and fire. ★

Authors' Note: In view of the gravity of the search or not to search dilemma, we have elected to pose some of the more common problem situations before presenting the Downey/Roth alternatives. These we will continue to present. The photographs are by Steve Berk from the Downey/Roth work entitled: Weapon Retention Techniques for Officer Survival (Springfield, Illinois: Charles C. Thomas, Publisher, 1980).





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