



## Carolyn Bailey papers

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# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 1, Issue 2

March/April 1987

Balancing the Badge exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals.

## Female Police Officers as Role Models

### Follow Your Dreams

by Bruce B. Wilmer

If while pursuing distant dreams  
Your bright home turns to gray,  
Don't wait for reassuring words  
Or hands to lead the way.

For seldom will you find a soul  
With dreams the same as yours.  
Not often will another help you  
Pass through untried doors.

If inner forces urge you  
To take a course unknown  
Be ready to go all the way,  
Yes, all the way alone.

That's not to say you shouldn't  
Draw lessons from the best,  
Just don't depend on lauding words  
To spur you on your quest.

Find confidence within your heart  
And let it be your guide.  
Strive ever harder towards your dreams  
And they won't be denied.

••This poem hung in my locker for many years. It was a constant reminder, as well as a source of inspiration, during my first years as a police officer.

by Deborah A. Lancaster  
Hyde Park, Massachusetts

The majority of my law enforcement career has been spent working with men and for men. Female police officers are actually no different in this respect from other women. What does make us different is that we work in what has always been a traditionally male-dominated profession. We are often viewed as intruders, generally seen as a threat to our male counterparts and are never truly accepted as members of the department.

During the early part of my career, I spent several years as the only female officer on a 10-man platoon. Although I encountered many obstacles during my first year as an officer, there is one incident that I recall with vivid detail which had a profound effect on my future. As I sat through my weeks of training at the police academy, I

never encountered a female instructor. Fully realizing that this trend would continue indefinitely, I was determined to take some sort of future action which would alleviate this lack.

It wasn't until nearly a year later, at an in-service training session, that I realized how much of an impact the lack of female role models had placed on my development as an officer. The Platoon Sergeant presented one of those ancient Motorola training films. The film depicted a group of male officers; each with his own distinctive personality and character traits. As I watched the film, it was easy to match up many of my fellow officers with the officers portrayed in the film. We are all familiar with the different types: the "rookie," the "hot dog," the "cynical burnt-out veteran," the always-by-the-book company man," etc.

continued .....

No matter how hard I tried, I failed to discover one officer in the film with whom I could identify! When the film ended, my Sergeant began a discussion period. As other officers made jokes and pointed out the many similarities between themselves and the officers portrayed in the film, my Sergeant turned to me and asked, "Debbie, which officer do you think you are the most like?"

My immediate response was, "None of them, Sergeant." Of course, he continued to prod me and insisted that certain personality and character traits similar to my own were quite evident in several male officers depicted in the film.

I stood my ground and insisted that it was impossible for me to compare myself to a man. The discussion ended but I thought about it a great deal during the ensuing months.

Female police officers are often placed in "no win" situations such as this. If we appear too feminine, we are judged incapable of performing the prescribed duties. On the other hand, if we appear too aggressive, we are labeled "unlady-like."

## Stress Awareness

Florida Institute of Criminal Justice in Ocala, Florida, has set May 11-15, 1987 as the date for STRESS AWARENESS AND RESOLUTION COURSE FOR WOMEN LAW ENFORCEMENT OFFICERS. The cost is \$60 for Florida officers, \$300 for out-of-state. For more information, contact Art Chete, Director, Florida Institute of Criminal Justice, Central Florida Community College, P.O. Box 1388, Ocala, FL 32678 904/237-2111, ext 382 or 381.

We reserve the right to edit all materials based on space or relevancy. Editors reserve the right to refuse submitted materials or advertising that does not enhance the professional image of Women in Law Enforcement. Ideas expressed are not necessarily opinions of editors.



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DEADLINE: 1st of month prior to publication date. 612/835-4731

Co-Editors: Officer Linda Miller and Connie Anderson

A few years later, I was presented with an opportunity to become a certified Law Enforcement Instructor. This training afforded me the opportunity to instruct at the police academy and in more recent years, I've taught at various training seminars which included female recruits.

It is imperative that female officers strive to achieve both status and rank within police departments so that they can have a primary role in the training of recruits. The purpose of this role is two-fold. The female instructor/supervisor can present herself as a role model for female recruits and at the same time, male recruits are presented with a female officer who has attained rank and authority within the department.

According to what I've read recently, female officers comprise only four percent of the total law enforcement personnel in the United States, but our numbers continue to grow. It is up to the female officers of today to ensure that we attain positions which will enable us to have a lasting effect on police service.



## We Get Letters ...

Write us your opinions to share with other readers. Your letters, which must be signed, can be published without your name.

## By Women ... For Women

The Ft. Wayne Police Department is hosting a 2-day workshop for women in law enforcement May 11-12, 1987. "Survival Tactics in the Male Domain" will feature Deputy Chief Joyce Leland of Washington, D.C. as Keynote speaker. The content of the workshop is designed to provide guidance and mentoring/networking insights to all women in policing regarding their personal and professional achievements.

All women around the country are welcome. The fee is \$60, including continental breakfast and two lunches plus a hospitality suite. Child care is available with the YWCA. Hotel rates are \$45 single; \$51 triple, \$57 quad. For a brochure, contact Capt. K. VanRyn, Ft. Wayne Police Academy, 1717 S. Lafayette, Ft. Wayne, IN 46803 or call her at 219/427-1240.

## We Get Letters ...



Dear Editor:

Working in a maximum security facility as a probation officer, I am oftentimes seeing the people immediately after arrest. The article in your last newsletter, *Unseen Assaults*, made me realize that my health and safety are going to be affected by the precautions or lack thereof that I take. This article changed my procedures and I am now encouraging my fellow workers to do the same.

Andrea Larkin, Probation Officer  
Anoka County Adult Correctional Facility, Minnesota

Dear Editor:

Today I start my seventh year of professional police work. I started in 1980 at age 21, just two weeks out of college, as a Illinois police officer. I had absolutely no idea what lay ahead for me that morning as I walked into the division commander's office, accompanied by my fellow recruit.

I stood awkwardly in the background as I listened to the two men chat like old friends (my fellow rookie turned out to be the former mayor's son). I was not invited to join in.

How ironic I should receive my first issue of your newsletter this morning as I sat pondering the last six years of doing just that: balancing this badge. Have all the tears, sleepless nights (and days!), police board hearings, attorney fees (Thank God for the union), missed holidays, injuries, harassment, non-existent social life and broken relationships been worth this assignment I hold now? On the other hand, how void my life would be of the richness from experiencing the special relationship only patrol partners know, the love of (and for) my fellow "sisters" in the profession, the support and respect of my peers (both male and female) when I had to fight so hard for what I believe was right. Also, I need to mention the lost dogs found, the suicides prevented, the excitement of those really "big" arrests and the heady pride I still feel whenever I answer the cocktail party question, "What do you do?" with "I'm a cop."

As I began to answer the questions on your survey I soon realized that checked boxes and one-line answers would do this survey no justice so I enclosed my typed responses. Thanks for providing an outlet in which some of us can voice many of all our feelings. I am sure that your newsletter will help many of us to better "balance" our lives and our profession.

Elizabeth B., Illinois

Dear Editor:

The recent shooting of a Minneapolis police officer and the subsequent publicity surrounding the use of bulletproof vests has made me angry again.

The publicity of the use of these vests by police is potentially deadly for all police officers. Mr. Richard Davis, the investor and president of Second Chance Body Armor, feels that as of December, 1982, at least two dozen police officers have been killed by head shots due to the publicity of these vests. He is opposed to the publicity as is the Police Firearms Training Division of the National Rifle Association.

There is no reason to publicize these vests, and yet it continues every time an officer is shot. In fact, I do not feel that when an officer is shot and saved by a vest, that the incident should be reported to the media at all. The vest is made to be worn concealed and is worn that way so no one knows it is there. The less people know we wear them, the better.

I don't blame the media for this, I blame the non-thinking police officer who, for whatever reason, talks to the media about the vests. There are civic groups that mean well and offer to purchase vests for officers. I am opposed to this as well because of the publicity which follows. I do not think that many groups will spend thousands of dollars to purchase vests and keep quiet about it.

It is time to put an end to this publicity, that publicity is a direct contradiction of the purpose of wearing the vest. Officers need to keep quiet about the vests to the public as well as the media and our state organizations should help squelch the publicity through contact with their members.

Officer William Loesch  
Spring Lake Park, MN Police Dept.

... This letter, published in an edited version, is reprinted from the Minnesota Police Journal, February 1987.

## Here's a note we received as part of a letter ...

Thanks for informing me of a product for women I never knew existed. I ordered the holster handbag from Feminine Protection as advertised in your Introductory issue. It arrived today. It solves all the problems I had with carrying a weapon in plain clothes assignments. The hidden weapons compartment could also be used to conceal a portable radio or stun gun. I showed the handbag to another female officer and her order went into the mail today.

You are performing a service by advertising speciality items like this. Where else CAN we learn about them?

# A Better Idea: Female Body Armor

Norma Schanhals, Production Manager  
Second Chance Body Armor, Inc.

Second Chance has become acutely aware of the tremendous need for a comfortable and wearable ballistic vest for female law enforcement officers. This awareness came from a prolonged survey and analysis of female officers who actively participated in the development of the Second Chance product now available to today's market.

Women police officers were selected from several different temperature zones within the United States to test market our body armor for comfort, concealability and over-all wearability. Each temperature zone was found to create special needs in product development. These needs received top priority in the final analysis.

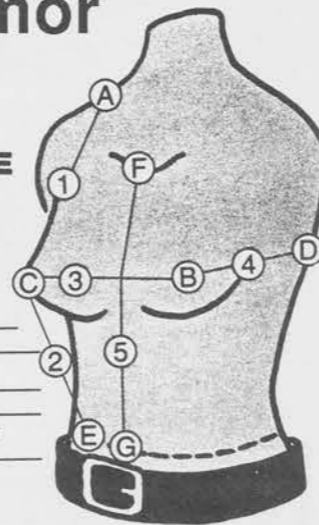
As Production Manager, I was instrumental in helping to create our present female vest. Almost daily conversations with test market personnel gave me a greater understanding of your special needs. The more officers I talked to, worked with and fitted, the more I realized each of us is VERY different. In reality, there is no such thing as a stock female vest. If anyone tells you something different, don't believe it!

An uncomfortable vest is also an unwearable vest. Leaving it hang in your locker or stuffed in the trunk of your patrol car is useless protection when someone is shooting at you. We're always looking for better ideas on how we can best serve you and we think our female vest is one of those better ideas.

**SECOND CHANCE**

Plus, the FIVE MOST CRITICAL measurements for a truly comfortable fit:

- ① shoulder seam (A) to point (C):
- ② point (C) to 1" above gun belt (E):  
(waist measurement)
- ③ point (C) to point (B):
- ④ point (B) to side seam (D):
- ⑤ top of sternum (F) directly between breasts to 1" above gun belt (E):



## SPECIAL OFFER! SPECIAL OFFER

If you decide to join the thousands of law officers wearing Second Change, I'll take \$100 off the retail price of the unit when you mention you saw this article in *Balancing the Badge*. This offer is good only until June 30, 1987. Call and talk to me and if you decide to purchase, I'll have a staff member take your order. **Norma Schanhals, Second Chance, P.O. Box 578, Central Lake, MI 49622. Out of state, 800 - 253-7090; Michigan, 616/544-6813.** To help you understand how we measure to give you the comfort and protection you desire, this graphic will show you how carefully we ask you to measure.



## Editorial Comment

# A Picture Emerges

This issue features an article and survey on depression in women by Dr. Verona Gordon of the University of Minnesota. Dr. Gordon is researching and development treatment in this area. There seem to be no studies on stress or depression in women in law enforcement. Since two thirds of all persons experiencing depression are female and since stress seems directly related, Dr. Gordon believes we may be at high risk for depression. We will add that many of us work in an atmosphere permeated with negative contacts, experiences and thinking! We urge you to complete and send in Dr. Gordon's survey. We can contribute valuable information to begin to build data in this area. And ... out of that may come valuable assistance for us all.

Speaking of surveys, over 80 of you responded to our questionnaire. Not only did you answer the questions we asked ... but some we didn't. We learned a lot about you and plan to share it over the next several issues. We will continue to compile data as more surveys come in so mail yours if you haven't done so already.

Thanks, Linda and Connie

## PROFILES ...

80 Completed surveys!

Career Advancement was the No. 1 professional concern of over 50% of women who responded.

No. 2 was Job Stress and how it affects personal relationships.

No. 7, (second to last place) was "concern about being injured or killed!" We'll have to talk about that.

**Q:**

I'm almost 22 years old and in my second year of law enforcement training. Doing this type of work really interests me, BUT my fiancée and his family are very, very negative.

- Did others of you have that happen?
- Was your own family supportive?
- What are my chances of having a good marriage?
- What are my chances of being able to stay in law enforcement

Your comments, thoughts and answers to this young woman's questions will be appreciated, edited and used in upcoming newsletters. Specify if you wish your name and address used.

# Depression in Women ...



Verona C. Gordon, Ph.D., R.N.

I am a nurse researcher studying depression in women. I need to know more about women in law enforcement. I have been unable to find one research study on the stress felt by women in this often dangerous occupation. Without data, funds to help the female law officer cope with her stress are difficult to obtain. I believe you are women who may be at high risk for depression and would like to see you have free support groups available.

Your work is demanding, requiring quick decisions in crisis situations. Expectations of you by co-workers and people at home can easily be overwhelming. You are working in a male dominated field, with men who may feel pressure to exert all their masculine traits. As a typical single woman, wife or mother, you may expect that you must do well at home as well as on the job or you are a failure.

The purpose of this article: 1) Give you some facts on depression in women, 2) describe my intervention and 3) most important; seek your help in giving me pertinent information that I can use for your benefit.

## FACTS:

- 40 million Americans suffer from depression and two-thirds of these people are women.
- 75% of the patients on hospital psychiatric units are women.
- The increase in the number of females of all ages suffering from depression is alarming (highest number are young, married women).
- Children of depressed mothers are high users of psychiatric treatment centers.

- The overload of home and work responsibilities by working women today is the greatest predictor of depression in women.
- Although 67% of all married women work outside their homes, 85% of these women have husbands who refuse to help with the children or do housework.

There are growing feelings of frustration and dissatisfaction in working women which may result in psychosomatic complaints, overuse of alcohol and tranquilizers, and divorce. Working wives often feel guilty and scared that they cannot keep up to their expectations of being the warm mother, a great cook and loving wife. They are irritable, critical of themselves and others and they become resentful and indecisive. Working women need to share their frustrations, learn how to cope with their daily stress and crisis.

**INTERVENTION:** My intervention is a short-term group approach (20 2-hour sessions lead by two female professional nurses) which has proven to reduce depression in women while increasing their self-esteem. Ten women of similar ages comprise the group. These groups could be available to women in law enforcement. First, however, I have to have data proving these women need these groups.

**SEEKING YOUR HELP:** I would deeply appreciate if you would answer the following short questionnaire and mail it to me.

Article prepared by: Dr. Verona C. Gordon, School of Nursing, University of Minnesota, 308 Harvard St., S.E., Minneapolis, MN 55455



## DR. GORDON'S QUESTIONNAIRE ON DEPRESSION IN WOMEN

- Birthdate \_\_\_\_\_ Married \_\_\_ Single \_\_\_ Divorce \_\_\_ Widowed \_\_\_
- No. of children \_\_\_\_\_
- Have you ever been treated for depression \_\_\_ Yes \_\_\_ No. If so, when? \_\_\_\_\_

Below is a list of ways you might have felt or behaved. Please indicate for each of the 20 items how often you have felt this way during the past week.

	Rarely or none of the time	Some or a little of the time	Occasionally or a moderate amt. of time	Most or all of the time
1. I was bothered by things that usually don't bother me.	A	B	C	D
2. I did not feel like eating; my appetite was poor.	A	B	C	D
3. I felt that I could not shake off the blues even with help from my family and friends.	A	B	C	D
4. I felt that I was just as good as other people.	A	B	C	D
5. I had trouble keeping my mind on what I was doing.	A	B	C	D
6. I felt depressed.	A	B	C	D
7. I felt that everything I did was an effort	A	B	C	D
8. I felt hopeful about the future.	A	B	C	D
9. I thought my life had been a failure.	A	B	C	D
10. I felt fearful.	A	B	C	D
11. My sleep was restless.	A	B	C	D
12. I was happy.	A	B	C	D
13. I talked less than usual.	A	B	C	D
14. I felt lonely.	A	B	C	D
15. People were unfriendly.	A	B	C	D
16. I enjoyed life.	A	B	C	D
17. I had crying spells.	A	B	C	D
18. I felt sad.	A	B	C	D
19. I felt that people dislike me.	A	B	C	D
20. I could not get "going."	A	B	C	D

Using the scale from 1 to 7, indicate how true of you each of the following personality characteristics are. Write the number that corresponds to your rating of yourself next to each trait. For example, if you feel it is often true that you are "carefree" you would rate: CAREFREE-- 5. Please do not leave any characteristic unmarked.

Never or almost true	Usually not true	Sometimes but infrequently true	Occasionally true	Often true	Usually true	Always or almost always true
1	2	3	4	5	6	7
/	/	/	/	/	/	/

Self Reliant	___	Athletic	___	Dominant	___	Has leadership abilities	___	Individualistic	___
Yielding	___	Affectionate	___	Soft-spoken	___	Sensitive to needs of others	___	Does not use harsh language	___
Strong Personality	___	Defends own beliefs	___	Self-efficient	___	Masculine	___	Acts as a leader	___
Loyal	___	Cheerful	___	Eager to soothe hurt feelings	___	Warm	___	Childlike	___
Assertive	___	Forceful	___	Makes decisions easily	___	Willing to take a stand	___	Ambitious	___
Flatterable	___	Feminine	___	Compassionate	___	Tender	___	Gentle	___
Independent	___	Analytical	___	Willing to take risks	___	Aggressive	___	Competitive	___
Shy	___	Sympathetic	___	Understanding	___	Gullible	___	Loves children	___

## DEPRESSION AND YOU ...



•• Information prepared by Dr. Verona Gordon and cannot be reprinted without author's permission. Dr. Verona Gordon, School of Nursing, University of Minnesota, 308 Harvard St., S.E., Minneapolis, MN 55455

### 1. Steps to Recognize depression in yourself

- A. Sleep too much or unable to sleep. Wake at 3-4 a.m., cannot get back to sleep.
- B. Loss of appetite or overeating.
- C. Feeling anxious, restless or jumpy
- D. Am irritable, resentful, critical of self and others.
- E. Am a chronic complainer (backache, stomachache, etc.)
- F. Feel like crying and do on slightest upset
- G. Am indecisive, cannot concentrate, lack confidence.
- H. Feel guilty, lonely
- I. Have thoughts of suicide, feel hopeless

### 2. Steps to get out of depression

#### • First take care of your physical health

- Check with your doctor. There may be a physical cause for your symptoms (e.g., flu, new baby, recent surgery, low red blood count). She will evaluate you if you are depressed and refer you to a professional in mental health.
- Push yourself to exercise daily -- walk, bike, swim, etc.
- Try relaxation exercises when you feel tense.
- Plan a sensible diet.
- Get plenty of rest. If you cannot sleep, go to bed later, read or use relaxation exercises in bed.

#### • Take care of your emotional health

- Don't "stuff" or deny your feelings. Tell others when you are angry, sad, scared, when you feel lonely, rejected and helpless. Be selective with whom you share your feelings and experiences. Be sure this person will keep a confidence, a person who will be a good listener, but don't wear her out! Be a listener to that person, too.
- Join a women's support group to learn about yourself, what you need to be happy and feel fulfilled and contented.
- Expand your social network through involvement in community and social activities.
- Focus your efforts on things that matter. Set realistic priorities for yourself, taking one thing at a time.
- Plan some unscheduled time each day to do things you like ... to watch a TV show, play the piano, read a book, etc.

- Don't insist on doing everything yourself. Ask others to help you.
- Be aware of self-defeating thoughts, i.e., "I'm not a good mother, I can't do anything right." Fight against being perfect. We are all human and have a right to make mistakes daily. Become perceptive of your behavior and how people react to you.
- Learn to say "no" to things you don't want to do.
- Stop using such phrases as, "I can't. Yes, but." They all feed into depression. Use more honest words like "I really don't want to," "I haven't the time," "I don't care."
- Laugh more often. Enjoy the moment. Take time for fun and relaxation. Don't take yourself too seriously.

### 3. Where to turn for help:

- A. Family doctor
- B. Mental health professional in local mental health clinic, family/children service, private practice or church counseling services.

### 4. Suggestions, if depressed:

- A. Check your insurance coverage
- B. • Visit more than one therapist before starting counseling, choose the person you feel most comfortable with. • Credentials are important (that she/he is a licensed professional) however, most critical is the relationship between therapist and client. • Characteristics, age, warmth and understanding, a feeling of trust and confidentiality is essential. • Ask therapist to explain her/his ideas on human behavior, on his/her training and experience, his/her expectations of short or long-term therapy for you. • Ask costs per session, ask if there is a "sliding" scale for payment. Group sessions may be more beneficial than individual therapy for you. • A psychotherapist could be anyone who counsels: a psychiatrist, psychologist, nurse, social worker, etc. Professionals usually have at least a Master's degree in the area of psychiatric psychotherapy. • Counselors in chemical dependency should also have professional (academic) background.
- C. If you're on medications, have name of drugs and their side effects written down. Know what you are taking, why and for how long. Side effects and addiction to medications can be serious.

**ADVICE TO ALL WOMEN:** Invest time and energy learning job skills so you always can be able to care for yourself and your children.

## Historically Speaking ...

St. Peter, MN. FREE PRESS  
Saturday, April 5, 1913

### URGES WOMEN FOR POLICE

Inez Milholland, Girl Suffragist, Tells Plans for Overcoming Social Evil.

New York -- Miss Inez Milholland, suffrage leader and social worker who drove back the rioters in the Washington parade with her lance, expressed hearty approval of the idea advanced by Mrs. O. H. P. Belmont, that women should be put on the police force to deal with delinquency among girls.

"Women," she said, "become hardened finally in the life of the streets and it takes a woman to get back of this with an appeal to the heart of a woman."

Miss Milholland urged the formation of a colony where the women arrested could be rebuilt morally and physically.



### Did you know ...?

The American family is second only to the military in the rate of injuries, and that's only during wartime.

### Working Under "Cover"

Female deputies in Pueblo County, Colorado are frantically searching the police supply catalogs. Why? They are looking for "modest" undergarments" they have been ordered to wear by Sheriff Larry Buckallew. The new dress code regarding underwear applies to women only. The penalty for the first violation is a trip home to change clothes. To quote the good sheriff, "You are what you project."

We wonder: Is that a pun?

•• Thanks to a contributor from Denver area

## Lighten Up ... & SAVE!

Rocky® Boots has introduced a new line of boots and shoes designed especially for women. Now female officers can enjoy the same comfort, styling and lightweight boots male officers have worn for years. Once you have slipped into a pair of Rocky® Boots, you'll give up big and bulky footwear forever.

**Lightweight, but Tough Enough to Last!**

#### Rocky® ELIMINATOR BOOT

Reg. \$116.00  
Our price: \$92.00  
8" Leather-Cordura upper  
Gortex bootie, Thinsulate  
Vibram lug sole,  
Guaranteed waterproof  
Color: Black  
Women's sizes: 5-10  
(and half sizes)

#### The STALKER

Same as Eliminator  
but in BROWN. Same price.

**TO ORDER, CALL OR WRITE:**



#### NEW!! NEW! Rocky® ATHELETIC SHOE

#180, Reg. \$66.00  
Our price: \$53.00  
Black leather upper  
Poly sole, 1-year sole wear guarantee  
Women's sizes: Med. 5-10 and  
half sizes, Wide. 6 1/2-9 and  
half sizes.

Great Lakes Public  
Safety Supply  
P.O. Box 669  
Marquette, MI 49855  
906/228-5634



Rocky® **WONDER BOOT**  
Reg. \$96.00  
Our price: \$78.00  
BLACK-8" full leather upper  
Cambrelle lining,  
Thinsulate, Vibram sole  
Women's sizes 5-10  
(and half sizes), Med. only

•• Contact us about our  
complete line of equipment  
for women in law enforce.

Name \_\_\_\_\_  
Address \_\_\_\_\_

Qty.	Size	Item	Price

•• Add \$3.00 handling/postage

## Oh, Really ...!

In a Denver, Colorado newspaper survey, the "Viewpoint" question asked was: How would you feel if a prowler was in your home and a female police officer answered the call?

Six people responded, men and women. Here are their answers:

- I'd be glad to see her. I see no difference with male or female officers -- once you put a gun on someone, that makes you tough enough.
- As long as they are trained, it wouldn't really bother me. I assume if they went through the training they know what they are doing -- if not, then the blame lies with those training and certifying them.
- She could handle it as well as anyone else.
- I probably would feel safer -- I've seen policemen get as rabid as a dog in situations because of their male ego; whereas women officers don't seem to let their ego affect them like that.
- I feel any women attracted to that profession would have enough guts and confidence to handle the job by virtue of choosing that line of work.

AND FINALLY ...

- UNCOMFORTABLE! If I called the police and they sent a woman, it wouldn't make much sense to me to start with. You don't send a boy to do a man's job so therefore, you wouldn't send a female to do a male's job.

Thanks, Marge M. of Littleton, Colorado for the clipping

### Other Women "On the Job"

In the last issue, we referenced how male officers are called officer, but women are often called by their name. The same mentality of the public holds true in other professions. In a recent Minnesota newspaper article, a woman pastor said, "Tracy, as most of the townspeople call her, is pastor of a parish of 550 souls. While she is called by her first name, the three other (male) clerics in town are addressed by their titles."

(Truth is stranger, a lot stranger ... than fiction.)

### Subscriptions

- ( ) Enclosed is my \$15.00 annual tax-deductible subscription fee for Balancing the Badge.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

- ( ) I'd like a complimentary copy sent to:

Thank you.

- ( ) Member of State Association  
( ) Member of IAWP (International Association of Women Police)

SEND US YOUR JOB OPPORTUNITIES AND SEMINARS



**WING WALKING**  
Never leave hold of something until you have hold of something else.

Share "The Badge" with a friend.

SUPPORT  
OUR  
ADVERTISERS

## Reading, Writing and ...

**Like to Read?** Send us a review on a book you've read that might pertain to law enforcement or to women, specifically. Tell us a little bit about yourself so the readers will understand your viewpoint. You can review one time or be a regular contributor.

**Like to Write?** We all have "a story or two in us," something that will make another laugh, cry or respond. The Badge is for you to express your feelings. We'd like the stories (400-500 maximum), typed or handwritten. Staff will edit, if needed. Please send a picture of yourself and description of your present position.

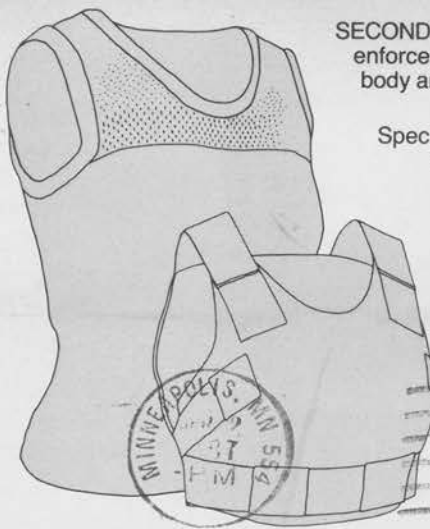
Funny incidents relative to sexual harassment? What's so funny about that, you ask, but laughter may lessen the pain for you and others. One respondent to our survey said, "I could write a book" about harassment and others said, "too many times to mention."



Balancing the Badge  
5511 Southwood Drive  
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Balancing

# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. I, Issue 4

July/August 1987

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals.

## With Regard to Our Male Counterpart ...

Camielle Call-Tarbet  
8157 North Hwy. 91  
Smitsfield, UT 84335

Suddenly, it hit! What's wrong with this system? It's those little things that the Male Gender of the Cop Species take for granted! Consider the following:

Men, generally, have slender hips and a small posterior. From another angle, women generally have wider hips and a larger posterior. For a man to strap on the belt and carry an extra 20 lbs. around his waist and setting on the hips is not a big deal. With the same 20 lbs. on a woman, sight alone will expand her horizon to a much broader realm! Then again, as most "average" women will confirm, if we are not doubly blessed on the upper torso, that area is minimized, thus creating the "super-pear."

Another area of consternation is the Restroom Round-About. Does the uniformed man realize just how easy he has it? I think not. The Male Cop in uniform and full leather gear assumes normal maneuvering tactics upon making his bladder flatter. He's finished in a flash! We women eventually get the system down, but, we must choose one or two rather tedious routines. A) Take off the keepers, unstrap the belt, set it wherever there's a place (around one's neck in high-crime areas!) and proceed normally. Or B) Bend at the waist, unlatch the Sally Brown, unbuckle the belt, unsnap and unzip the pants, then quickly grab it all, each side in either hand, stand up straight and carefully lower everything to the



Officer Camielle  
Call-Tarbet

floor. The active word here is "carefully." Care not to lose anything out of the pockets and care not to let any valuable equipment bounce off the floor. Now, if one's balance is good, performing the previous exercise in reverse is no problem. However, in learning how to do this, it is not unusually to see the lady copy backing up to a counter, therein to rest her Sally Brown as she gingerly zips, snaps, buckles and latches before gravity lays claim to the precious hand-held radio!

The last area to address is that of pocket size. We women have been shackled with short shirt pockets. Not only that, but the appearance of deformity may take place when one tries to stuff a notepad and Field Interview cards in them. In a quandry one day with too much to carry and too little carrying space, the following

conversation ensued:

Sgt. Male: "Officer Female, why don't you carry your notepad in your shirt pocket like all the other officers?"

Officer Female: "Sgt. Male, in case you haven't noticed, my pockets are already full."

And, after three years of inspections, Officer Female has finally purchased a short pen, in order to avoid the "good faith" suggestions of Sgt. Male, "Officer Female, push your pen all the way down into your shirt pocket."

On and on it goes. But the problem really sneaks up on you when the notepad is, in desperation, placed in your rear pants pocket, which is also short, adding even more bulk to the ample posterior, and the Restroom Round-About takes place. There's a good chance that the hurried Female Officer will undermine herself as she departs the restroom, leaving behind the entire contents of a very short posterior pants pocket.

*Camielle uses writing as a "stress reliever" for her pent-up emotions. We feel this story will certainly give you a laugh or two. She's her county's only female road-certified officer, married to a Sheriff's dispatcher and the mother of a 10-year-old boy.*

### Drunken Driver Numbers Decreasing ...

Thankfully, the number of intoxicated motorists who drive on weekend nights has dropped sharply across the nation since 1973. This is most certainly an indication that the war against drunken driving is working. The Insurance Institute for Highway Safety, based in Washington, D.C., said 37% fewer drivers had blood alcohol concentration of .10% -- a level considered drunk in all states.

--Thin Blue Line

## Keeping Up ...

If you are not getting *NIJ Reports*, you are missing out on being on top of the latest advances in the field of criminal justice. Published bi-monthly, *NIJ* provides summaries of recent reports, books and studies that are available. The variety of topics seems all inclusive, from the Courts to Crime Prevention and the juvenile justice system, if you're wondering what's been published lately, you need to be checking *NIJ Reports*, (National Institute of Justice).

This FREE publication from the U.S. Department of Justice can be yours by writing *NIJ Reports*, National Institute of Justice/NCJRS, Box 6000, Rockville, MD 20850 or call NCJRS Customer Service, 800/851-3420 or 301/251-5500

**It matters not whether you win or lose;  
what matters is whether I win or lose.**

-- Darrin Weinberg



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**DEADLINE:** 1st of month prior to publication date.

**CO-EDITORS:** Officer Linda Miller and Connie Anderson, 612/835-4731

We reserve the right to edit all materials based on space or relevancy. Editors reserve the right to refuse submitted materials or advertising that does not enhance the professional image of Women in Law Enforcement. Ideas expressed are not necessarily opinions of the Editors.

### We Get Letters ...



Write us your opinions to share with other readers. Your letters, which must be signed, can be published without your name.

Dear Editors ...

I have just received my first issue of *Balancing the Badge* and was very pleased with it. It is currently making the rounds of our patrol substation and our Training Academy.

I have been a Patrol Officer for the Dallas P.D. since 1979. I love this job. It has unlimited opportunities; all you have to do is look for them. My first three years on the street I worked one of the worst beats in the city ... topless bars, motorcycle clubs, you name it. I had a male partner. His main objection to working with me was that when I made an arrest, my prisoner never put up a fight. One advantage to being female in Texas is that the "Macho" image can work for you, most of the time.

There are many dangers in this job: One of the worst is to take it too seriously. The most important responsibility is to look out for ourselves. Don't take unnecessary changes. The people, by and large, will not appreciate it, and the city will not back you.

In Dallas the philosophy seems to be: It is cheaper to bury the officer than to defend him in Civil court. And it's better public relations for the city. That's the way it is. You can find other ways to make a difference. Just don't take the job to heart.

I would like to meet other female officers from around the country. If you'd like to correspond, please write. Thanks.

Candace Benson  
2828 Shorecrest Drive  
Dallas, TX 75235



Dear Editors ...

Our organization officially recognizes *Balancing the Badge* as our official place for sharing and exchanging information. Notifications of upcoming endorsed training and special events will be published.

We recently completed a week-long retreat in the Lakeland, Florida area. We conducted an advanced training class for women in criminal justice occupations, focusing on the area of Officer Stress Awareness and Resolution. We used the concept of learning based on fun and entitled, "The Challenge of Excellence." Dr. Linda Thornton of the University of Florida and Dr. Doris Kilgore were special consultants for the week. In my six years of teaching the training, I have never seen more learning and change truly take place! It was an experience none of us will ever be able to forget.

The sharing has continued past the camp and Florida is quickly developing a network of support for one another. We need to cry with each other; get to know one another and know that we are stronger for the caring of sharing our hopes and our dreams. The camp was a dream come true for me. Women are writing that they now meet weekly, run an obstacle course ... talk! I am producing a video to attempt to capture the essence of survival taught and taken to heart during that week. I have hopes of each of you getting to know us through yourself.

Truly a Sister in Justice,

M. K. Martin  
Women in Justice  
Action Training Leader  
P.O. Box 4155  
South Daytona, FL 32021  
904/258-7493

P.S. We have good-looking golf shirts and sweat pants with the above logo on them. Write me. More info in future issues.

# LAUGHTER: The Healing Passion



You go to the doctor complaining of nervousness and exhaustion. The doctor's prescription: a steady diet of Marx Brothers movies, supplemented with large doses of "Candid Camera" reruns and daily readings from the books of Woody Allen.

Faced with such a response, most of us would ask the doctor to stop kidding and get serious. But the topic of laughter is no longer being treated lightly, especially among medical researchers.

Many of the physical effects of a good belly laugh are well documented. Muscles contract. Heart rate and blood pressure increase. Afterwards muscles are more relaxed; heartbeat and blood pressure fall, physiological signs of reduced stress. This parallels what happens to the body during and after exercise. The description of laughing as a kind of internal jogging is scientifically accurate.

The chemical changes that take place when we laugh are harder to verify. This is due partly to the conditions of humor research: getting people to guffaw on command while they are connected to electrodes and intravenous tubes is no laughing matter. Yet Dr. William Fry of Stanford University is convinced that adrenalin in the blood increases. Other chemicals may be released, including the beta-endorphins, natural opiates that have been associated with "runner's high."

At least one celebrated advocate is convinced that laughter can give more than temporary elation. Norman Cousins, former editor of *Saturday Review*, made humor a cornerstone of his treatment for a life-threatening disease. In 1964 his doctor told him that he was probably suffering from a serious collagen illness. In his best-selling book *Anatomy of an Illness*, he explains the condition this way: "Collagen is the substance that binds the cells together. In a sense then I was becoming unstuck."

For Cousins this meant that the slightest movement became painful. His doctor told him he had one chance in 500 of recovery.

That was when Cousins made a crucial decision. "It seemed clear to me that ... I had better do something more than be a passive observer." After doing his own research, Cousins suggested a program that was agreed to by his doctor. It was to include massive injections of Vitamin C and a "drug" available without prescription: laughter.

Humor was part of Cousins' attempt to combat illness with positive emotion. Toward this end he read books that made him laugh and watched reruns of the television show "Candid Camera." His laughter soon had positive effects.

"I made the joyous discovery that ten minutes of genuine belly laughter had an anesthetic effect that would give me at least two hours of pain-free sleep," he wrote. The humorous episodes also decreased his blood sedimentation, a solid indication that the disease was being conquered.

To date there has been no systematic explanation of how or why Cousins was cured. But the account has prompted more activity in humor research, an issue that is linked to larger questions: How is the mind related to the body? What is the connection between emotional states and bodily illness? There is evidence that laughter reduces stress and hypertension. It may even be a factor in longevity.

For the most part, the scientists have given us only tentative conclusions. But laughter has become a topic deemed worthy of serious consideration. One day we may even be able to confirm the Biblical proverb: The merry heart works like a good doctor.

**Frederick "Fritz" Engstrom, M.D.**  
Psychiatrist,  
Park Nicollet Medical Clinic

Reprint of article through permission of MedCenters Health Plan. MedCenters Health Plan is a Health Maintenance Organization (HMO) located in Minneapolis, MN with 250,000 members. Developed in 1972, MedCenters is dedicated to high quality managed care and member education.

# Secret's Out: Women Called Superior to Men



By Anna Quindlen/New York Times

(Reprinted with permission of author from Minneapolis Star & Tribune.)

**New York, NY** My favorite news story so far this year was the one saying that in English scientists are working on a way to allow men to get pregnant. I'd buy tickets to that. I'd be happy to stand next to any man I know in one of those labor rooms the size of a Volkswagen trunk and whisper, "No, dear, you don't really need the Demoral; just relax and do your second-stage breathing."

It puts me in mind of an old angry feminist slogan: "If men got pregnant, abortion would be a sacrament." I think this is specious. If men got pregnant, there would be safe, reliable methods of birth control. They'd be cheap, too.

I can almost hear some of you out there thinking that I do not like men. This isn't true. I have been married for some years to a man and I hope that someday our two sons will grow up to be men. All three of my brothers are men, as is my father. Some of my best friends are men. It is simply that I think women are superior to men. There, I've said it.

This is my dirty little secret. We're not supposed to say it because in the old days men used to say that women were superior. What they meant was that we were wonderful to enter courtrooms, enjoy sex or worry out minds about money. Obviously, this is not what I mean at all.

The other day a very wise friend of mine asked: "Have you ever noticed that what passes as a terrific man would only be an adequate woman?" A Roman candle went off in my head; she was absolutely right. What I expect from my male friends is that they are polite and clean. What I expect from my female friends is unconditional love, the ability to finish my sentences for me when I am sobbing, a complete and total willingness to pour their hearts out to me as well as the ability to tell me why the meat thermometer isn't supposed to touch the bone.

The inherent superiority of women came to mind just the other day when I was reading about sanitation workers. New York City has finally hired women to pick up the garbage, which makes sense to me, since, as I've discovered, a good bit of being a woman consists of picking up garbage. There was a story about the hiring of these female sanitation workers, and I was struck by the fact that I could have written that story without ever leaving my living room -- a reflection not upon the quality of the reporting but the predictability of the male sanitation workers' response.

The story started by describing the event, and then the two women, who were just your average working women trying to make a buck and get by. There was something about all the maneuvering that had to take place before they could be hired, and then there were the obligatory quotes from male sanitation workers about how women were incapable of doing the job. They were similar to quotes I've read over the years suggesting that women are not fit to be rabbis, combat soldiers, astronauts, firefighters, judges, ironworkers and president of the United States. Chief among them was a comment from one sanitation worker who said that it just wasn't our kind of job, that women were cut out to do dishes and men were cut out to do yard work.

As a woman who has done dishes, yard work and tossed a fair number of Hefty bags, I was peeved -- more so because I would fight for the right of any laid-off sanitation worker, to work, for example, at the gift-wrap counter at Macy's, even though any woman knows that men are hormonally incapable of wrapping packages or tying bows.

I simply can't think of any jobs more that women can't do. Come to think of it, I can't think of any job women *don't* do. I know lots of men who are full-time lawyers, doctors, editors and the like. And I know lots of women who are full-time lawyers and part-time interior decorators, pastry chefs, algebra teachers and garbage slingers. Women are the glue that holds our day-to-day world together.

Maybe the sanitation workers who talk about the sex division of duties are talking about girls just like the girl that married dear old dad. Their day is done. Now lots of women know that if they don't carry the garbage bag to the curb, it's not going to get carried out either because they're single, or their husband is working a second job, or he's staying at the office until midnight, or he just left them.

I keep hearing that there's a new breed of men out there who don't talk about helping a woman as if they're doing you a favor and who do seriously consider leaving the office if a child comes down with a fever at school, rather than assuming that you will leave yours. But from what I've seen there aren't enough of these men to qualify as a breed, only as a subgroup.

If this all sounds angry; it is. After a lifetime spent with winds of sexual change buffeting me this way and that, it still makes me angry to read the same stupid quotes with the same stupid stereotypes that I was reading when I was 18. It makes me angry to realize that after so much change, very little is different. It makes me angry to think that these two female sanitation workers will spend their days doing a job most of their co-workers think they can't handle, and then they will go home and do another job most of their co-workers don't want.

The reporter who wrote the story says she wanted to tell those women not to do it, to let someone else be the pioneers. She once covered the New York Yankees, which is a job we all know is not suitable for a woman. After all, how could any self-respecting woman bear to see men running naked in a locker room when she could be home, watching them run naked around her house, yelling, "Where did you put my clean underwear?" In the underwear drawer.

## Laughter:

*Men show their character in nothing more clearly than by what they think laughable.*  
Goethe

## Laughter:

If we consider the frequent reliefs we receive from laughter, and how often it breaks the gloom which is apt to depress the mind, one would take care not to grow too wise for so great a pleasure of life.

-- Addison

**Laughter:** The most utterly lost of all days, is that in which you have not once laughed.

--Chamfort

# Planning Your Career?

Are you planning your career or is it "just happening?" What makes the difference between real success and just running hard toward your goal?

A survey conducted in the U.S. a few years ago revealed some very interesting information about achieving success. Of the people interviewed, the survey found:

- 27% were just barely getting by with the help of charity
- 60% were people of modest means
- 10% were moderately well-off and
- Only 3% were considered highly successful.

The survey also revealed that only the 3% had any specific, written plans for achievement. The 10% group had a fairly good idea of their aims and objectives, mainly in the financial area; and the remaining 25% had never given any serious thought to setting goals or planing for the future.

The most startling revelation of the survey was that the 10% group had the same qualifications as the top 3%: equal education, talent and intelligence. They were ambitious and knew where they were going. Of greater significance though, the top 3% out-performed the 10% group at ratios of 10 to 1 and better.

The survey's conclusion showed that the only measurable difference between the two groups to account for the great difference in performance was that **the top 3% had reduced their goals to writing** while the 10% had not.

There is a time to let things happen  
and a time to make things happen.  
-- Hugh Prather

A lot has been said and written about the importance of adequate planning, before doing, if we want to achieve the success we desire. Perhaps the results of the above survey will remind us once again of the importance of written action plans for our lives. Writing down our career goals and using the plan as a guide for comparing and evaluating actual results should find ourselves not just running hard, but running hard and achieving the success we work for.

But writing down your goals is not enough -- you must review them regularly and take some action toward achieving them to be successful. Written goals serve as your road map to take you where you want to be. Learn about your department by working in as many areas as possible. Don't be afraid to accept movement or transfer -- it will give you understanding of how things get done.

### Knowledge is power.

- Try to develop a mentor -- someone who is already "there," who will take an interest in you reaching your goals. This is how men do it. And when you get in a position to help others, try to be there for a "sister" officer.
- Continue to improve your skills. Don't wait to be noticed and sent to a particular school of interest -- ask. You may be surprised at how often the answer will be yes. A supervisor's job is to develop people. He or she looks good when you develop and grow. Be sure to share your goals with your supervisor and ask for suggestions on how to achieve them. People appreciate your interest in their opinions.
- Join professional and community organizations to gain visibility. Get elected to leadership positions (it's usually not difficult). Say yes when asked to make presentations to the public, teach a class or write an article. It sets you apart from the crowd.
- Don't believe those who say it won't help to study for promotional exams. It absolutely does. Find out what the recommended books are and hit them hard. Most of the competition will do little or no preparation. These are the ones who believe you either "have it or you don't," that books won't help. They are wrong. A few will read and study hard -- almost invariably, they will emerge at or near the top.

No need to wait on any of these ideas. Decide where you want to be, when and ... go for it!

### Books you might find helpful:

- *Games Mother Never Taught You*, by Betty Harragan
- *Getting Organized* by Stephen Winston
- *Sweaty Palms : The Neglected Art of Being Interviewed* by H. Anthony Medley
- *Local Government Police Management* by International City Management Association
- *Fundamentals of Criminal Investigation* by Chas E. O'Hara and Gregory L. O'Hara



6.

# Job and Training Opportunities

**LAST NOTICE:** September 10-15, 1987 ... There is still time to plan to attend the **25th IAWP (International Association of Women Police) Conference in New York City**. You can attend all the days or day by day. Contact Northeast Association of Women Police, P.O. Box 20387, Dag Hammarskjold Convenience Center, NY, NY 20027, Attn: Conference '87.

• August 23-28, 1987 **28th International Drug Conference**, Orlando, FL. Inquire: International Narcotic Enforcement Officers Assn., 112 State Street, Albany, NY 23307

• September 13-18, 1987 **International Homicide Investigation Seminar**, Scottsdale, AZ. Inquire to Hocking Technical College, Nelsonville, OH 457764-9704, Attn: Special Events Office.

• **Calibre Press**, 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide. Call for dates.

• **U.S. Air Force** -- unclassified civilian positions open to women. For info, contact nearest Federal Job Information Center or write to HQ AFOSI/DPC, Bolling, AFB, D.C. 20332-6001 or call 202/767-4617.

• **Business Women's Training Institute**, 1/800/423-6540 has a "Leadership Skills for Women" day seminar around the country. Call for dates and locations. Only \$44.

• **Institute of Police Technology and Management**, University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **KEYE Productivity Center** has day-long seminar, "Managing People" for \$96.00. Call 1/800/821-3919 for info and dates in your area.

• **National Crime Prevention Institute** seminars held at University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987.

Sept. 9-11 - Directed Patrol for Crime Prevention  
Sept. 14-Oct. 2 -- Crime Prevention Theory, Practice & Management  
Oct. 7-9 -- Practical Crime Analysis  
Oct. 12-23 & Nov. 9-20 Crime Prevention Technology and Programming

• **CareerTrack Seminars**, 303/447-2300 has day seminars on "How to Deal with Difficult People" for only \$48. Call for schedule in your area.

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellnes and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O.Box 144409, Evanston, Ill. 60204.

Send us your job opportunities and training seminar notices  
for publishing. Thanks.

## Subscriptions

( ) Enclosed is my \$15.00 annual subscription fee for *Balancing the Badge*.

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7.

I don't worry about crime in the streets;  
it's the sidewalks I stay off of.

--Johnson Lettellier

## Lady Cop

Has anyone read the new book by Bryna Taubman, *Lady Cop*? *People* magazine reviewed it in a spring issue.

One male cop quoted in the book said, "I think women are more level headed. When someone really wants to fight, women are often able to calm them down. Men will aggravate them."

The author is a journalist who observed four women officers for a year and writes not only about the sexism women's experience within the department but also about the "same revolving door justice and isolation male cops experience."

We'd like a real "lady cop" to review the book for our readers and all others with whom they share their copy of *Badge*. Please review and send so we can publish. *Thanks*.

Warner Books, \$17.95 hardcover.

The most romantic thing any  
woman ever said to me in bed  
was, "Are you sure you aren't a  
cop?"

-- Larry Brown

*Balancing the Badge*, July/August 1987

8.



## No Rest at Home for the Weary Working Wife

(Reprinted from Business Week, June 22, 1987  
Economic Diary Section)

Changing social values and economic trends may have freed women from household confinement, but working wives still do almost all of the traditional household chores, according to a nationwide survey of 5,000 families released by the Conference Board. The report indicates that 20% of men in two-earner families "often" or "almost always" do the laundry and less than 30% "often" or "almost always" wash the dishes, cook or clean the house.

By contrast, 34% of working wives now "often" or "almost always" prepare tax returns, over 37% "often" or "almost always" take out the garbage and paint or put up wallpaper, and 25% "often" or "almost always" arrange for care repairs.

"Today's full-time working wife, whose full-time housekeeping mom used to put in a 25-hour workweek, has apparently been liberated to a 50-hour workweek," notes Conference board economist Fabian Linden.



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437

# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. I, No. 5

September/October 1987

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals.

## Why Some Cops Sexually Harass Other Cops or ... "It's Not Easy Being a Sex Symbol"



Are women in law enforcement sexually harassed? Over 50% of women who responded to our survey said, "YES." In fact, they stated they themselves had been victims. In view of how common sexual harassment is in the work world in general, it should come as no surprise that in a male-dominated profession where some think they are "more male than most," (no kidding), and the one in which women's presence is relatively new and rather controversial, this kind of behavior toward women occurs.

And we are certainly not alone. *Redbook Magazine* conducted a survey of their readers in 1976. Of the 9,000 women who replied, 88 percent had been victims of some form of sexual harassment and 48 percent had quit or been fired from a job due to harassment or knew someone who had.

A 1983 Harvard University study showed that 49 percent of the non-tenured women faculty members, 41 percent of women graduate students, 34 percent of undergraduate women students and 32 percent of the tenured women faculty members had experienced one or more incidents of sexual harassment. In these cases, male faculty members were the culprits. In the law enforcement field, the harassment comes from male supervisors and colleagues.

**Harassment**, according to The American Heritage Dictionary means: 1. To irritate or torment persistently. 2. To wear out; exhaust. 3. To impede and exhaust (an enemy) by repeated attacks or raids.

Just what is sexual harassment? The EEOC (Equal Employment Opportunity Commission) definition is as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or,
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

And EEOC requires the employer to create a work environment where sexual harassment is not tolerated.

Continued ...

## The Behavior of Sexual Harassers

*Balancing the Badge* readers told us about their personal experiences with sexual harassment. In spite of the tendency of the victim to believe what she has experienced is very unusual, we found behavior repeated in survey after survey. Here's a sampling:

1. Pats and hugs were common; the hand on the knee, on the butt (in some cases, this was accomplished during inspection!).
2. Comments and insinuations included verbal abuse, threats of a sexual nature, sexual jokes and teasing at the female officer's expense, name calling, ridicule, patronizing comments and suggestive remarks.
3. Some women received reprimands for spending "too much" time with, or becoming friends with, a male officer. The male officer received no such reprimand -- in case you're wondering.
4. Some women were actually physically or sexually assaulted.
5. Receiving pornography or anonymous threatening notes in mail boxes or lockers occurs in some instances.
6. Sexual advances and propositions, both verbal and physical advances (including incidents of exposing).
7. Some reported that in their department, any achievement by a women officer is considered the result of favoritism or that implications circulate that she slept her way to recognition.
8. Offers of promotions or training opportunities in exchange for sex or the contrary: promotion and training were withheld or poor performance evaluations were given to those who refused to provide sexual favors.

9. Several mentioned the frustration of watching others (particularly clerical/secretarial staff) being harassed.

10. Several said their experiences were too numerous to briefly describe. One woman said, "I could write a book!"

And what about those who said they were never sexually harassed? Their replies were confirmation of the fact that the majority of men we encounter as colleagues do not engage in abusive or disrespectful power games. In fact, most female officers could tell of one or more men who were especially supportive of them in their job.

Many women do not talk about harassment for a variety of reasons. In fact, most who are harassed never tell anyone because they either fear reprisal, a well-founded fear, or they fear they won't be believed or they feel the harassment is somehow their fault. Some women fail to recognize when they are sexually harassed, while others choose to ignore it with the hope it will stop. This occasionally works but nearly always, sexual harassment that is not addressed continues or worsens.

## What to Do If YOU are Sexually Harassed

### I. Confront the Harasser

Tell him the specific behavior which constitutes harassment and that you want him to stop immediately. Also tell him you will report him to management if he doesn't. Remember, even if he is not a supervisor, sexual harassment by a coworker can be illegal.

Continued .....



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## 2. Going Over His Head

If you resort to this, prepare thoroughly. Keep a written record of sexual harassment, including when, where, how and who else was present, if anyone. Believe it or not, lots of this behavior occurs in front of others. More than one woman has been referred to by a degrading sexual term at roll call, for example. Try to find other victims or witnesses. If there are none, think about using a tape recorder. Most harassers are repeat offenders so there are probably other victims. Try talking to other women in the department -- you may be amazed at what you learn.

Many departments have formal sexual harassment policies and procedures for filing a complaint. If yours doesn't, tell management or the union about the problem. Be sure to keep any copies of communications between you and them, and take notes at any meeting you have to discuss the problem.

## 3. Legal Action

If none of the above stops the harassment, you can take your complaint to human rights commissions, or to the EEOC or a private lawyer. Expect your employer to react very negatively to outside action and be prepared for serious repercussions. Although it

To learn more about this topic:

- *Sexual Harassment on the Job* by Constance Backhouse and Leah Cohen
- *The Working Woman Report* by the editors of *Working Women Magazine*

## PREVENTING SEXUAL HARASSMENT

There are some things you can do individually to reduce your chances of being sexually harassed, but remember, the harasser is a type and will simply find another victim. Like crime, we can probably displace rather than prevent harassment. The culprit will remain at large.

1. Avoid provocative attire. (Like maybe a blue uniform -- hardly provocative.)
2. Behave professionally, meaning ... be friendly, but not too friendly. Be cautious about revealing personal problems or details of your personal social life. If asked pointed personal questions, try to steer the conversation to the work at hand.
3. Some women feel, having a husband or boyfriend, real or imaginary, will help. Unless your "protector" works in the same department, this is unlikely to deter an accomplished harasser.
4. Talk about his family to him whenever possible. Some recommend trying to meet his wife and maintaining friendly ties. This has the potential to cool him off.
5. Deliberately avoid socializing with him. If that's not possible, try to have another coworker present. It's a bad idea to go out for drinks, dinner or lunch with a potential harasser.
6. Don't ask him for special favors and become indebted to him. In addition to him feeling he has something coming, you may risk gossip at work and lose peer support.

**DO YOU have a personal story about Sexual Harassment? The Badge will consider publishing stories you submit on this or other topics of interest. All submissions must be signed, but can be published without name.**

I had a really great dream about you last night!



That's funny. I dreamed about you last night, too. I dreamt I filed sexual harassment charges against you.



## IAWP: For you, by you!

Prior to the first-hand reports from women officers who attended the September 10-15 International Association of Women Police (IAWP) conference in New York City, we'd like you to have some general information. If you are not a member join today. It's only \$35 a year.

IAWP is an organization of more than 2,500 officers representing approximately 10 countries with an additional 1,700 officers represented through the 13 affiliated chapters. IAWP unites women from every branch of law enforcement, regardless of rank, assignment or department affiliation.

### The Purpose:

- Develop and recommend standards for the service of women police
- To secure proper training,
- To inspire the appointment of qualified women police,
- To encourage the increased use of women officers,
- To work for the general improvement of police service to the public and
- To promote such service internationally.

IAWP's roots go back to 1915, founded by Alice Stebbins Wells, who in 1910 was given the title of "policewoman" by the city of Los Angeles. She is generally considered to be the first woman to hold that rank in the United States and her efforts to secure appointments of policewomen and organize them into a professional association were supported by the International Association of Chiefs of Police. However, the depression of 1932 took its toll on the IPA and the policewoman's movement as women in law enforcement returned to their homes, leaving the few available jobs to men. The rebirth occurred in California in 1956 at the Women Peace Officers meeting.

In 1976, annual conferences replaced the biennial meetings and in 1978, the 5-day training format was instituted when the women felt the need to increase their knowledge at a time when the role of women in law enforcement was changing rapidly.

In 1979, IAWP instituted the Women Officer of the Year Award to recognize the many accomplishments of women in positions traditionally held by men. The award traditionally has gone to a woman who exhibits not only bravery and valor, but who is also involved in community projects and who exemplifies the ideas of policing as a multi-faceted public service. Candidates must be recommended by their department heads. In 1986, more than 500 women were nominated.

### The 1987 Winner:

The award was presented to Senior Deputy/Specialized Investigator Martha "Marty" Smith, San Bernardino County Sheriff's Department.

### Next issue:

More about the IAWP conference and about the International Scholarship Award Winner, Police Constable Tina M. Martin, Derbyshire Constabulary, England.

For information or to join IAWP, contact Carol-Ann Halliday, 4-1355 Marine Drive, West Vancouver, B.C. CANADA V7T 1B6  
Carol-Ann is IAWP President.

"Marty was given no special consideration to become a SWAT member and is required to have specialized weapon and tactical skills to cope with and resolve law enforcement incidents that are high risk in nature," said Capt. Robert Ault, head of the Career Criminal Division.

During the 10-day period, Marty became qualified in repelling from a helicopter, spent a week at the FBI anti-sniper school at Ft. Ord and took part in a typical Monday physical training program. She was also introduced to tear gas warfare and building entry.

Marty has received much publicity as the first female member of a Special Weapons and Tactics Team (SWAT) in the United States. As a member of the all-volunteer SWAT, Marty must meet a set of unbending criteria in discipline, deportment and achievement.

Marty trains three times weekly to strengthen her upper body strength and finds her lighter weight to be an advantage in certain situations, like repelling, for example.

*Congratulations, Marty and to the other 500 women whose departments honored them with the nomination!!*

IAWP info, thanks to Capt. Dorothy Schultz, NY Conference Director

I'm happy about making Sgt. ... it means more money, more responsibility, more power and a sex change operation.



## We Get Letters ...



Write us your opinions to share with other readers. Your letters, which must be signed, can be published without your name

Dear Editors:

I just received my second issue of *The Badge* and enjoyed the humor of Officer Camielle Call-Tarbet's article on uniforms and female officers. Our department has employed women in the line function for about fifteen years. It's long overdue that male officers recognize that women do have certain special needs in their uniform equipment.

I am writing to share some information with your readers about soft body armor. During the previous four years, I was Director of Training and Personnel for our department. One of my duties in this position was to oversee uniform and equipment needs for our officers. I continually noticed one consistent problem when trying to outfit female officers with soft body armor. All of the manufacturers' standard women's body armor is cut lower in front at the neckline than the men's body armor. Apparently those manufacturers are more interested in cleavage than coverage when it comes to the female officer. This might look great to the men who look at their catalog, but the armor doesn't fit properly and provide ample coverage. We had each front panel custom cut for our female officers so that it fit to provide the correct coverage. (Fortunately our department issues soft body armor for all of its sworn personnel and the added costs was not a favor to the individual officer.)

How should the front panel on body armor fit? The Kevlar panel (not just the outer carrier) should come up to the base of the supra sternal notch. (Most of the standard women's vests were 1-1 1/2" too low.) If the area below the supra sternal notch is not protected, it leaves the aorta and a portion of the sub-clavian veins unprotected. Take a look at how a body armor panel is cut at the neckline on a man's vest and compare it to a woman's vest. You will see the problem. If the front panel is recut in the neckline on a woman's vest and is correct in overall panel length, the vest should not ride up and rub on the neck when you sit down.

As of this date, there is still no manufacturer (except those that will custom cut) who are selling a standard woman's vest that doesn't have the deeper vee neckline cut. Your readers may want to consider the extra cost in having body armor front panels custom cut until manufacturers offer a correctly cut standard female vest.

Captain Tim Johnson, Patrol Division  
City of Bellevue Police Department,  
P.O. Box 90012  
Bellevue, WA 98009-9013

## Did you know ...?

There are 3,000 animal shelters nationwide, but only 700 shelters for women who are battered.

## What Bullet-Proofs Your Vest?

New York Times News Service

**Q: How do these life-protecting vests work?**

**A:** Most lightweight bullet-resistant garments are made of Kevlar, a material developed by the DuPont Co. Kevlar, once described as "the step beyond nylon," is formed of fibers of aromatic polyamide, ultra-strong chains of carbon atoms. The material resists penetration by low-velocity projectiles such as shrapnel and pistol bullets.

A bullet fired at a Kevlar garment first encounters a few yarns of the fabric, and the yarns spread the impact energy of the bullet to other yarns until the entire garment is engaged in resisting the bullet. Eventually, the bullet deforms or flattens.

Bullet-resistant garments contain 10 to 30 layers of Kevlar, depending on the degree of protection required. As the number of layers increases so does the degree of protection. Kevlar vests used by police officers typically weigh about three pounds.

Garments made of a combination of ceramic and hardened steel backed by Kevlar can resist high-velocity rifle bullets. The steel blunts the bullet, and the Kevlar catches it. These are used by soldiers and SWAT teams.

# Law Enforcement Reports: Make Every Word Count



By Kären M. Hess, PhD  
Institute for Professional Communications, President

Women are generally better report writers than their male counterparts, at least if the writing of law enforcement students in my classes are representative. Ten years' experience teaching reporting writing in law enforcement leads me to believe that women, on the whole, organize their content better, spell better, and punctuate better than men. Of course, some men are excellent report writers, and some women are atrocious report writers. But generally, my female students outperform the men.

In one area, however, men generally write better than women; men are less wordy. They are more direct.

To write more concisely, use as few words as possible to record the details of an incident. You can fine-tune your report by attending to five specific areas:

1. Use the active voice rather than the passive voice. For example, do not write, "The suspect was searched by the police officer"; write, "The police officer searched the suspect." Make the subject of the sentence do the acting: "I wrote the report," is more concise than "the report was written by me." It is also more direct and clear.

2. Use positive statements. Compare the number of words in the following two sentences: "He was not very often on time." "He was usually late." You can sometimes cut the length of your sentences almost in half without omitting any important information by writing positive statements. 3. Combine related ideas into one sentence. Rather than writing, "The suspect was tall. He was slender. He had a scar," combine the ideas and write, "The tall, slender suspect had a scar." Do not, however, put too many ideas into one sentence or it will be difficult to read.

4. Avoid using "there is" and "there are." These phrases are "empty," adding little to the content. They can usually be omitted. For example, the sentence, "There are many police officers risking their lives daily," can be revised to read, "Many police officers risk their lives daily." Notice this is shorter (more concise) and also more direct.

5. Most important, omit all needless words. This is one of the most common problems in law enforcement reports of both men and women. You should recognize a phrase such as information which is of a confidential nature: as a wordy way of saying "confidential information."

Following are several examples of wordy expressions often found in police reports and a more concise way of writing each.

<b>Be Concise</b>	
<u>Wordy</u>	<u>Concise</u>
along the lines of	like
blue in color	blue
despite the fact that	although
due to the fact that	because
for the purpose of determining	to determine
have need for	needs
in reference to	about
in the amount of	for
in the event that	if
in view of the fact that	since or because
is of the opinion	believes
made a note of the fact	noted
made contact with	contacted
prior to	before
square in shape	square
the city of Minneapolis	Minneapolis
the month of April	April
upon an individual basis	individually
with respect to	about

Watch for and eliminate the wordy phrases in the left column above, substituting the more concise wording in the right column. Doing that, in addition to using the active voice, using positive statements, combining related ideas into one sentence, and avoiding use of "there is" and "there are" will make your writing more direct and forceful. You will, in practice, make every word in your law enforcement reports count.

If you (or some of your male colleagues) would like to build report writing skills, you might be interested in a self-study book, For the Record: Report Writing in Law Enforcement, available from Innovative Publications, Inc., P.O. Box 4906, Eureka, CA 95502. This book was reviewed in a recent issue of *The Badge*. Or you might be interested in a new tutorial course that uses this book as the basis text. This course, "Report Writing in Law Enforcement" is being offered by the Institute for Professional Communications. For further information you can write to me at 9001 Poplar Bridge Road, Bloomington, MN 55437.

Kären M. Hess is an author, editor, consultant, instructor and communications specialist.

Bad spellers of the world, untie!  
--Graffito

# Job and Training Opportunities

• The Woman Officer Survival Course, October 14-18, 1987, Daytona Beach College. \$250. For more info, contact Lois Wescott, 904/254-3033 or Ted Zoller, 904/255-8131, Ext. 3516.

• Officer Survival for Women, October 24-28, 1987 sponsored by Wayne County Sheriff's Training Academy and held in Inkster, MI. For information, contact Dr. Anthony W. Shannon, Director of Training, Wayne County Sheriff Dept., Adm. Offices, 1231 St. Antoine, Detroit, MI 48226. Cost is \$200 per person and seminar is conducted by Off Shoots Training Institute.

• Working with the Opposite Sex by The Business Women's Training Institute. Day-long for only \$44. Call 1/800/423-6540 for location in your area.

• Calibre Press, 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide. Call for dates.

• How to Set and Achieve Your Goals, daylong seminar for \$48. Call CareerTrack at 303/447-2300 to register and learn of locations near you.

• U.S. Air Force -- unclassified civilian positions open to women. For info, contact nearest Federal Job Information Center or write to HQ AFOSI/DPC, Bolling, AFB, D.C. 20332-6001 or call 202/767-4617.

• Business Women's Training Institute, 1/800/423-6540 has a "Leadership Skills for Women" day seminar around the country. Call for dates and locations. Only \$44.

• Northwestern University Traffic Institute has a variety of survival tactics, Officer Fitness and Telecommunicator Wellnes and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

Send us your job opportunities and training seminar notices for publishing. Thanks.

## Subscriptions - - - - -

Enclosed is my \$15.00 annual subscription fee for *Balancing the Badge*.

I'd like a complimentary copy sent to:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**THANKS!!**

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Association Member? \_\_\_\_\_ State \_\_\_\_\_ IAWP

Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Bloomington, MN 55437

# The Only Female Officer



Camielle Call-Tarbet  
8157 North Hwy. 91  
Smithfield, UT 84335

The adrenalin surged as I activated the overheads. This was no practical at POST, this was a real-live traffic stop! My Field Training Officer sat on the passenger side, issuing last minute instructions as I made my very first stop. My heart pumped faster and beat louder when the target vehicle came to a stop and the driver exited, walking swiftly toward my car.

Charm School out the window ,I managed to grab both my flashlight and baton, getting caught momentarily on the steering wheel while stepping from the patrol car. My FTO stood by the passenger door to better observe my handling of the situation.

The full impact of the ultra-conservative community in which I live hammered me like a dead-weight as the vehicle driver made a bee-line across the patrol car headline patch to speak with my MALE FTO! Using my "authority" voice, I said, "Excuse me, Sir." "Sir" glanced at me with a "Surely you're the Chauffeur" look, and continued toward the male officer.

Again, with authority I said, "Sir, I'd like to see your driver's license." This time he stopped, turned and produced the license. He was completely baffled and speechless as I explained his traffic violation.

In his heat, "Sir" knew, as he drove away, that that woman was no girl, that women was a cop!

## In 1985 -- Handguns killed:

- 48 people in Japan
- 8 people in Great Britain
- 34 people in Switzerland
- 52 people in Canada
- 58 people in Israel
- 21 people in Sweden
- 42 people in West Germany  
and
- 10,728 in the United States!

## We're Almost One Year Old!!

Thanks to you, our first anniversary will be a happy one. The first subscriptions come due as of the January/February 1988 issue. Please renew early. You will receive notice of your expiration date. We'd rather use our dollars getting you good stories and interviews than frequent renewal notices. Thanks.

*Linda and Connie*



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437

Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101

1/87



# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. I, No. 6

November/December 1987

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals.

## Birth of a Newsletter ...



By Linda Miller, Co-Editor

Several people have asked how *Balancing the Badge* come into being. The idea was hatched in the summer of 1986 during a conversation I had with Connie. I was telling her about a fellow I had met the previous day -- a former police officer who had quit his job to start a newsletter for police officers. He asked me to recommend officers I knew who may want to write or contribute ideas or announcements to such a newsletter. Listening to him, I was intrigued with the idea and wished I had thought of it myself. But the more I listened, the more I knew I wasn't going to like his newsletter.

He talked about the hot topics he wanted to cover (sexist, racist stuff) and he droned on about the policeman's lot and did I know a poet policeman? I knew this great newsletter idea was going to contain a lot of what I have seen before in police publications and not liked -- maudlin poems and prayers, laments about the trials of being a policeman, gripes about the system, irrelevant reprints of boring articles, lots of shooting scores and little humor and few constructive suggests for dealing with our "lot in life." And, from the sounds of it, a complete dearth when it comes to women in law enforcement.

Additionally, he told me that a certain portion of each subscription would go to help police officers! What police officers? Under what circumstances? How will the fund be managed and disbursed? Can I apply for some? The more I heard, the less I liked.

The next day I told Connie about it. Why hadn't we thought of this first? Together we could pull off something like this -- she's a professional writer and I'm a cop. Connie writes newsletters, among other things, for a living. At about the same moment, we each realized that we had missed the obvious: Women in law enforcement were virtually ignored in police publications. Lots of them are "Long Rangers" -- working in small departments across the country, unaware there are others like them. The chance to read about others in their position ... to network ... to know they are not alone ...

That's all it took. Quick research revealed approximately 30,000 women officers in this country, I was amazed, to say the least. We quickly put together a flyer telling about our newsletter and I delivered them to the IAWP Conference in Denver in September 1986. The next month, we mailed our introductory issue to approximately 500 women who attended the conference ... and we were in business.

**Our biggest challenge** is reaching our potential audience. There are still 29,500 others out there somewhere and they are not easy to find. Names and addresses of officers are well-guarded secrets, of course. Thus we need to continue asking our readers to help find potential subscribers.

The other newsletter also became a reality and I was not far off on my predictions. Every time I read it, I know we made the right decision when we started *Balancing the Badge*.



## TV Cop Speaks Out!

Stephanie Kramer, co-star of *Hunter*, plays a female officer. In the last season, her character was raped. In an interview with Gary Collins on the *Hour Magazine*, Stephanie said that the producers wanted her character to be the victim of rape again this season.

They were working on a 3-part show based on a book, "City of Passion" that included the female officer being raped.

Although Stephanie felt that in the initial show, the entire situation was well done, she took exception with their desire to see this officer victimized again. She refused, saying that having this woman, who was strong and capable of doing her job as a Detective, being raped again would simply perpetrate the image of woman as victims. They compromised: in the upcoming show, she will be victim of an *attempted* rape. Kramer felt it allowed the expression all the emotions the producers were looking for.

Editor's Note: I appreciated the comments she expressed as an actress, as a woman ... and how she felt a woman law officer could best be portrayed. She deserves our credit. Write her at HUNTER, c/o NBC, 3000 W. Alameda Avenue, Burbank, CA 91523



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## What's In A Name?

Andrea is a probation officer, officing in the county jail. She is known as Andi. While trying to convince a male caller that she was indeed in charge of a particular case, he said, "Let me speak to your supervisor." We know what he expected. She obligated, saying, "I'll connect you with Bobbi." Was he surprised to find that this supervisor was not Bobby, but Bobbi. Bobbi confirmed that indeed Andi was the person he needed to deal with. He asked Bobbi for her supervisor. She transferred his call to Bernie. Finally, he was getting somewhere ... until Bernie, a.k.a. Deputy Bernice, answered his call.



## Seattle Bikers

Officer Maurine "Mo" Stich, 26, is part of two 2-person police cyclist team who ride 18-speed, top-of-the-line Raleigh bikes in the Seattle downtown area. According to a November PEOPLE Magazine, these cyclist officers travel about 20 miles a day and can cover a city block in five seconds, traveling at 24 mph. Recently they came upon a crime in progress. The prowler, not realizing they were officers, continued breaking into the car. After being arrested, he kept saying over and over, "That's not fair, that's not fair."

One of the four is slated for promotion and already 20 other Seattle officers have applied to be his replacement. Oregon and Hawaii have inquired how to start a similar squad in their area.

Congrats, Officer Stich, on the positive publicity for your city, department and women in law enforcement.

## We Get Letters ...



Write us your opinions to share with other readers. Your letters, which must be signed, can be published without your name

Dear Editors:

Thank you for *Balancing the Badge*. I find your paper informative, supportive and a way of joining women in law enforcement together throughout the country.

Twelve years ago when I began law enforcement, I shared a walk-in closet, which we called a locker room, with two other women deputies. Now look at us ... we're everywhere. Please keep up the good work of joining us together.

Rita Spaur, Detective  
University of California, Santa Barbara  
Police Department  
Santa Barbara, CA 93106

## WE GOOFED ...!

Dear Editor:

I really love your publication but I would rather get it at my new address instead of having my ex-husband bring it to me. Please change my address.

Keep up the good work because we've needed this for a long time.

D. P.

## We're Almost One Year Old!!

Thanks to you, our first anniversary will be a happy one. The first subscriptions come due as of the January/February 1988 issue. Please renew early. You will receive notice of your expiration date. We'd rather use our dollars getting you good stories and interviews than frequent renewal notices. Thanks.

Linda and Connie

Dear Editors:

On Saturday, September 14, our family had the pleasure of hosting two English Police officers visiting Texas. They visited us because of our membership in the International Police Association, a worldwide organization.

We really enjoyed the visit of Police Constable Peter Cane of Croydon Traffic Unit and Police Constable William Dempster of the Streatham Police Station; both in London.

They spent their first night in Dallas at the West End Market Place, a festival market combining small shops and several nightclubs. It was a perfect spot to give these two bachelors a taste of the Dallas nightlife.

Sunday morning, Officers Mike Warren and Gary Collechi of the Dallas Police Helicopter section, gave our visitors a "bird's eye" view of Dallas from their Bell Jet Ranger. The Constables told us that England has only one police helicopter. That afternoon they rode with Northwest Officers Rex Post and Sabra Bruton, both who put in overtime. Dempster and Post answered a disturbance call resulting in a misdemeanor arrest. Cane and Bruton observed a vehicle reported stolen out of Ft. Worth, resulting in a Felony arrest and a trip to the Dallas County Jail.

Before they left, we visited the Dallas Police Association where they received DPA hats and other items.

We enjoyed their visit, making comparisons. Both officers told us they do mostly foot patrol. Neither carry a gun and when responding to a call, depend more on their physical ability to handle a problem. They do, however, qualify with firearms every three months. They don't hesitate nor do they wait for a back-up, the policy in the U.S.

The International Association of Police has 27 regions in the U.S., however, you can get information on your area by writing my region office at Arizona Region 25, P.O. Box 26908, Phoenix, AR 85069. The Association's objective is both social and service oriented through friendship. There is a small membership fee of about \$10 and I think each region has a small fee as well.

It is great fun to belong in the U.S. and internationally. Any officer who belongs can make contact with another member in the city she is visiting. Through this contact, friendships are made, contacts to visit that city's department and perhaps the opportunity to stay in that officer's home.

Candy Benson  
Dallas Police Department #4327  
Candy is married to Rick, fellow officer in Dallas.

# Cops and Car & Driver



Editors' Note: Car & Driver Magazine, which traditionally has a "how I got the cops" Best Story. This year offered the cops a chance to tell their funny side of the traffic enforcement. We suggested our readers send their "best." Here are two.

Martha DeWolfe Scrock  
P.O. Box 531508  
Grand Prairie, TX 75053

I've been an officer with the City of Grand Prairie, Texas for three years. Every now and then when I make a traffic stop, I encounter a motorist with a bad attitude. Usually the only way to deal with that problem is by being very polite. Sometimes an opportunity to perform an attitude adjustment presents itself.

One cold winter night I paced a motorist at double the speed limit. When I stopped the car, I encountered a well-dressed citizen who obviously wanted to argue the case right there on the road.

I explained to him if he wanted to contest the citation, he could set a court date and let the judge decide innocence or guilt.

Then I handed him my \$3.00 pen, he promptly signed the citation and put the pen in his pocket. When I requested he return it, he said, "That's not your pen, it's mine." I told him if he did not return the pen, he would be placed under arrest for theft under \$20.00, the pen would be booked as evidence and he could explain it to the judge.

Attitude adjusted, he quickly returned the pen.

Martha isn't the only one with such stories, is she? Remember the one about ...? Of course, women in this profession are not surprised by the ending on either story, but we publish them to give you a laugh, bring back a memory for you .. and to encourage you to share them with us all.



I try to take one day  
at a time,  
but sometimes several days  
attack me at once.

--Ashleigh Brilliant

## #2 from Martha ...

I spent two years on midnight shift and seldom worked radar, preferring to look for violators instead of waiting for "gimmes." However, one night at about 3 a.m., I was bored and decided to set up on one of Grand Prairie's raceways. Set up, I started to work a little traffic.

Being female, I was not surprised when a motorist would occasionally ask me why they let me out at night by myself, but this particular night I gained a whole new "female copy story."

Sitting comfortably in the squad car, sipping a soft drink, listening to the stereo, I watched an occasional motorist cruise by at 40 or so. The speed limit was 30 but I was waiting for a "good one."

After a while, one flew by and lit up my radar with a 78. I went after the car and finally got it stopped. As I was getting out of my car, I could see a lot of movement in the violator's vehicle. I approached cautiously and observed a young woman in the driver's seat. She had hiked her skirt almost to her waist and her blouse was not covering much.

As I approached and politely asked for her driver's license, her head snapped around and she looked wide-eyed at me. Comprehension dawned. She said, "Oh, Shit," and got the ticket.

Reported by Carolen Bailey,  
Lt., St. Paul Police Department, MN

In 1982, the International Association of Women Police initiated the International Scholarship Award. The Award pays the expenses for a woman law enforcement officer employed outside North America to attend the Annual Training Conference. The Award is intended to encourage participation by those from countries outside the U.S. and Canada and to increase understanding of the roles of women officers in various countries. The winner is selected by the Award Committee from nominations based on her contributions to law enforcement and to women in the field.

The winner of the 1987 International Scholarship Award is Police Constable Tina M. Martin, Derbyshire Constabulary, England. Constable Martin joined the Derbyshire Police Force in 1979 and is presently assigned to a beat car. She has previously served in the Chesterfield Division as a unit beat car driver, Road Traffic, cycle and foot patrol.

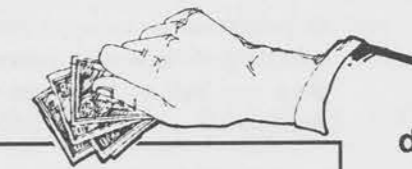
She has impressed her supervisory officers with her hard work and commitment and is well respected by her colleagues. She holds the Duke of Edinburgh Bronze, Silver and Gold Awards. On July 11, 1987, her good work in detecting 22 offenses for burglaries was noted by her Divisional Commander. On November 4, 1986, she was awarded the Royal Humane Society's Resuscitation Certificate for saving the life of a Traffic Warden who had collapsed due to illness at the police station.

# IAWP

On May 28, 1987, she was invited to be part of a special ships' crew to be presented to Her Majesty The Queen. She has maintained contacts with the Sail Training Association Topsail Schooner "Sir Winston Churchill" and is now assisting young victims of crime to participate in this adventure.

Tina is the Police Federation representative for all the women constables in Derbyshire and represents their interests in all aspects of their work and welfare. She has been involved in making practical improvements in the job for women and was recently instrumental in having new protective head gear issued to all women officers on the force. She has worked hard to organize the British Association of Women Police and was accompanied to the IAWP Conference in New York City by nine officers from England.

The first winner in 1982 was Constable Gail Thomson from Galashiels, Scotland Police Force. Other winners include: Sgt. Barbara Fraser, New South Wales Police Force, Sidney, Australia; Officer Josephine Fernandez, Guam Police Dept., Agana; Inspector Phyllis Nolan, Ireland National Police Force, Dublin; Inspector Malka Kisner, Haifa, Israel National Police and Constable Margaret White, New South Wales, Australia Police Force.



...  
**How much  
money  
did you make  
last year?**

...  
**Mail it in.**  
...

Simplified tax form  
suggested by  
Stanton Delaplane

**Affect of New Tax Laws on Children ...** The IRS will allow only one exemption per person, including children under 14. Their investment income will now be taxed at the parent's top tax rate. This rule applies to all the child's investment income above \$1,000 even if the income is from assets held prior to 1987.

**All dependents over 5 need Social Security Numbers** that must be listed on tax returns as of 1987. If you don't have numbers for your children, call your local Social Security Administration Office and they will mail you the forms. Be prepared to furnish birth certificate copy and one or two other documents. You can handle this by mail or at local office.

## Battered Women and Police Involvement...

For your information, *McCalls* November 1987 details the story of battered woman, Tracey Thurman who eventually sued the Torrington, Connecticut Police Department alleging they ignored

her repeated request for protection from her violent husband. Thurman received a \$1,974,000 out-of-court settlement from the city's insurance carrier. Read the article for details.

# Real Cops Don't Have Knuckle Hair ...

Camielle Call-Tarbet  
8157 North Hwy. 91  
Smithfield, UT 84335

Real Cops don't have knuckle hair ...  
Or facial, or even chest hair!

Real Cops don't belch like barbarians. They don't  
chew tobacco or spit barrels of black saliva.

Real Cops aren't chauvinistic. They aren't even  
"macho."

Real Cops don't grow beer bellies .... and they don't  
go bald.

Real Cops don't tell "Big Fish" stories .. they don't  
have to.

Real Cops don't sweat. They glow.

Real Cops aren't afraid to bat their eyelashes  
or shed a tear.

Real Cops occasionally polish their nails and  
wear high heels.

Real Cops are usually shorter and weigh less  
than their counterparts.

Real Cops cringe at being called "honey" or  
"dear."

Real Cops are involved in less traffic accidents  
... yet take more guff about their driving.

Real Cops are there because they really want  
to be -- it's more than a "job."



The preceding was brought to you in light-hearted retaliation of the daily clamor of comments spilled upon us unselectively. All in all, every Cop I know, both male and female, strive for mutual respect among their peers. *Perhaps some department somewhere has unlocked that secret!*

## Dear Abby

### What Are Policemen Made Of?

(Minneapolis Star  
Tribune September  
1987. A writer  
shared the following  
poem from a  
mystery novel by  
Tobias Wells, "Die  
Quickly, Dear  
Mother"  
(Doubleday, 1969).

A policeman is a composition of what all men are, a mingling of saint and sinner, dust and deity. Fewer than one half of 1 percent of policemen misfit the uniform

He, of all men, is at once the most wanted and the most unwanted. He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But, if a policeman is pleasant, he's a flirt; if he's not, he's a grouch. He must be able to start breathing, stop bleeding, tie splints and above all, be sure the victim goes home without a limp -- or expect to be sued. He must know every gun, draw on the run, and hit where it doesn't hurt.

He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal." If you hit him, he's a coward; if he hits you, he's a bully. He must know where all the sin is and not partake. The policeman must chase bum leads to a dead end, stake out 10 nights to take one witness who saw it happen -- but refused to remember.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman. And, of course, he'll have to be a genius -- for he'll have to feed and clothe a family on a policeman's salary.

....

**Editors' Note:** In 1969 there were not 30,000 female officers, as there are today. We want the public and media to realize police officers are not just MEN.

### Comments, Anyone??

Dear Abby ..  
12060 Hawthorne Blvd.  
Suite 5000  
Hawthorne, CA 90250

or to your local paper which carries her column.

## Job and Training Opportunities

• **Working with the Opposite Sex** by The Business Women's Training Institute. Day-long for only \$44. Call 1/800/423-6540 for location in your area.

• **Calibre Press**, 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide. Call for dates. SPECIAL: May 3-4 "Realistic Assailant Control™" for female officers in Saddle Brook, NJ.

• **Deputy U.S. Marshal**. For more information how to apply for openings with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. Marshal service started in 1789 when President George Washington appointed the 13 Marshals.

• **How to Set and Achieve Your Goals**, daylong seminar for \$48. Call CareerTrack at 303/447-2300 to register and learn of locations near you.

• **U.S. Air Force** -- unclassified civilian positions open to women. For info, contact nearest Federal Job Information Center or write to HQ AFOSI/DPC, Bolling, AFB, D.C. 20332-6001 or call 202/767-4617.

• **Business Women's Training Institute**, 1/800/423-6540 has a "Leadership Skills for Women" day seminar around the country. Call for dates and locations. Only \$44.

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellness and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

• **Office Productivity Institute**, 1/800/543-8000 has a daylong seminar helping you establish positive working relationships with co-workers, supervisors and public. Only \$95. Call for dates in your area.

• **Institute of Police Technology and Management**, University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **KEYE Productivity Center** has day-long seminar, "Managing People" for \$96.00. Call 1/800/821-3919 for info and dates in your area.

• **Fred Pryor Seminars**, 1/800/255-6139 daylong seminar, "How to Supervise People" is only \$98. For information on dates near you, call.

• **National Crime Prevention Institute** seminars held at University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987.

• **CareerTrack Seminars**, 303/447-2300 has day seminars on "How to Deal with Difficult People" for only \$48. Call for schedule in your area.

• **National Seminars, Inc.**, 1/800/258-7246 has daylong unique workshop called "Powerful Communication Skills for Women." Call for dates in your area. Only \$59

• **National Career Workshops**, 1/800/258-7246 daylong workshop, "How to Handle Difficult People" is only \$59. Call for locations and dates in your area.

Send us your job opportunities and training seminar notices for publishing. Thanks.

## Subscriptions

( ) Enclosed is my \$15.00 annual subscription fee for *Balancing the Badge*.

( ) I'd like a complimentary copy sent to:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

THANKS!!

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Association Member? \_\_\_\_\_ State \_\_\_\_\_ IAWP

Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Minneapolis, MN 55437

# FBI's Use of Semi-Automatics as Duty Weapons

M. K. Martin  
Action Training Leader for Women in Justice  
P. O. Box 4155  
South Daytona, FL 32021



Agent Dennis Durden was our instructor when I recently updated my firearms instructor certification. Agent Durden had just completed an exhaustive evaluation of .45 caliber and 9mm semi-automatics at Quantico, VA in an attempt to select one for the F.B.I.

Their specifications required the weapon to be • double action, magazine with extended protected pads, • a magazine release that was on the frame to the rear of the trigger guard, • capable of being shot with the right or left hand and • a decocking mechanism that works when the weapon is loaded or unloaded.

These specifications were designed for safety. The normal law enforcement person carrying a firearm is only an average shot and seldom practices between qualifications, therefore the familiarization necessary for comfortable operation of a new tool may be attained slowly. The firearms buff who spends a lot of time with weapons will usually chose a less safe weapon type because his or her individual needs and philosophy are generally geared toward combat.

Choosing a weapon for the troops requires consideration for parts availability and vendor accessibility. The F.B.I. chose the Smith and Wesson .45 caliber model 645. The Sig. Sauer model 226 and 220 were second and lost out due to parts availability. Baretta 92F had the least amount of malfunction and the new Ruger (not yet released for sale) was dead last. Although low priced, the recommendation is to stay away from the Ruger as it was felt it hit the market too quickly and sacrificed quality.

The Glock finished second to last because of problems with the magazine and there was no way to tell if a round was in the chamber. The safety was the second trigger and no decocking mechanism which meant it is carried in the single action mode. A left-handed shooter will have trouble due to the fact one's hand hits the magazine release. Safety was the major problem with this gun.

A major realization for many officers is that the semi-automatic is NOT FOR EVERYONE. Carrying semi-automatics should be optional and one should carry a similar or like weapons on and off duty. Frequent qualifications should be required and drills that involve clearing a malfunction are a must. Firing, reloading and clearing the weapon must become instinct. Ease of reloading and number of shots are the two major benefits of the semi-automatic.

If you do choose a semi-automatic, be aware that even one thinks she or he is an expert and even the gun magazines will guide you in directions that profit themselves. I choose safety and quality and I practice to a point where I am as comfortable shooting it as I am with my revolver. If you choose the semi-automatic, you should be aware of the four major malfunctions and how to clear the weapon if they occur:

- 1. FAILURE TO FIRE:** Hammer falls but weapon does not fire. Solution: Check magazine (in all the way, rounds loaded correctly?), cycle slide.
- 2. FAILURE TO EJECT:** (Stovepipe) Spent case protrudes from ejection port. Solution: Cycle slide by putting your hand on top, hitting the casing in such a way you knock it out as the slide cycles. If this does not work, pull the slide and roll the ejection port toward the ground, remembering to keep the barrel down range. Causes: Defective or dirty ejector/underpowered ammo.
- 3. FEEDWAY STOPPAGE:** (Doublefeed) Slide is not fully forward. Can look at back and tell (out of battery). Solution: Lock slide to rear, eject magazine, cycle slide, replace magazine. Cause: Bad magazine or broken, worn or dirty extractor.
- 4. FAILURE TO GO TO BATTERY:** (Slide not seating). Slide short of being fully forward. Solution: Vigorously slap slide from rear with palm of supporting hand to seat cartridge (tap, rap and go).

If you desire future information, feel free to contact me.



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437

Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101

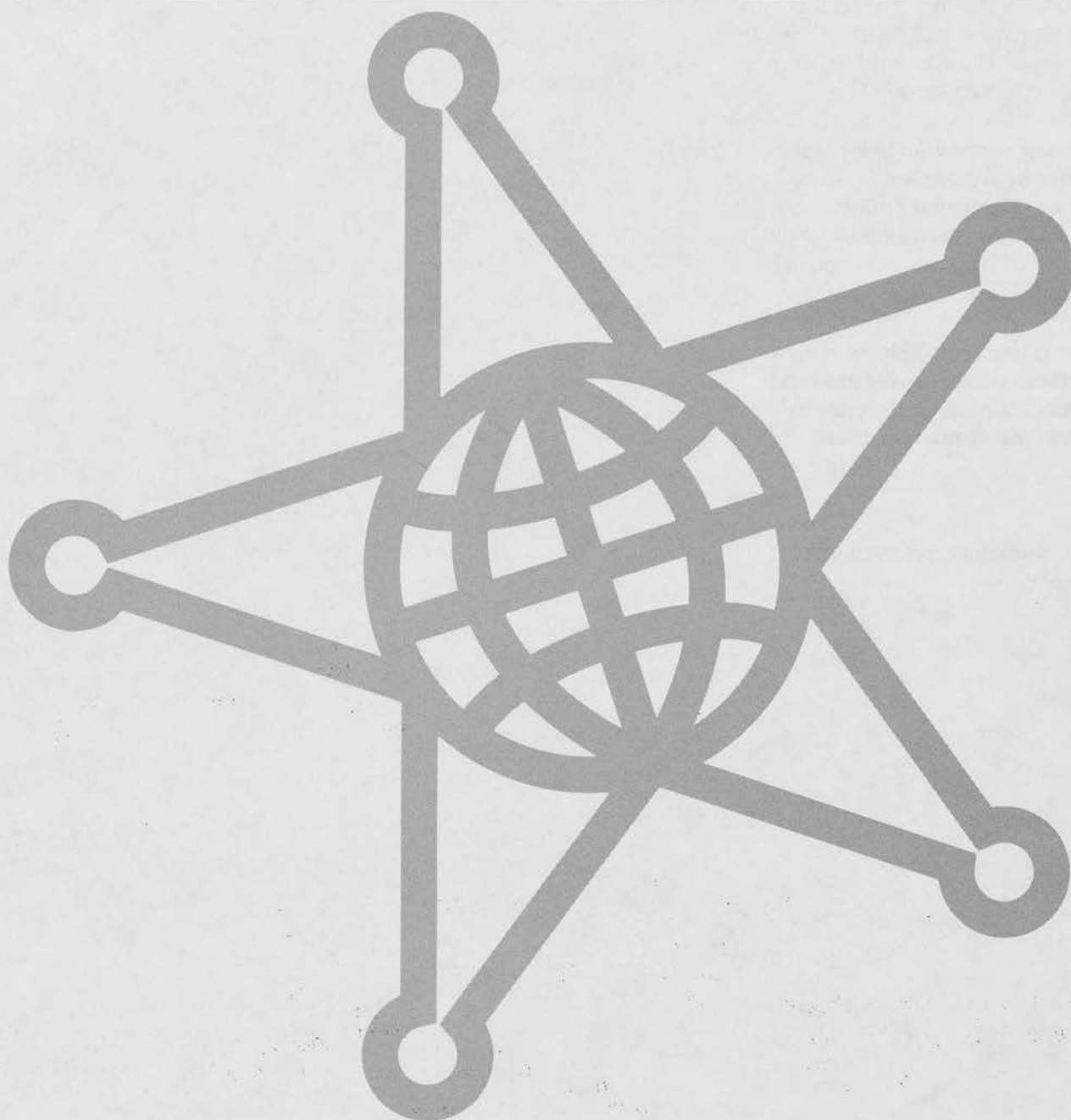
1/87



# IAWP 1988 Election Bulletin

International Association of Women Police

June, 1988



## To IAWP Members:

This bulletin is mailed to all IAWP members whose dues have been paid within the past twelve months as of May, 1988.

This information is provided to all currently paid members of the International Association of Women Police. Each of you is eligible to vote in this election, either by:

★ Returning the ballot that is on the outside back cover of this *Election Bulletin* to the IAWP office so that it is post-marked no later than September 12, 1988  
**or**

★ Casting your vote in person at the Annual Business Meeting, to be held on Thursday, September 29, 1988 from 2:00 p.m. to 5:00 p.m. in the Imperial Ballroom of the Atlanta Marriott Marquis Hotel.

***If you return your ballot prior to the IAWP office by September 12, 1988, you will not be given a ballot at the Annual Business Meeting.*** Ballots will be given only to those members who did not return a ballot in advance.

**Your vote is important! Please return your ballot if you are unable to attend the Annual Training Conference in Atlanta and the Annual Business Meeting.**

Ruth Potter  
Chairman, Nominating and Elections  
Committee

## President



**Kathleen Burke**  
Detective  
New York City Police  
Department

I have been with the New York City Police Department since 1968, serving as a Detective for most of these years. I also serve in the first Female Fraternal Order of Police Lodge #16 in the country. I worked in Undercover Narcotics, the Major Case Squad and recently in the Federal Joint Organized Crime Task Force. In June, 1987 I received the Police Department's highest award, The Medal of Honor, as a result of an investigation into Organized Crime. I was shot in the chest and my partner was killed. I am also a graduate of the FBI National Academy.

I have been a member of IAWP since 1971, and a Board Officer since 1972. I have held the offices of Region 2 Coordinator, Third, Second and First Vice President and have attended every training conference since 1971.

I have actively supported and hopefully contributed to the growth of IAWP by promoting her goals, supporting other members who had personal needs and continue to develop new ideas and roles in this area.

I believe that within IAWP there is much talent and if elected I will work to establish a Speakers Bureau to eliminate our need to "reach out" and create our ability to "reach within." Organizations should be coming to us for expertise. Only we can promote our own.

I would also like to have more members' input as to desired training sessions at conferences.

IAWP has become family. I can't think of any greater privilege than to be able to serve as her President.

## First Vice President



**Janet Crumley**  
Lieutenant Patrol  
Chattanooga Police  
Department

I am a patrol lieutenant with the Chattanooga, Tennessee Police Department. In addition to patrol, I have been assigned to narcotics, fraud, juvenile and missing persons, burglary and robbery and as a shift supervisor at the jail.

I have served on the IAWP Board of Directors as a regional coordinator and vice president and have chaired the woman officer of the year and finance committees. In 1982 I was director of the annual training conference. For the past four years I have worked at the IAWP booth at the International Association of Chiefs of Police Conference. I am now serving as second vice president, chair of the constitution and resolutions committee and working with IAWP/General Federation of Women's Clubs Sexual Assault Awareness Program Liaison Committee.

Membership in IAWP has provided me with many new friends, the opportunity to exchange ideas and excellent professional training. I have been inspired, motivated and encouraged by the accomplishments of our members. The feeling of unity and the sharing of common goals has given me a sense of purpose and strength. I would like to see all women officers become acquainted with IAWP and have the opportunity to share these benefits. Therefore, one of my primary goals is to promote IAWP and encourage membership growth. I also want to see IAWP grow in influence and credibility in the criminal justice field and grow in the services we provide our members and the community.

## First Vice President



**Colleen M. McIntyre**  
Sergeant  
Washington State  
Patrol

It is my desire as a lifetime member with the IAWP to seek the position of First Vice President.

Over the past two years I have held the position of Region 9 Coordinator, which has given me the opportunity to be a member of the board where I have observed and participated in the organization growth, development, and decision making process. I have attended all the IAWP conferences with one exception when I gave birth to my daughter. I feel I can continue to meet the financial obligations necessary to attend all meetings and conferences. My department is also supportive of my involvement with the IAWP.

I recently completed graduate school in June 1988 with a Master's Degree in Public Administration. The skills gained from the education experience will be of great benefit in my future with the IAWP.

I have read and understand the duties of this position and I am willing to accept and fill all the responsibilities of the office of the First

Vice President. I look forward to receiving your support in seeking the position of First Vice President.

## Second Vice President



**Karen J. Beatty**  
Police Officer  
Fort Wayne Police  
Department

I was elected Region 6 Coordinator in 1986. At that time I committed to the responsibility of uniting and teaching women in law enforcement.

I have a strong conviction that there is strength in unity. To that end, I have increased the regional membership 40% (170-238); I assisted WLEOO in affiliating with IAWP; I have provided information and guidance to the Indiana Women Police Association founders; I have identified more than 1100 women officers; and I Co-directed a Regional Conference in Fort Wayne, Indiana, in May, '86 that attracted 99 women from 5 states.

Administrative support is vital to all law enforcement officers. I have attended IACP Conventions to promote the IAWP and to speak with administrators regarding their support for women who endeavor to continue their professional training. My focus is to encourage administrators to provide funding and/or departmental training time to officers wishing to accomplish this task.

The IAWP continues to mature and become more sophisticated. The time is long overdue that we be recognized as a viable organization within the law enforcement community. As we rush into the 90's, this will happen as more women attain administrative rank. It can also be achieved by the IAWP taking firm stands on issues such as maternity policies. There are too many tragedies, including miscarriages and still births, occurring to pregnant officers who face choices between termination, unpaid sick leave, or remaining at their regular details (including uniformed patrol) until delivery. This must stop! IAWP leaders must be willing to embrace this and other legislative issues that are vital to our membership and all law enforcement professionals.

The IAWP has become "family" to me. I know that I can share my joys and sorrows with friends all over North America. A goal for the next decade is to inspire more international growth.

Karen J. Beatty Second Vice President  
*Continued*

I plan to nurture the progress of the IAWP on many levels and to give the IAWP solid leadership. I do this not only for the organizations but for a family I have come to know and love.

## Third Vice President



**Gale Buckner**  
Special Agent/  
Coordinator  
Georgia Bureau of  
Investigation

My name is Gale Buckner, and I am a Special Agent with the Georgia Bureau of Investigation assigned to our headquarters in Atlanta.

I have been with the GBI for seven years and am a Coordinator on the local Violators Narcotics Squad where I supervise drug investigations in North Georgia, involving twelve undercover agents. I have worked general investigations and specialized in political corruption cases.

I hold a BS degree on Urban Life from Georgia State University, and a Masters degree in Public Administration from Brenau College. I am also a certified instructor in Police Science and hold the position of Executive Director on the Georgia Women in Law Enforcement.

I have been an IAWP member since 1984, and am the 1988 Conference Director.

I am asking for your support in my candidacy for the Third Vice President position. I believe it is imperative to the prestige and benefit of the IAWP for our membership to have recognition in order to grow. By playing a part in the formation of GWLE, I realize the importance for illustrating the enthusiasm a professional organization can bring.

GWLE possessed the largest number of charter members in IAWP's affiliation history, according to President Halliday. With the assistance of MEI and our Regional Coordinator, Brenda Bishop, the '88 Conference will be one of which the membership will be proud.

If elected, my primary contribution will be enlarging our membership and gaining support of law enforcement agencies.

Please call if you have questions. Thanks for your support.

See you in Atlanta!

## Third Vice President



**Meritha A. Johnson**  
Investigator  
Sex Crimes  
Detroit Police  
Department

I am Meritha A. Johnson and I would like to be IAWP's Third Vice President. I feel my past professional accomplishments reflect my abilities as a leader.

- ★ A Wayne State University graduate
- ★ A 15 year veteran of the Detroit Police Department
- ★ Promoted to the rank of Investigator in 1986
- ★ Certified "Sex Crimes Investigation" instructor
- ★ 2 Commendations from the Detroit Police Department
- ★ Member of the Lieutenants and Sergeants Association
- ★ Member of the Guardians Police Officers Association
- ★ Member of F.O.P.
- ★ Member of the International Police Association
- ★ Member of the IAWP since 1984
- ★ Member of Women Police of Michigan, Inc. since 1976
- ★ Chair-person of the WPM/IAWP liaison committee
- ★ Received WPM "Certificate of Recognition"
- ★ Member of WPM Board of Directors since 1986
- ★ Delegate to World Baptist Conference
- ★ Youth Advisor — Tabernacle Baptist Church

If elected, my personal goals for the IAWP organization would include:

- ★ Strengthening the role of women in law enforcement
- ★ Increasing the opportunities for women who wish to advance in the ranks.
- ★ Increasing networking among women, not only on a social basis, but on the basis of shared knowledge and problem solving capabilities.
- ★ Identifying and encouraging role models and mentoring
- ★ Providing the skills that women perceive as necessary to attain a higher level of responsibility.
- ★ Paving the way — fighting the skirmishes so we win the battles.

## Third Vice President



**Jan Taylor**  
Veteran of the Morris  
County Sheriff's  
Department

My name is Jan Taylor and I am running for Third Vice President. I am a 15-year veteran of the Morris County Sheriff's Dept., Morristown, N.J.

I have been a member of the IAWP since 1978 and have attended every conference since 1980.

From 1984 until 1988, I have been the Region Two Coordinator. I have been instrumental in the growth of my region. We now have 178 members, a growth of 100% with 29 life memberships.

In 1982, I was instrumental in getting my department to pay half of the life membership for all eight women.

I have been a member of my P.B.A. local, eleven of those years served as secretary and/or vice president. I was also active on our negotiating committee, bringing salaries from \$8,500 to over \$30,000 per officer.

If elected, I promise to support the IAWP by recruiting new members, networking with other enforcement agencies and upgrading our association for future members.

I am very competent and I get the job done right.

## Third Vice President



**Lorna Jean  
Vanlandingham**  
Patrol Officer  
Tulsa Police  
Department

I began my career in law enforcement with the Tulsa Police Department in November, 1978. Currently, my assignment is in Patrol, and I am active in the Field of Training Officer Program.

In addition to regular duties, I routinely conduct crime evidence classes to women's groups within the community. Also, I work closely with Elderwatch, (a senior citizen's program) and my Department's Chaplin Corp.

In May, 1986, I helped organize O.W.L.E. (Oklahoma Women in Law Enforcement) and have remained an active member. I believe in

women helping women, which is my primary reason for wanting to run for Third Vice President of IAWP.

Many fine women in my region are not IAWP members. I am working now for IAWP by trying to increase IAWP membership in this region.

I am aggressive, tenacious and extremely energetic. If elected I will be a tireless advocate for women in law enforcement profession.

## Recording Secretary

**Myra Harmon**  
Sergeant,  
Assigned to Patrol Division,  
Port of Seattle Police Department

I have been a member of IAWP since 1976 and was selected as the Ninth Regional Coordinator in 1978. I continued to serve as a regional coordinator until 1984. During the time I was a Regional Coordinator, I helped start the Washington Assoc. of Women Police and two annual training conferences were held in this region. Since 1984 I have been the Recording Secretary for the Association. I believe I have brought a strong desire, as well as a positive role model, for the advancement of qualified women in the field of law enforcement. I have a strong organizational sense, as well as the ability to communicate well, skills that the position of Recording Secretary requires. Further, I have the ability, flexibility, and the desire to attend Association functions and to assist the Association, both within my state and nationally, to continue to build and grow into a positive force for all law enforcement.

I am a sergeant with the Port of Seattle Police Department. In that capacity I supervise officers patrolling two remote jurisdictions during swing and graveyard shifts. I have attended many law enforcement courses including the FBI National Academy. I am also on the Board of the Oregon-Washington Lawman's Association.

I feel that the position of Recording Secretary best utilizes my skills and talents to the benefit of the Association. I am currently serving in this position and I feel I am performing in a manner that contributes to and enhances the Association. For these reasons, I hereby declare my intention to run for the position of Recording Secretary for the International Association of Women Police and ask that you vote for me.

## Treasurer



**Jo Ann Armenta**  
Sergeant  
Illinois State Police

On March 28, 1979, I started my career in law enforcement when I came to work for the Illinois State Police. This February I was promoted to sergeant and then transferred to the narcotics unit. My prospects for career advancement have taken a decided turn for the good. My renewed excitement and enthusiasm seems to have spilled over into every aspect of my life.

In 1981, I joined the IAWP. After attending 2 training conferences, I was appointed to the Finance Committee, in 1985. For the past 18 months I've served as IAWP Treasurer. I must admit that this has been a formidable learning experience for me. But my 3 year stint working financial crimes was a real asset.

I've seen the management of the IAWP go from an all volunteer force to a professional, full-time staff. I'm proud to say that I played a small role in the selection process and the transition stages of this change-over. I've had a very close working relationship with MEI; I could not be more pleased with the top-notch effort that MEI is making on our behalf.

We are still in transition, however. There are a number of projects that have recently been undertaken, most notably, trying to have the magazine pay for itself through advertising. I want to see this and other projects completed and working smoothly. It's important to me to finish what I start. What's more important is that the IAWP reach its goals — I want to be there to help.

## Sergeant at Arms



**Adrienne Cooper**  
Special Agent  
Office of the  
Inspector General  
Department of  
Health and Human  
Services.

I have been in law enforcement for fifteen years, and have been a federal agent for more than three years. Presently, I am Public Relations Chairman for IAWP. I have actively participated in the association since 1984.

I have a strong concern for promoting the

purpose, aims and objectives of the IAWP. As Sergeant of Arms, I am confident that I will be able to support the IAWP and the Board of Directors as we work together to achieve the IAWP objectives.

## Sergeant at Arms



**Lee Haynes**  
Patrol Officer  
Edgewood,  
Kentucky Police  
Department

Having served on the board of the IAWP for two terms in the past, I have a strong working knowledge of the core and operation of the association. As a regional coordinator I was in a position to be a working, viable member of the board of directors and able to participate in policy making from the ground up. I had the opportunity to work on projects ranging from the IAWP commemorative firearm to the selection committee to choose a management company, which I feel is our "crowning jewel." Our new publication is the culmination of a dream, and it was quite an honor to be a part of the selection team.

In addition to the experience gleaned from the IAWP board I bring other experience as well, in that I have also served on the board of directors of several other professional organizations. In addition to being a "life" member of the IAWP I am on the board of Region 5 of the United States Police Canine Association, I am currently on the board of the Kentucky Peace Officers Association, a past member of the Fraternal Order of Police Lodge 20, and a past board member of the North American Police Work Dog Association as well as a past board member of the Kenton County SPCA. Other professional organizations I am actively involved with include the Police Marksman Association (life member), the Tactical Response Association, The International Association of Chiefs Of Police, and the International Police Association.

What can I bring to the board of the IAWP now, and what do I hope to accomplish? As Sergeant at Arms I feel that I will be able to divert most energies into increasing membership. This is critical for us now as we are beginning to experience growing pains. I already have suggestions to reach those women officers who we know are out there but who do not know of our existence. Unfortunately their numbers are great; it is this type of increase that I would like to see come to fruition. As a board member once again, I feel that I can accomplish this goal.

## Historian



**Lorrie Dorrance**  
Patrol Officer  
St. Paul, MN

Patrol — 11 years; I.A.W.P. life Member — attended yearly since 1978; historian — 2 years I've enjoyed serving in this capacity and would like to continue doing so.

I've reorganized a shortened version of our history in chronological order which will be printed as funds become available.

I also enjoyed sharing a history display in New York with help from our Region 11 coordinator Joanne Tawton.

I would like to take this opportunity to thank Mary Rita Ostrander and Lois Higgins (both past presidents) for helping me fill in our histories missing pieces.

See you in Atlanta!

## Chaplain



**Fannie Mae Johnson**  
Detective/  
DEA Task Force

My name is Fannie Mae Johnson. I am a 15-year veteran of the DC Metropolitan Police Department. Presently I'm a Detective Grade II assigned to Morals Division, Narcotic Branch and detailed to DEA.

I'm the mother of five and the grandmother of one.

On September 19, 1973 I preached my trial sermon. In October 1978 I was approved and ordained by the bishops and elders of the church. I have served in many capacities in the church including deaconess, evangelist, director of religious education, and Sunday School teacher. I've also served as a friend to many of my co-workers in their time of need.

Presently I'm serving as the assistant pastor of Holy Trinity All Denomination House of Prayer, 901 Cedar Heights Drive, Cedar Heights, Maryland. Some of my duties are officiating weddings, funerals, communion, preaching and praying. I've worked with many religious organizations of different denominations.

I've been a member of IAWP for approximately seven years and I've grown to love the organization. Since Chattanooga, Tennessee I attended the conference alone. Each year I would return to my department boosting the IAWP. Last year we had thirteen representatives from DC MPD including our highest ranking female official. While in New York half of the young ladies registered for Atlanta and 10 joined the IAWP.

I know that I could serve well as Chaplain of the IAWP because of my dedication to the Lord, the IAWP and my colleagues.

## Region 1 Coordinator

Connecticut, Maine, Massachusetts, New Brunswick, New Hampshire, Newfoundland, Nova Scotia, Prince Edward Island, Rhode Island, Vermont



**Saranna "Sally" Butler**  
Detective  
Avon Police  
Department

I would like to submit my Declaration of Intent to run once again for the position of Region 1 Coordinator. During my last two years in that position, I have instituted a membership campaign and have seen the Region 1 numbers increase from 40, more or less, to a figure in excess of 100. I am proud of that fact! I have also appointed State Representatives from each of the six New England States and 1 for the Maritime Provinces to assist me in gaining knowledge/whereabouts of all active and cooperative and have spread the IAWP message throughout their respective areas and, hence, the end result has been shown by the increase in Region 1's membership.

I feel that I have just started to "tap" the resources open to me. My goal and aim for the next 2 year term will be the formulation of a State Association, to join with the Connecticut Association of Women Police as an affiliate with IAWP, in each of the remaining 5 States and the Maritime Provinces.

I would like to further my commitment to IAWP by continuing as Region 1 Coordinator and I hope that all eligible Region 1 members will vote for my re-election and I promise to put forth my best efforts and energy to substantiate their confidence.

## Region 2 Coordinator

New Jersey, New York, Pennsylvania



**Grace E. Ridley**  
Sergeant  
New York City Police  
Department

My name is Grace Ridley, a Sergeant in the New York City Police Department, assigned to Internal Affairs. I joined the Department in 1982 and have served in Patrol, Narcotics, and Intelligence units.

I believe a strong Regional Coordinator is the key to IAWP growth. For those unable to attend the annual conference, the Regional Coordinator is the link to the organization. The Regional Coordinator must communicate regularly with each affiliate in the region and encourage those members not reached through the affiliates to maintain interest throughout the year. Equally important, is the Regional Coordinator's responsibility to provide both the Board and the Newsletter with reports of activities within the Region. I believe I can fulfill these responsibilities.

I have been a IAWP member since 1982, having attended the last three conferences. I was a member of the planning committee for the Silver Anniversary Conference in New York City in 1987. I'm also active in the Northeast Association of Women Police, NYCPD Police-women's Endowment Association, NYCPD Guardians Association, National Black Police Officers Association, and N.O.B.L.E.

I believe the affiliate organizations need a voice in the organization. Those who give their time locally should be heard at the National level. My region contains four affiliates, regularly communicate through the affiliates, creating a powerful voice in the region.

I feel the IAWP must take positions on law enforcement issues, including gun control, teflon bullets, and plastic guns. As Region #2 Coordinator, I will work to make these ideas reality. To guarantee the growth of the IAWP, we must communicate internally and externally, letting our members and the public know of our existence and our importance.

## Region 3 Coordinator

Delaware, Maryland, Virginia,  
Washington, D.C.

**Marie Chiarizia**  
Detective  
City of Virginia Beach Police Department

My name is Marie Chiarizia. I currently hold the rank of Master Police Officer with the City of Virginia Beach Police Department where I am currently assigned to the Sex Crimes Unit as a Detective. I have been a member of the IAWP for eight years and began actively participating in the conferences for the past five years.

I coordinated the first Region 3 training Conference in Virginia Beach in 1987 which resulted in the formation of the Mid-Atlantic Association of Women Police and my election to office of President. Our organization is beginning its second year with a name change to the Mid-Atlantic Association of Women in Law Enforcement so that we will attract prospective members from all fields of law enforcement.

I am committed to the goal of reaching as many women in Virginia, Maryland, Delaware and the District of Columbia through both organizations in bringing out information that will benefit all. I feel that both organizations will compliment one another in our mutual efforts promoting women in law enforcement through training, networking and offer the mutual support to each other and I will continually work towards the best interest of the IAWP.

I ask for the support of the members of Region 3 to elect me as coordinator so that we can grow and work together for our mutual concerns and needs.

## Region 4 Coordinator

Arkansas, Georgia, North Carolina, South Carolina, Tennessee



**Brenda J. Bishop**  
Sergeant  
Tactical Division

I am a native of Atlanta, Georgia, married for twenty years to a professional musician and the mother of one son who will be beginning his

first year at my alma mater, North Carolina A. & T. State University this fall.

I joined the Greensboro (NC) Police Department May 20, 1968 and have served as an Investigator in the Youth Division, Patrol Officer, Patrol Supervisor, Crime Prevention/Educational Services Supervisor and currently assigned as a supervisor in the Tactical Division of the Field Operations Bureau.

I hold a B.S. Degree in Social Work, a Masters in Agency Counseling, Advanced Law Enforcement Certification (first woman in the state to receive), and North Carolina Police Instructor Certification.

I am an active member of the North Carolina Crime Prevention Officers Association, North Carolina Law Enforcement Officers Association, North Carolina Police Executives, North Carolina Law Enforcement Women's Association (where I have served as Treasurer, secretary, vice-president and selected as Woman of the Year in 1985, and a life time member of IAWP (having served two terms as Region 4 Coordinator).

In the two terms I have served as a Region Coordinator I have assisted in the development of two state associations and seen a tremendous increase in the membership of this region. I can not help but believe that if re-elected my past experience and contacts I have developed will continued to aid in the growth of Region 4 and IAWP.

IAWP is very important to me and I want very much to continue to play a part in its continued growth.

## Region 5 Coordinator

Alabama, Florida, Louisiana, Mississippi,  
Puerto Rico, Virgin Islands

**Carolyn Crisp**  
Clearwater Police Department

After much thought and soul-searching, I decided to submit my name as a candidate for Region 5 Coordinator. My biggest doubt about running again was that I may not have the time I feel necessary to do the job properly. That problem was somewhat solved within Clearwater Police Department. Also, I recently completed my College, giving me that time extra.

For those of you who do not know me, I have a 13 year old son and a daughter who is almost 17 years old. After graduating from High School in North Charleston, South Carolina, and a Modeling/Finishing School in Atlanta, Georgia, I went to work for Charleston County Police Department in South Carolina beginning February 2, 1970. I married a Police Officer from that Agency and went to work for North Charleston City Police Department,

South Carolina. After my husband was killed in the line of duty I moved to Florida and went to work in Communications for Pinellas County Sheriff's Department, where I worked for approximately 1½ years. Clearwater Police Department called me and I began working there June 19, 1978.

In the last two years as Region 5 Coordinator, I have learned much and am finally beginning to feel comfortable with the position. I hope you will have faith in me to do this job for you again and will support me to do so. I won't let you down.

Thank you!

## Region 5 Coordinator

Alabama, Florida, Louisiana, Mississippi,  
Puerto Rico, Virgin Islands



**Pamela J. Miller**  
Investigator  
Orlando Police  
Department

As a seven year veteran of the Orlando, Florida Police Department and a three year member of the Association I think I am well qualified to serve in this capacity.

Currently, I am a member of the Special Investigations Division, Drug Unit and have a Bachelor of Science in Police Administration from Eastern Kentucky University. My special areas of interest include the training of female officers, particularly in defensive tactics and firearms. Recently I was also appointed the position of International PR-24 Instructor, one of only 20 individuals to hold such a position.

As a founding member of the Central Florida Association of Women Police I well understand organizational dynamics and the commitment necessary for growth and success. In a one year time frame the CFAWP has grown to 40-plus members.

The Regional Coordinator position requires a concerted effort to recruit women to IAWP, and to be attentive to the problems and needs of the membership. The forming of local organizations throughout the region is a priority to accomplish recruitment goals. Additionally, a record keeping system is needed to facilitate networking. Women officers within this region should feel confident in their representative and be able to rely upon support of the IAWP when appropriate.

Pamella J. Miller Region 5 Coordinator  
*Continued*

If selected as the Regional Coordinator for Region 5, I will dedicate myself to the goals of the organization and to women in the law enforcement profession.

## Region 6 Coordinator

Illinois, Indiana, Kentucky, Michigan, Ohio,  
West Virginia



**Patricia Kinsinger**  
Patrol Officer  
Cleveland Police  
Department

When I found IAWP I was elated that, not only did I find one new friend, I found many new friends from this country and others. It became clear to me that other women also cared about our profession's continued growth and development.

Membership in IAWP has many advantages: support, training, and the strength of its members. Increasing membership in IAWP can only give us more of each of these advantages. I believe it is also important that law enforcement agencies be made aware of IAWP and its professionalism. Support from a woman's agency would not only increase morale but also effectiveness on the job.

I see the responsibility of Region 6 Coordinator as a challenge. Many women are still not aware that there is an organization for us to share our experience, get excellent training, and support one another. To this end, I am willing to take the next two years to find those women in each Region 6 state and let them know that they are not alone.

## Region 7 Coordinator

Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota, Wisconsin, Wyoming

No declaration of intent received for this position

## Region 8 Coordinator

Colorado, Kansas, Missouri, New Mexico,  
Oklahoma, Texas



**Jackie A. Roberts**  
Special Agent  
OSB1

Please consider me as a candidate for the Regional 8 Coordinator's position.

I have been employed with the Oklahoma State Bureau of Investigation as a Criminal Investigative Agent for eleven years. I am currently assigned to the Fugitive Apprehension Unit as a Special Agent.

In May, 1986, through the unified efforts of many women we formed the Oklahoma Women in Law Enforcement Association. I was elected President, an honor which will remain in my heart forever. During the year of Presidency and while serving on the Board of Directors, we have supported goals and objectives that coincide with the IAWP's goals and objectives. I have assisted the members in organizing and conducting training seminars, and in recruiting new members.

I have reviewed the general responsibilities of the IAWP officers and the specific duties of the Regional Coordinators and know that I can perform the assignments. I offer my experience in organizing associations and functions to the members of the IAWP.

## Region 9 Coordinator

Alaska, Alberta, British Columbia, Idaho,  
Oregon, Washington



**Claudia Morrison**  
Constable Patrol  
Saanich Police  
Department

Claudia Morrison, 15-year Constable with the Saanich Police Department, Victoria, B.C., Canada; married with two children, 24 years and 20 years. As well as being a fellow patrol officer, my husband is a member of the Greater Victoria Emergency Response Team and a K-9

Officer; this enables me to have some insight into these specialized fields. We are both active members of the IAWP.

I will work to make Region 9 a more active area for female police groups. I believe we will be able to successfully host a Region 9 Conference. By working to increase the membership in IAWP, I believe we will all become better acquainted within our region. I will submit a regional report for each issue of the *Women-Police Magazine*.

I have both the time and the energy to give to the position of Region 9 Coordinator. I travel extensively throughout the States and Provinces within Region 9 and am acquainted with police officers throughout the area. The possibility of having state and provincial representatives within Region 9 to meet periodically is an idea I would like to discuss with other members.

I will work towards changing Region 9 from "just another region" to an active group of participants in the IAWP Family.

## Region 10 Coordinator

Arizona, California, Hawaii, Nevada, Utah



**Kathy Nelson**  
Officer  
Specialist-Patrol  
Mesa Police  
Department

I'm running for my 4th term for the Board of Directors for IAWP, Region 10 Director.

During my time of service on the board I have tried to increase participation in all of my five states. This has entailed much travel to various conventions and activities, at my own expense, as most of us on the board must do.

I've devoted much of my time and energy to promoting IAWP because I feel that our organization is worthwhile and would like to see it one day become a strong voice for women in law enforcement.

We've come a long way in the six years I've been on the board and I've made many new friends throughout my region. I've laid the ground work for increased participation from Region 10 and want to continue to work for its development and growth. I hope to be working with all of you another two years as your Region 10 Director.

## Region 11 Coordinator

Manitoba, Ontario, Quebec, Saskatchewan

No declaration of intent received for this position.

## Region 12 Coordinator

International representation outside of the  
United States and Canada

No declaration of intent received for this position.

## Proposed Constitutional Amendments

The following Constitutional Additions and Amendments have been submitted by a member of IAWP. Additional constitutional amendments may be presented for approval by the Board of Directors at the Annual Membership Meeting. A separate ballot for new issues, amendments, etc., will be available at the Annual Business Meeting for those members who submitted a ballot in advance.

### Introduction

The intent and purpose of this Constitutional Amendment (Article VII) is to provide that the International Association of Women Police Board of Directors is not allowed to grow to an unmanageable size. The Constitution allows for an unlimited number to have a seat on the Board of Directors by virtue of retaining all past presidents. There are currently 26 members eligible to sit on the Board of Directors. This number will continue to grow as each president retires from that position. This proposed amendment stipulates that the Board of Directors shall have no more than 22 members.

Few organizations, either in the private or public sector, provide for past presidents to retain voting privileges on the Board of Directors. Likewise, many organizational structures recognize the valuable knowledge and expertise that past presidents continue to bring to the Board of Directors and the membership represented. Therefore, other vehicles have been developed to utilize the knowledge and guidance of those retired Board members.

The Board of Trustees was inspired by the organizational structure of the YWCA. Members of the Board of Trustees serve in an advisory capacity to the Board of Directors and are highly respected by the organization. However, their advice and counsel are sent to the Board of Directors for discussion, review, and the decision making process.

**Now** is the time to look to our future—the future of the IAWP—and decide if we want our Board of Directors to remain a manageable body.

Subsequent revisions in the Constitution (Article V, Subsection 2 and Article VI, Subsection 2) are necessary if this amendment is adopted.

Respectfully submitted,  
Karen J. Beatty  
1988 Annual Membership Meeting  
Atlanta, Georgia

### Additions To the Constitution Of The International Association of Women Police

#### Article VII\* Board of Trustees

##### 1. Member and Qualifications

There shall be a Board of Trustees whose members are men and women who are in accordance with the purpose of the Association. All members shall be active members of the Association. The President, Executive Director, and Treasurer of the Association shall be ex-officio members of the Board of Trustees.

##### 2. Members and Terms of Office

The Board of Trustees shall be comprised of past presidents and past executive directors. Membership shall become automatic with the expiration of their active term on the Board of Directors. The Immediate Past President of the Association shall remain on the Board of Directors for one year to facilitate continuity and transition. All other members shall remain on the Board of Trustees for an indefinite term. The Chair of the Board of Trustees shall be chosen by that body for a two year term.

##### 3. Purpose and Responsibilities

The Association recognizes the value of the combined resources and expertise of past presidents and past executive directors. The Board of Trustees shall facilitate the input of these resources. The Board of Trustees shall serve as an advisory body to the Board of Directors and shall not have voting privileges on the Board of Directors. The Board of Trustees shall advise on matters of policy, procedure, finance, and other business transactions at the request of the Association. The recommendations of the Board of Trustees shall be delivered to the Board of Directors by the President of the Association.

#### 4. Resignations

Any member of the Board of Trustees may resign at any time by giving written notice to the Board of Trustees and the Board of Directors.

#### 5. Meetings

The Board of Trustees shall hold at least one regular meeting during the year and shall attend the Annual Board of Directors meeting. Special meetings may be called at the request of the Chair of the Board of Trustees or the President of the Association.

#### 6. Quorum

One-third of the Board of Trustees shall constitute a quorum.

### Amendments to the Constitution of the International Association of Women Police

#### Article V Board of Directors

##### Subsection 2 (current) — Members

The members of the Board of Directors shall be the President, First Vice-President, Second Vice-President, Third Vice-President, Recording Secretary, Financial Secretary, Sergeant-At-Arms, Historian, Chaplain, Regional Coordinators, Chairmen of Standing Committees, Past Presidents, and the Executive Director. All members of the Board of Directors shall be active members with membership dues paid for the current year.

##### Subsection 2 (revised) — Members

The members of the Board of Directors shall be the President, First Vice-President, Second Vice-President, Third Vice-President, Recording Secretary, Financial Secretary, Sergeant-At-Arms, Historian, Chaplain, Regional Coordinators, Chairpersons of Standing Committees, the Immediate Past President, and the Executive Director. All members of the Board of Directors shall be active members with membership dues paid for the current year.

#### Article VI Officers and Committees

##### Subsection 2 (current) — Election, Term of Office and Qualifications

All officers except the Executive Director shall be elected biennially in each year by a plurality vote of the members of the association voting in person or by mail ballot.

\*All subsequent articles in the Constitution of the IAWP shall be renumbered accordingly to facilitate this amendment.

Article IV  
Continued

*Subsection 2 (revised) — Election, Term of Office and Qualifications*

All officers except the Executive Director and the Immediate Past President shall be elected biennially in each year by a plurality vote of the members of the corporation voting in person or by mail ballot. The Immediate Past President shall remain on the Board of Directors for one year.

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# Rise to the Challenge!



IAWP Annual Conference  
September 25-30, 1988  
Marriott Marquis Hotel  
Atlanta, Georgia

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Keynote Speaker: Lois Haight Herrington,  
Chairman and Executive Director, White House  
Conference for a Drug Free America.

Thirty-five hours of top-level training,  
including many concurrent sessions, have  
been carefully selected to address the  
important aspects of law enforcement.

Cast your vote in person at the Annual  
Business Meeting, to be held on Thursday,  
September 29, 1988 from 2:00 p.m. to 5:00 p.m.  
in the Imperial Ballroom of the Atlanta  
Marriott Marquis Hotel.

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Registration: \$195 IAWP members; \$230 non-members if paid before July 26,  
1988. For more information, contact: IAWP, P.O. Box 2307, Dayton, Ohio 45401.

# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 2, No. 1

January/February 1988

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals.

## "Can I Kiss the Bride ...?"

Deborah Lancaster, Director, Traffic Enforcement Unit,  
Boston Police Department

During my years as a police officer in Wilmington, North Carolina, I made numerous arrests for drunk driving. Most suspects were docile; a few were either rowdy, boisterous or belligerent. Although my law enforcement career spanned many years, there is one arrest which stands out in my mind.

While driving one of the main thoroughfares in Wilmington, I noticed a vehicle weaving down the road. I continued to observe him for a few minutes while the vehicle crossed the center line three times and nearly struck a parked car. Furthermore, the driver of the vehicle didn't seem to be aware that he was being followed by a patrol car!

After performing several field sobriety tests, I arrested him for driving while impaired. It was a difficult arrest and the suspect was also charged with resisting arrest. The processing and paperwork took several hours and when we finally appeared before the magistrate, the suspect had reached the "happy drunk" stage. As was customary in the jurisdiction, I was required to swear to the contents of my citation. As the magistrate finished her section of the oath, she ended with, "Do you swear that the information contained in this citation is true to the best of your knowledge and belief?"

With my left hand on the Bible and my right hand occupied holding up the suspect, I answered, "I do."

At once, the suspect straightened up, looked at the magistrate and asked, "Does this mean I can kiss the bride?"

Everyone present burst into uncontrollable laughter! The only reply I could mutter was, "Not in this lifetime, buddy!"

When the suspect was tried several months later, his attorney submitted several letters to the judge from the suspect's wife and children in hope of presenting mitigating circumstances that would prevent an active jail sentence. In addition, the defense attorney submitted a copy of an apology letter which the suspect had written to me begging forgiveness for his behavior during the arrest.

Due to the suspect's past driving record, which included five prior DWI convictions, the Court imposed a lengthy active jail sentence under the newly-enacted North Carolina Safe Roads Act.

I will never forget the final moments in the courtroom. The trial had begun in the later afternoon and it was after 5 p.m. when the judge pronounced the sentence. He then reached into his back pocket and produced his wallet. The judge opened it to the picture section and began flipping through, identifying his wife and each of his children, holding his wallet so every person in the courtroom could see. Many of the remaining occupants looked puzzled and confused. The judge then told the defendant that he was sending him to jail so that he wouldn't kill his wife, children or any other innocent bystander. The suspect received one year in jail.

## White-Collar Crime Convictions Rise 18%

White-Collar Crime: non-violent crime for financial gain committed by deception.

1984 Federal prosecutor statistics -- among the 24,507 white-collar suspects were more than 140 people charged with offenses estimated to involved \$1 million or more and 64 people charged with offenses involving more than \$10 million apiece. In comparison, total bank robbery losses reported during 1985 were less than \$19 million, and all robbery losses reported to police that year amounted to about \$313 million.

Community Crime Prevention Digest, October 1987

## 1988 Law Enforcement Torch Run for Special Olympics

In 1987, 30,000 law enforcement officers:

- Ran 26,000 miles.
- Raised \$2 million for Special Olympics.
- Fifty states and 15 countries are expected to participate in 1988.

The run not only raises money but also awareness of the Special Olympics. The Torch Run will be held during the spring and summer of 1988, culminating at the Opening Ceremony of the state or nation's Special Olympics Summer Games.

The goal for 1988 is to see 40,000 runners complete 52,000 miles and raise \$4 million for Special Olympics. Runners get pledges from individuals, schools, service clubs and businesses for their run, carrying the lighted Special Olympics Torch.

Founded in 1968 by Eunice Kennedy Shriver, Special Olympics offers year-round training and competition in 22 sports to any individual with mental retardation, age 8 and up. While more than one million athletes in over 20,000 communities in the United States and 73 countries participate, the organization is committed to reaching out to another million potential athletes.

Camielle Call (Camielle's Corner), a regular contributor, submitted this news release. She participated in Utah's run last year and was asked to sit on the Board of Directors as Public Relations Director for the 1988 Utah Torch Run.



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**DEADLINE:** 1st of month prior to publication date.

**CO-EDITORS:** Officer Linda Miller and Connie Anderson, 612/835-4731

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associations and companies ••

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## Taking Charge of Your Career

David J. Ericson, Lt. with the Bloomington, MN Police Department. David is currently serving as the Director of Training and Development of a regional training program sponsored by the Hennepin County (MN) Chiefs of Police Association.

**Q:** Have you ever felt like an outsider looking in when promotional opportunities present themselves within your organization?

**Q:** Have you ever wondered how or why a certain individual gets promoted while other seemingly more deserving individuals do not?

**Q:** Have you ever been personally disappointed by not receiving a promotion or assignment which you really felt you deserved?

If your answer to any of these questions is YES, you can count yourself among the vast majority of employees in the work force today.

Perhaps you have answered the questions in your own mind through rationalization or by projecting blame on someone else or "the system." We all tend to do this as a kind of defense mechanism to sooth our ego. However, if we were to be totally honest with ourselves, we would realize that these questions do have a far more objective answer. That answer, more often than not, revolves around preparation or lack of same, related to the particular position in question. The purpose of this article is to encourage you to think about your career in a way which may help you the next time you decide to pursue a potential promotion or job change.

1. The first and perhaps the best advice I can offer is to recognize that you have more control over your career than any other single individual. It's a very simple point, but one often overlooked. Once you really accept the truth in this statement, many of the factors which follow in this article become self evident. Every position has certain qualifications associated with it. Only you can decide you you are willing to make the sacrifices which will cause you to meet those qualifications. Without a positive affirmation related to taking charge of this part of your career, you will probably continue to suffer disappointment.

2. Once you've decided to accept the responsibility for your career, you must set some goals relative to exactly what you expect out of it. Without firm realistic goals, it will be exceedingly difficult to achieve any degree of long-term success. The goals you set must be individual, realistic and measurable.

They should relate to both long and short-term objectives and must include a timetable. Once a goal is set, it must be thoroughly analyzed. Ask yourself, what are the important components related to this goal and what must I do to achieve them. In other words, what qualifications must I meet and what sacrifices must I make.

If you have made it this far, you are well on your way towards taking charge of your career and your future. Rest assured that at least 80 per cent of your peers will not reach even this point in their career planning. Of course, **the bottom line is still a willingness on your part to accept the challenges and make the commitment towards achieving the goals which you have set.** Many of the challenges may relate to education or training which in turn may mean a sacrifice for you and perhaps your family in terms of time and money. In some cases you may decide that the price you must pay is too high and you may choose not to pursue a particular course of action. That's fine and it is a decision which hundreds of individuals make each day. The important thing is that it is a decision thought out thoroughly by you and made by you!

Not everything which you can do to enhance your career will require huge sacrifices, however. There are certain steps or actions which you can take, many of which are quite simple, which will help, especially in the long haul.

3. Start by defining your abilities, interests, strengths and weaknesses. Match them against the qualifications related to the objectives you are working toward. When you find a certain weakness which you feel is detrimental to achieving your goal, work on improving it. Gather information from others about these same areas. Oftentimes others may see things which you don't or were unwilling to admit.

4. Develop an information network. Know what's going on in your professional field. You can actively pursue such information through professional publications, journals or magazines. Join professional organizations related to your field and attend their meetings. You will be surprised how the information you gather through these activities will help you in the future.

Aggressively pursue the opportunities which present themselves. Don't be afraid to let people know that you want the position and that you are well qualified. You can bet that your competition will not tell anyone how good you are or how well qualified you are for the job.

6. Look for broad career growth. Don't simply zero in on the next promotional opportunity. Develop patience! At times, it will seem that you are going nowhere and that the next opportunity will never present itself. This is an excellent time to work on improving your skills in your present position. Most advancement processes contain an evaluation component. You must guard against getting so caught up in pursuing future goals that your current performance suffers.

5. Know your organization and the opportunities that exist within it. Advertise yourself by taking on high-visibility projects and working hard to accomplish them.

7. Finally, develop a mentor. Ideally, this should be someone whom you respect who has achieved many of the goals which you have set for yourself! You will find that many individuals within the organization who have achieved success are willing to share the secrets of that success if asked to do so.

8. Above all, don't give up. If you decide that you really want to take on the responsibility of managing your own career and are willing to set goals, accept challenges and make the sacrifices, don't let anything or anyone dull that commitment. Keep up your enthusiasm! Very few things worthwhile come easy, however, very few things are as worthwhile as a good career.

Lt. Ericson has served as a police officer in various capacities for over 24 years. He is a graduate of the Police Administration Training Program at the Traffic Institute, Northwestern University, has a Bachelor's Degree from Mankato State University and a Master's Degree in Public Administration from Harvard University.

"Women are not forgiven for aging.  
Robert Redford's lines of distinction  
are my old-age wrinkles.

Who said it?

-- Jane Fonda



## Readers Respond

### Editor's Comment:

Several of our readers have written that their letters have been sent to Dear Abby about the "What Are Policemen Made Of?" poem.

Some also took the time to write their personal thoughts to actress Stephanie Kramer of Hunter TV show.

Our local newspaper carried an article about former CBS news anchor Water Cronkite's speaking engagement marking the departure of the USS Barque Eagle. Cronkite repeatedly referred to the "men of the Coast Guard." As soon as the speech was over, he returned to the microphone and acknowledge his faux pas -- 15% of the Coast Guard are women.

A personal letter to columnists does count. Keep writing! 30,000 women law enforcement officers should not be "overlooked."

Thanks to you who have renewed your subscription. We will be happy to send a complimentary copy to anyone. Send us their name and address.

Look for *Balancing the Badge's* ad in the February's **POLICE Magazine.**

## Cable TV as a Crime Prevention Tool

Crime Prevention Officer Jerry Maher,  
Bloomington Police Department,  
2215 West Old Shakopee Road,  
Bloomington, MN 55431  
612/887-9600

As part of a DWI Enforcement Project, two police officers stop a suspected violator. A preliminary breath screening test is given, the driver fails and is placed under arrest. He is advised of Miranda, transported to the station, booked, is read the implied consent advisory and is asked to provide a sample of his breath.

At 2 a.m. on a cold Saturday in December, this call was different: the scenario was recorded on a video camera and that actual footage was presented as part of Bloomington's Police Weekly Magazine. The cable TV program is produced entirely by two of the department's officers.

This segment was shown in an attempt to demonstrate not only the seriousness of the drinking driver, but also the impact of the actual arrest. It addresses the decisions that a person under arrest must make regarding evidentiary testing and the consequences involved and hopefully offers the citizens insight in the decision-making process for their own well being and safety.

**TELEPRODUCTION** is the newest crime prevention tool available to police departments throughout the United States. The potential for education of the public who have access to Cable TV is a vast untapped resource.

The Bloomington Police Department has been a pioneer in the field of teleproduction. The program airs seven times a week. The two officers spend a combined ten hours per week in pre and post production. The idea for the program was conceived when cable access air time became available and cost effective.

Newly-assigned to the Crime Prevention department, I had previous radio broadcast experience and was able to design a format that would fit the needs of the department and be of interest to the public.

Initially, the equipment was borrowed from a local cable TV access station; however, after a year of successful programming funds were set aside to allow the police department to buy their own equipment.

The Police Weekly Magazine has aired weekly since December of 1980 with programming that follows a magazine format. The first part is **CRIME TIME** which provides viewers with information about location and types of crimes in the city the previous week. Suggestions are given on what steps can be taken to protect oneself.

**LAWS IN PERSPECTIVE** offers information on various legal questions, usually involving a discussion of laws in the community with a city or county prosecutor or, occasionally, an attorney in private practice.

**SPECIAL GUEST** features an in-depth look at an area within the police department or related field. Topics have included interviews with detectives on subjects such as residential burglary and credit card theft, a discussion with the Postal Inspector regarding fraudulent mail schemes and of special interest was a profile of a suburban burglar.

**ASK YOUR POLICE** answers questions sent in by viewers and visits specific areas of public interest within the department. These interviews provided information on home security, told the public how a squad car is equipped and other things the public was curious about.

It also gives the public a chance to "meet" individual officers through interviews about their specific roles.

Administrators view the weekly cable TV show as an important Public Relations/Communications vehicle for the police department. Once thought of as a necessary evil, communications with the citizens has evolved into a top-priority item with police departments around the country.

A recent survey of local cable viewers identified the **POLICE MAGAZINE** show as the most-watched of all local origination programs. Crime prevention is key in our community and the show lends itself to that objective.

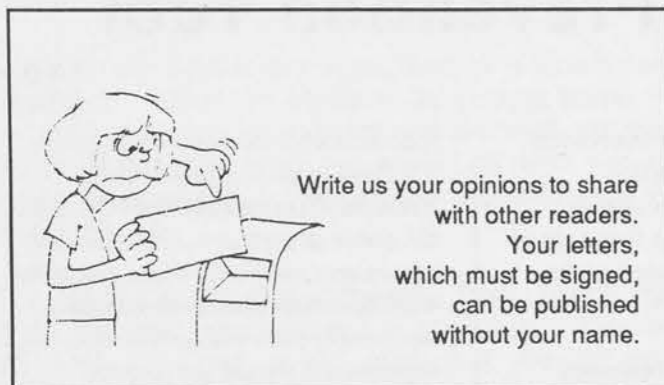
The program has become a prototype for police departments. I've conducted several workshops for officers on the topic of developing and maintaining a cable TV program. Our local show has attracted the attention of local and national media ranging from numerous local newspaper articles to radio and television spots promoting the shows. It is a great way to increase the trust with the public.

I would be happy to answer your department's questions so you can start your own **POLICE WEEKLY MAGAZINE**. It has been very successful for us!

Editor's Note: The other officer mentioned by Jerry Maher is our own Linda Miller, cable TV star extraordinaire.

Your future depends on many things, but mostly on you.

-- Frank Tyger



## Films Help Children Protect Themselves

AIMS Media announces three new crime prevention films for children featuring McGruff the Crime Dog. The popular canine sleuth has helped hundreds of children across the country talk about things that are hard to talk about -- abuse, molestation, drugs, theft, and other crimes. The three new titles are: McGruff's Drug Alert, McGruff's Guide to Personal Safety, and McGruff on Personal Property.

AIMS makes free preview copies of these and all their films are available for purchase. For information, contact: AIMS Media, 6901 Woodale Avenue, Van Nuys, CA 91406-4878. Phone: 1-800-367-2467. Call collect in California and Alaska at 818/785-4111.

"In view of the fact that God limited the intelligence of man, it seems unfair that he did not also limit his stupidity."  
--Dean Acheson

## A Flasher from your Past --

The University of California, Los Angeles School of Medicine researcher completed a study of 250 women who found that childhood episodes as seemingly mild as seeing a man expose himself can negatively influence a woman's psychological well-being for a period of years afterward.

Most often women who have seen a man expose himself or masturbate in public suffer from insomnia, anxiety, depression and social insecurity later on. "Since society considers such instances harassment or nuisances, instead of sexual abuse, many victims do not attach these experiences to their negative feelings. These women

Dear Editors:

What do you do with your life after you've been an active alcoholic and drug abuser, held various other unsatisfying jobs such as a stock keeper for a large factory and a veterinary assistant? I found a higher power to believe in again, straightened out my whole life, and began to feel again for myself and others.

It was time to start knowing my worth. I had been there on the wrong side of the law and society for almost 10 years of my life. I started doing volunteer work with juveniles in prison (over 85% of all people in prisons are there for alcohol and/or drug-related offenses). I got my G.E.D. degree and my Emergency Medical Technician Certificate. This was all after being out of high school for 12 years.

I was really proud of myself, but WHAT'S NEXT? I was still not satisfied. Then it became clear; the only place for me was to find real happiness and fulfillment in my life by becoming a police officer. I felt then, and still do, that I could be useful, making contributions to life's well-being. I have always felt that my past experiences on both sides has helped a lot in relating to the public, especially those issues dealing with the alcohol and drug part of our work.

I've tried to treat the public like human beings whether they have problems or not. Don't we all have a few? It is not the praise or the pay that I crave; it is the commitment that I have made to myself and my higher power to help when I can. This is why I start every day of my job with, "What's next, God, what's next?"

Norma Sue Cotton  
Patrol #34 Conway Police Department  
Conway, Arkansas 72032

P.S. The city has just hired female officer No. 2.  
I sure hope she makes it, too.

Health Magazine, November 1987

## Job and Training Opportunities

• **Working with the Opposite Sex** by The Business Women's Training Institute. Day-long for only \$44. Call 1/800/423-6540 for location in your area.

• **Calibre Press**. 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide. Call for dates. SPECIAL: May 3-4 "Realistic Assailant Control™" for female officers in Saddle Brook, NJ.

• **Deputy U.S. Marshal**. For more information how to apply for openings with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. Marshal service started in 1789 when President George Washington appointed the 13 Marshals. PHONE NUMBER CORRECTION: 1/800/322-3876

• **How to Set and Achieve Your Goals**, daylong seminar for \$48. Call CareerTrack at 303/447-2300 to register and learn of locations near you.

• **U.S. Air Force** -- unclassified civilian positions open to women. For info, contact nearest Federal Job Information Center or write to HQ AFOSI/DPC, Bolling, AFB, D.C. 20332-6001 or call 202/767-4617.

• **Business Women's Training Institute**. 1/800/423-6540 has a "Leadership Skills for Women" day seminar around the country. Call for dates and locations. Only \$44.

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellness and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

• **Office Productivity Institute**. 1/800/543-8000 has a daylong seminar helping you establish positive working relationships with co-workers, supervisors and public. Only \$95. Call for dates in your area.

**Institute of Police Technology and Management**, University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **KEYE Productivity Center** has day-long seminar, "Managing People" for \$96.00. Call 1/800/821-3919 for info and dates in your area.

• **Fred Pryor Seminars**. 1/800/255-6139 daylong seminar, "How to Supervise People" is only \$98. For information on dates near you, call.

• **National Crime Prevention Institute** seminars held at University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987.

• **CareerTrack Seminars**. 303/447-2300 has day seminars on "How to Deal with Difficult People" for only \$48. Call for schedule in your area.

• **National Seminars, Inc.**, 1/800/258-7246 has daylong unique workshop called "Powerful Communication Skills for Women." Call for dates in your area. Only \$59

• **National Career Workshops**. 1/800/258-7246 daylong workshop, "How to Handle Difficult People" is only \$59. Call for locations and dates in your area.

Send us your job opportunities and training seminar notices for publishing. Thanks.

## Subscriptions - - - - -

( ) Enclosed is my \$15.00 annual subscription fee for *Balancing the Badge*.

( ) Enclosed is \$15.00 renewal fee.

( ) I'd like a complimentary **THANKS!!** copy sent to:

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Association Member? \_\_\_\_\_ State \_\_\_\_\_ IAWP

Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Minneapolis, MN 55437

# BRR ... rrr... rrr ...



**Brrrr** ... is an understatement this winter of 1987-88. Most areas of the country have been affected by extreme cold and lots and lots of snow. As we write this up here in the Northland, we're shivering in 20 below temperatures with a -50 wind chill. Keeping warm is essential for everyone, and especially those of you who **MUST** be outside and have no choice.

We need to cover our **heads** to keep the heat loss down -- 50% is lost from the top of your head, hands and feet. Unfortunately, most "uniform hats" don't make it on the fashion parade, but if you're outside ... vanity be darned.

For the optimal cold-weather comfort, **hands** should be covered by mittens (tight gloves are of little value because they trap no air).

Dr. Elizabeth McCullough of Kansas State, was quoted in a Jane Brody's **PERSONAL HEALTH** column that there are four main secrets to winter warmth.

- Create a "blanket" of air close to your body
- Trap it there by keeping the wind out
- Cover your body from head to toe as evenly as possible to close off all escape routes for body heat
- Let body moisture escape but keep outside moisture out.

When you ride in the patrol car, you get warm, your **feet** perspire. Wearing a thin, silk sock under heavier socks will help wick off the perspiration. (For some reason, clean socks seem to keep feet warmer, so change socks once, if not two times daily). Wear thick, loose-fitting, lined boots that can accommodate thick socks.

Wear a vest or wool sweater under your uniform, taking your outerwear off in the car. Layering is the secret for all winter warmth. To keep out the wind and weather, an outer shell of leather, tightly woven nylon or some of the new fabrics such as Gore-Tex are effective. Most allow moisture to escape.

The outer shell should be able to be sealed against the wind; with tight closings at the neck, cuff and hips and a zippered front closing that can be opened if you get too warm. Gore-Tex type pants can be worn, too, to keep legs warm.

Check out the new products: long underwear of Thermex and Lifa, which wick away perspiration. How about those gloves and socks with silver threads throughout, which somehow magically produce warm hands and feet.

We must believe in luck.  
For how else can we explain the  
success of those we don't like?

Jean Cocteau (1889-1963)



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437



Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101

1/88

# Balancing the Badge<sup>©</sup>



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 2, No. 2

March/April 1988

## *Balancing the Badge* exists ...

- To provide a forum to speak to each other and explore our diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals

## Advice From One Who's Been There ...

*Lt. Carolen Bailey of the St. Paul, MN, Police Department, frequently sits on interview/promotion boards. Carolen was an officer for 12 years before she took a promotional exam. She has been a Lieutenant 2 years, in charge of the Vice Unit. Soon she will be preparing for the Captain's promotional exam. She is a superb role model and mentor, a long-time member of both state and International Association of Women Police, and has served as IAWP president. Today, 25% of St. Paul's women officers are the rank of Sergeant or above.*

Lt. Bailey was interviewed by Connie Anderson, Co-editor

Getting ahead takes many things: promotion availability, ability to pass the written test, preparation for the oral interview, but mostly, the belief in yourself, that you can be promoted and will be promoted. Remember: The Power is Within YOU. To help you fulfill this dream, I want to share the many things I've learned while going through the ranks and now as I sit on review boards. I support you in your challenge and efforts!

For many departments, promotion interviews are conducted by people contracted for from outside that city. Most larger departments use the Assessment Center method for testing for promotions above Sergeant. Women seem to do much better in that setting than their male counterparts. A good start to prepare for the Assessment Center is to read "People Skills," a book about role playing. (This very effective study tool is available in libraries or book stores.)

Getting ready for the oral interview will be made easier by following these nine simplified points:

1. Prepare yourself as much as possible by re-reading your training materials, especially materials on the required list that have practical information, i.e. supervisory skills, procedures, etc.

Don't make the mistake of feeling you "can't prepare" for orals. As soon as the department announces promotions, get the books on the recommended reading list. Start immediately to accumulate the books as other candidates will want them too and they may become scarce. Call contacts at other departments and borrow their books.

As you read, outline all key points that could possibly be interview questions. You will be reading lots of viewpoints and the outline will help you the night before the exam when you do an effective review. The outline aids you in keeping the many author's viewpoints separate in your mind. (After the test, mark which questions you had outlined to see how effective your study method was.)

A 100 percent of the written test questions will focus on the written material that was recommended reading.

2. After you've prepared by studying, plan to arrive at least an hour early for the interview. Why? You will be given the questions ahead of time. Bring pencil and paper to outline your answers prior to the interview. (Make neat notes as the interviewers will take them before the interview.) These notes will help you be well organized, stress all the important

points and guarantee you'll do a good job in your interview. Plus, arriving early will give you time to calm down and have some quiet time.

3. **Your appearance is important.** Should a woman wear her uniform? It depends on whether she has just come off duty and has a time limitation, and also, on how well she feels her uniform fits and she looks in it. Appearance really does count. Interviewers make a lot of conclusions about a person in a very short time.

Avoid anything excessive: jewelry, clothing, makeup. Specific aspects of your appearance may cause the interviewers to wonder: Does a woman with long fingernails have the ability to fire her gun effectively? Does she look like "professional" officer? This would be a good time to have an "interview" suit to wear; the men all do!

As you enter the room, you give interviewers their first impression. What's next? Extend your hand and shake hands with all. Women are not accustomed to shaking hands. Men will usually not extend their hand to a woman unless she does it first. Shake each one's hand firmly and with confidence.

Now that the nervous butterflies are really attacking you, this is a great time to take a long, deep breath, letting it out slowly ... and remember: **BELIEVE IN YOURSELF AND YOUR RIGHT TO BE THERE ... TO BE PROMOTED!** A recent *Cosmopolitan* article, the "Secrets of Job Success: From getting noticed to getting promoted" is excellent. It contains many fine points for interviewing for any kind of position or promotion.

You now present an air of confidence because you have prepared yourself to handle the situational kinds of questions they will ask. The promotion climate is good for women and other minorities based both on the hiring requirements and the fact that women do better on oral interviews and at Assessment Centers.



4. **Prepare a resume.** The Assessment Centers require one. Preparing a resume does several things: you will look professional; have thought through your accomplishments, skills and strengths; be aware of what you consider your "weaknesses," and will be able to concisely answer questions. Outline your accomplishments, detail your work experiences such as in investigation, public relations, speaking, etc. Resumes tell "what you can do for your department." (An officer usually doesn't think of herself as needing a resume as other promotion seekers do).

Think through your goals. *It gives you perspective.*

Women are often asked to speak because people want to learn about women in law enforcement. Do it! It's good practice (and looks good on your resume).

5. In the interview, be ready to answer what are your strong points, without bragging. **ALWAYS BE POSITIVE, NOT NEGATIVE; SUPPORTIVE OF OTHERS, NEVER CRITICAL!** When asked about your weaknesses, don't answer with what could be considered an insurmountable problem -- make it a "positive" weakness. Say something like: I find I always trust people too much, or I find I work such long hours that I get tired.

Be prepared to discuss your department's policies, such as affirmative action and your feelings about it, what problems do you see it presents.

You will be dealing with situational type problems: how to handle the public and crime scenes, plus internal situations. Review your department's training manual, policies and procedures. The interviewers know that at times, there is no right or wrong answer, but be prepared to explain why you answered a certain way. They will be impressed with your knowledge if you've done all that reading and review.

6. **Be assertive.** Speak up with a strong clear voice (don't mumble). Realize these is not just one correct answer. You can use appropriate humor. Show that you can get along with people.

7. **Analyze your panel;** size them up as they size you up. Take great care not to alienate any of the panel members by displaying insensitivity toward other women or minorities. You must control your own biases in your answers and in your work. How you answer the questions is as important as the answer ... it shows how you size up the situation and react correctly.

8. **Inappropriate questioning about your personal life,** etc., ... (if it still exists). The candidate should answer the question without any display of anger. Answer objectively and pleasantly. If, after the interview, you feel your chances were lowered by that question, you have a strong position for challenge (and this can be done even if you get the promotion -- to prevent it from happening to someone else). All interviews are recorded and of course, there are several people present to substantiate the inappropriate question.

9. **Listen and respond carefully:** Recently, in preparation, a woman had read the recommended text by O. W. Wilson. (His treatment of women officers is very sexist.) A question was how women officers should be treated. The other candidates replied logically -- "equal," but because the question was, "According to O. W. Wilson ..." she had to answer what she didn't personally believe to be true. Following the interview, the woman officer submitted a written challenge about the relevance of the question based on the sexist attitude. Although she disagreed with the answer, it was the correct one, based on the total question.

9. **Practice and prepare:** Work with a friend or another woman officer, and preferably an officer who already has been through the interview process. Work on your answering techniques and preparation of your thoughts. Think about how a colleague would describe you and your strong/weak points.

**NOTE:** All candidates must be asked the same questions. Be prepared to back up your answers as more questions may be asked about your answers. These 5 or 6 questions can be supplemented by individual interviewer's questions, usually about the candidate's personal viewpoint.

**A candidate is rated on these points. Consider carefully how you will respond.**

1. **Tact and attitude:** Is the candidate courteous, diplomatic, congenial and tactful?
2. **Ability to express your thoughts well:** Does the candidate express ideas clearly, use logic, have organized thought, and the ability to express thoughts precisely and clearly.
3. **Judgment:** Does the candidate understand the consequences of her answers/actions? Does she provide justification for her response? (You need to show why you made the decision, how you thought it through logically.)
4. **Ability to work with others:** Cooperation, teamwork and flexibility in working with others.
5. **Ability to understand and adjust to any situation:** Does the candidate know the situation or concept and easily grasp new ideas?



**Getting promoted in a nutshell:** Be determined. You need to make up your mind you are going to make it, study and do it. Enlist a mentor's help and encouragement. *Getting someone else involved will force you beyond where you may go alone* Plan and prepare. Remember ...

*It wasn't raining when Noah built an ark.*

Howard Duff

As each woman gets promoted, she must bring other women officers along with her. More women in positions of authority will benefit all women. When you've succeeded, share with others so they too can be promoted.

#### Reference materials:

*New Woman Magazine*, March 1988 -- "Never Be Nervous Again" is an excellent preparation for interview jitters. The article details the "Sarnoff Squeeze," a process that removes the nervous twitches that appear both internally and externally.

*People Skills*, soft cover book. Excellent resource about role playing hints that are very helpful in oral situational interviews.

*Cosmopolitan Magazine* recent issue -- Has an article about the 15 important points interviewers look for when hiring.

## How to Be Miserable

1. Use "I" as often as possible.
2. Always be sensitive to slights.
3. Be jealous and envious.
4. Think only about yourself.
5. Talk only about yourself.
6. Trust no one.
7. Never forget a criticism.
8. Always expect to be appreciated by others.
9. Be suspicious.
10. Listen greedily to what others say of you.
11. Always look faults in others
12. Shirk your duties if you can.
13. Always do as little as possible.
14. Never forget a service you may have rendered.
15. Sulk if people aren't grateful for your favors.
16. Insist on consideration, acknowledgement and respect.
17. Demand agreement with your own views on everything.
18. Always look for a good time.
19. Love yourself most.
20. Be selfish at all times.

**This formula is guaranteed to work!**

# Eyes in the Back of Your Head



By Steve Albrecht, San Diego Police (Reserve)

Traffic stop safety is a frequent topic of police magazine columns. Many officers have written excellent articles, whose sole purpose is to remind you to be careful during a car stop. In California, the recent release of some confidential information concerning the training and tactics of known Neo-Nazi organization members makes the subject of traffic stop safety even more critical.

Without revealing too much classified information, it's safe to say that if you've read any bulletins concerning Neo-Nazi white supremacist groups in the last six months, you can tell these people are not fooling around. The gist of the story coming from several Criminal Intelligence Units around the state is that a certain group of para-military thugs have established elaborate plans for murdering police officers during traffic stop encounters.

This information should make you consider your safety habits during every single traffic stop you make from now on. It's that serious.

Many organized terrorist groups rely on the expertise of former and current military (and police) personnel to advise them on such things as weapons, explosives, and diversionary tactics. Unfortunately, few police officers (except for SWAT members) have had recent training in these areas, even if they do have an extensive military background. The advantage in weaponry, firepower, and assault tactics is clearly on the side of the terrorists. That's why we have to use what we have plenty of: intelligence, street safety awareness, and the desire to survive any dangerous encounter.

The murderous tactics of these people show us they have clear-cut plans for cop killing during any possible contact with the police. As an example, these people like to finance their operations with armored car or bank robberies. In a robbery situation involving the police, the lead car would contain the suspects, and the trailing car would be driven by so-called "normal" people, usually a man and a woman, neatly dressed. During a traffic stop of the first car, this "average" looking pair in the rear car become cop killers. They should continue to tell you that you cannot judge people solely by their appearance. Men and women in nice clothing will kill you just as fast as any scruffy-looking dirtbag.

If you can pump a number of rounds at the rear suspects, you may take them by surprise. The second key to this attack technique is to move *towards* the suspects as you fire. Remember that the suspects in the first car are still a threat to you. If you can eliminate the rear suspects by firing and moving in their direction, you may be able to position yourself behind *their* car, so you can deal with the front group. This way, you put the second group's car and your patrol car between you and the first set of suspects.

I'll admit these ideas seem contrary to our training, i.e., cover and concealment, target acquisition, etc., but we are talking about a life and death situation where there is no sure way to win.

Whatever you choose to do, the point is don't just stand there with your head buried in your ticket book and let someone sneak up behind and kill you. If you feel you may be threatened by someone coming up on foot or in a car, drop what you are doing and move away, with gun in hand if necessary.

My feeling is that during any kind of traffic stop, another car that isn't a police vehicle should have no reason to pull up behind my parked unit. If I see a suspicious car come up behind mine during a stop, I'm going to take any action I need to protect myself, even if that means dropping my ticket book, pulling my gun, and calling for cover because I feel I'm being threatened.

The unfortunate part of this scenario is that there is no one "right" way to react. If you have hostile suspects in front of your car and another pair in back, you don't have many alternatives for cover, unless you're near a brick wall or something similar.

While this rock-and-a-hard-place scenario is difficult at best, you can try several alternatives. One technique used successfully in Viet Nam during ambush assaults is to turn on your opponents and return immediate fire. The idea is to turn as soon as you see the hostile threat from the rear car, draw your weapon, and fire multiple rounds downrange at them. These people expect you to look for cover before you begin to shoot, so you can take advantage of this perception.

A story from Lt. John Morrison from San Diego Police explains the wisdom of this tactic. In the early 80's, a cop killer in San Francisco area used the same M.O. to shoot several officers. He would wait until he saw an officer writing a ticket before he approached. Witnesses reported that he usually had a map or what looked like a fix-it ticket in his hand. He would come up near the officer and say, "Oh, I can see you're busy. I'll just wait over there."

The officer would usually nod his head as the suspect stepped away and then continue to write his ticket, not bothering to give him any more attention. Just some guy wanting directions or a cite signed off, right? Wrong! As soon as the officer's guard was down, the suspect would shoot him in the back.

Just because someone looks harmless doesn't mean you should treat him or her like any other street person until you know otherwise. If this person wants something from you, take care of it and send him along. Put the person in between you and the car you've stopped, so you can watch them both. Turning your back on a person in the street or a car you've just stopped is never a good idea, whether you're alone or with a partner.

## Juvenile Officers -- This is for YOU



By Linda Miller, Co-Editor

If you're looking for top-notch education in matters pertaining to juvenile crime, child abuse and the administration of justice, head for the Delinquency Control Institute (DCI) at the University of Southern California in Los Angeles.

This prestigious school, in existence since 1946, has over 3,000 graduates from all 50 states and forty foreign countries. A six-week course, presented each January and September, DCI provides not only a specialized education for police officers but opportunities for networking and development of friendships from all corners of the world.

DCI Director, Robert J. Barry, retired Special Agent of the FBI, served as Senior Resident Agent of the L.A. International Airport Office for many years. The Assistant Director, Walter Burford, retired after 24 years with the Manhattan Beach, CA Police Department, where he headed the Juvenile unit.

AS a recent graduate (February 1988) of DCI, I can confirm that the entire experience was a positive one, professionally and personally.

For me, the bottom line is that if you don't know what's going on, don't wait to find out. I'd rather write an entire carton of reports explaining to my supervisor why someone thinks I "overreacted," then have the Homicide detectives explain to my family how I failed to react when faced with multiple armed suspects and multiple suspects.

Nobody was born with eyes in the back of her head, but if you want to survive in this job, you need to develop the power to see behind you and to know what to do during any kind of contact. After you've made a stop, continue to pay attention to your surroundings, not just to the car or the citation in your hand, but all around you, on both sides, and even above. If you see this car-stop murder scenario developing, and from all indications it may happen in the future, you should already know what to do and where to go.

Article by Steven Albrecht cannot be reprinted without direct permission of author. Contact The Badge editors for information.

Southern California just happens to be a wonderful place to be for six weeks, especially if it's January and you're from Minnesota. The accommodations are excellent -- students from outside the Los Angeles area live at Marina Del Rey and commute to campus.

The tuition is \$2,000 and the school arranges complete scholarships for students who request them. It seemed that most everyone in the class I attended was a scholarship recipient. Successful graduation provides you with six college credits, either undergraduate or graduate level, and extra credits are available for those who wish for (and pay for) them.

The curriculum covers youth gangs to firesetters and everything in between. For more information, write:

Robert J. Barry, Director  
Delinquency Control Institute  
3601 Flower Street  
Los Angeles, CA 90007  
or call 213/743-2497.

## Get Involved ...



The special Law Enforcement Torch Run for Special Olympics is a series of runs that takes place in all 50 states and countries around the world. This is an annual event that takes place every spring or summer with the purpose of raising funds for the Special Olympics.

From its humble beginnings in 1981 in Wichita, Kansas, the Torch Run has grown. In 1987, over 30,000 law enforcement officers ran 26,000 miles and raised over \$2 million. **The 1988 goals are 42,000 officers, 52,000 miles ... and \$4 million.**

Get involved!

Officers find a sponsor or Adopt-A-Cop and solicit funds in her or his name and organization for each mile run. For additional information, contact your state's office or local chapter of Special Olympics.

Lt. T. J. Sweeney, Bloomington, MN Police Department  
Minnesota Law Enforcement Torch Run Project Coordinator, 612/881-2333

## Oops ...

We goofed. Deborah A. Lancaster, who submitted the "Can I Kiss the Bride" article in our January/February issue does not work for the Boston Police Department as we stated.

Deborah is the Director of the Traffic Enforcement Unit of the Boston Transportation Department.

This unit is part of a new joint effort between the Boston Police Department and the Boston Transportation Department. Deborah manages 50 Boston Police Officers and Cadets (pre-recruit program for 18-23 year olds). They are responsible for traffic control and direction in the downtown area of Boston.

Our apologies.



**CROOKLIGHT**  
(kruk' lyt)

**N. The one light  
you always leave on  
to discourage  
burglars.**



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**CO-EDITORS:** Officer Linda Miller and Connie Anderson, 612/835-4731

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## Job and Training Opportunities

### JOB OPPORTUNITIES:

• **Deputy U.S. Marshal.** For application to apply with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. 1/800/322-3876

• **Los Angeles Sheriff's Department,** Sgt. Nick Lopez, LA County Sheriff Recruitment, Star Center, Room A108, 11515 S. Colima Road, Whittier, CA 90604. Now hiring female officers.

• **U.S. Air Force** -- unclassified civilian positions open to women. For info, contact nearest Federal Job Information Center or write to HQ AFOSI/DPC, Bolling, AFB, D.C. 20332-6001 or call 202/767-4617.

### TRAINING:

• **Child Abuse & Exploitation Investigative Technique Training Program,** Dept. of Justice. Available in 1988 in ND, KY, WA, MO, MN AND PA. Contact National Center for State and Local Law Enforcement Training, Federal Law Enforcement Training Center, Glynco, CA 31524 912/267-2345. They have many other training programs. Inquire.

• May 11-15 **Stress Awareness and Resolution Course for Women Law Enforcement Officers,** contact Art Chete, Director, Florida Institute of Criminal Justice, Central Florida Community College, P.O. Box 1388, Ocala, FL 32678 904/237-2111 x 382

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellness and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

• **Calibre Press,** 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide. Call for dates. SPECIAL: May 3-4 "Realistic Assailant Control™" for female officers in Saddle Brook, NJ.

• May 7-11 - **Officer Survival for Women** - Off Shoots Training Institute, Durham Co. Sheriffs, N.C. 404/365-8998

• April 20-22 **Child Sexual Abuse: Offenders, Victims & Survivors,** Duluth, MN. 218/726-4751 Cindy Graham

• May 16-18 - **Practical Homicide Investigation, Institute of Police Technology and Management,** St. Augustine, FL 904/646-2722

• May 10-12 **Crime Prevention for Youth,** Chicago;

• July 12-15 **Planning and Managing Crime Prevention,** Memphis,

• Sept. 26-28 **Revitalizing Neighborhood Crime Watch,** Seattle. All three seminars for crime prevention practioners are sponsored by U.S. Department of Justice. For information, contact RobbinSparks, National Crime Prevention Council, 733 15th Street, N.W., Suite 540, Washington, D.C. 202/393-7141.

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

• **Institute of Police Technology and Management,** University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **National Crime Prevention Institute** University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987.

• Sept. 29-Oct. 1 • **National Crime Prevention Council and Youth Crime Watch of America** Second Annual Youth Crime Prevention Conference in Miami. Write Monica Lamote, NCPC, 733 15th Street, N.W., Washington, D.C. 20005

### CONFERENCES:

• May 12-13 **IAWP - Region 7 Training:** Contact Julie Kurtz612/373-3550, University of Minnesota Police. Held at Radisson University Hotel, Minneapolis "Women in Uniform" Penny Harrington is keynote speaker.

## Subscriptions

( ) Enclosed is my \$15.00 annual subscription fee for *Balancing the Badge*.

( ) Enclosed is \$15.00 renewal fee.

( ) I'd like a complimentary copy sent to:

**THANKS!!**

Name \_\_\_\_\_

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Association Member? \_\_\_\_\_ State \_\_\_\_\_ IAWP

Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Minneapolis, MN 55437

## Author Requests "Your Experiences"

A London, England officer is preparing a study that will appear as part of a serious academic text, intended for students of criminology, police studies, etc. It is intended to be jointly published in the US and Britain.

All interviews will be confidential and presented anonymously.

She is coming to the "States" and would like to talk to as many women officers as possible about your unique and/or distinctive experiences.

To express your interest, write her directly, or contact her through Deborah Lancaster, c/o Boston Transportation Department, 200 Frontage Road, Boston, MS 02118 (617) 725-3900.

The author is Frances Heidensohn, 55 Grove Avenue, Muswell Hill, London, N10, 2AL, England.



*Progress always involves risk;  
you can't steal second base and  
keep your foot on first.*

Frederick Wilcox



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437

## Unique Travel Opportunity

The Citizen Ambassador Program, based in Spokane, is sending a delegation of women police officers to China.

The dates are August 10 -31, 1988. It is a very unique opportunity to be the official guest of the Chinese Ministry of Public Security.

One quarter of the world's population lives within the boundaries of China, yet only recently has China taken its place in the international law enforcement community by joining INTERPOL. In April 1982, a new police force, the China People's Armed Police Force, was established to safeguard public security and citizens' lives and property.

Although it not an inexpensive trip (\$4,500), the cost is still a bargain and is tax deductible. This is part of the People to People program, established in 1956 by President Eisenhower for the purpose of promoting goodwill and understanding between countries. The Citizen Ambassador Program is responsible for administering professional and scientific exchanges between interested countries

Approximately 25 women will be invited to attend. We are in the process of preparing the invitational letter. I am thrilled to be asked to lead this delegation. We look forward to telling all *Badge* subscribers about the trip.

Carolyn Bailey  
St. Paul Police, MN



Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101

1/89

# Balancing the Badge<sup>©</sup>



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 2, No. 4

July/August 1988

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore out diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals

## What Does Ambition Look Like on a Woman?

Phylliss Henry

3211 30th Street, Apt. D30  
Des Moines, IA 50310

"You have a lots of things going for you," Andrea's chief told her, "but you lack ambition."

"Chief," she asked, "what does ambition look like on a woman?"

Andrea's question challenged her chief's reliance on measures long considered sacred in the police profession: ambitious officers pursue promotions; ambitious officers pursue challenging assignments, and if you do not pursue every available promotion or lust after every challenging assignment, you lack ambition.

Andrea, I fear, is not the only female officer accused of lacking ambition, nor the only woman who has turned the accusation upon herself. Yet, a reliable measure of ambition would consider not only where a person wants to go but where they've been, as well. We short-change ourselves and feel guilty needlessly when we let administrators use desire for rank and "choice" assignments as the only measure of our ambition. Rather than berate ourselves or spend endless hours on self-induced guilt trips that may, in the end, force us into bad decisions, let us reconsider instead the measure of an ambitious person.

When Andrea entered police work 12 plus years ago, she lived in a world that hired female nurses and male doctors, female school teachers and male administrators, female secretaries and male bosses, female social workers and male cops. As a girl who acquired her worldly knowledge from one small corner of a large city, ambition to Andrea meant breaking away. Ambition was experiencing more, and saying, as a grown woman, "I want more." "For me," Andrea said, "police work was independence, life on my own, a man's salary -- a salary I could live on. What had been available to me before was the world of secretaries and clerks -- and small paychecks."

Forsaking convention, Andrea entered a profession inhabited by men and fashioned after the male stereotypes. Consider the hurdles Andrea climbed to become a sworn officer and compare those with the hurdles a male would typically face.

A male entering police work enters a profession in which possibly his father, brother, uncle, or next-door-neighbor (male) preceded him and socialized him into a profession that opened wide its arms because he was, stereotypically "one of theirs." (That statement is not made to denigrate males, but to simply to point out the existence of a social fact that affects recruits differently.) The same hurdles would face a male entering a female-dominated profession. Although recruits may not be

Phylliss Henry (continued)

responsible for the condition of the profession they enter, the simple fact remains: certain social conditions help some recruits and hinder others. For those who face large hurdles but successfully scale them, how can we say they "lack ambition?" If throughout an officer's career we measured ambition like heat on a thermometer, the mercury for some would rise their first day in the academy.

Andrea's ambition, the part her chief had trouble measuring, caused her to challenge her limited world; it created a desire in her to experience more of a larger world. Her ambition moved her from one metro police force to another; it gave her the determination to make her way in an unfamiliar city; it improved her environment and let her pursue the elusive American dream -- the dream of finding a better quality of life for herself and her family.

Andrea's ambition propelled her into a world that as a young girl she didn't know existed for her. Because of her ambition she made a significant niche in a world that was never meant to be hers. Ironically, Andrea stood before her chief wearing sergeant stripes and anticipating her college graduation. After years of work, she was two classes away. Can anyone honestly believe Andrea lacked ambition?

Another example: the officer who is a single parent, the family's primary source of emotional and financial support. This officer is more than likely a woman. Oh, I've heard about the outrageous settlements ex-wives have won ... "she gets 80 percent of my check," he said, "and she lives better than I do." But most of us have met more women who are the primary support of their children than males who received the short end of a 'generous' divorce settlement." It's another face we didn't create but one we must live with nonetheless: after a divorce a woman's standard of living drops while the man's increases.

This single-parent officer may very well be the person you greeted this morning in the mirror. If so, you know the value of time, the importance of planning, and the sheer exhaustion brought about by doing everything. You recognize the luxury of fixing dinner while your spouse (or significant other) runs to the store for bread and milk and the luxury of reading to your children or helping with their homework while your spouse does the dishes.

You know the cliché, "two can live as cheaply as one," refers to time, not money. As a single parent, YOU DO IT. Maybe you're single parenting by choice; maybe not -- it makes no difference. When it comes to managing time, it's a fact: two can live more cheaply than one.

Humans have limited energy, and that energy must be regenerated. Even regeneration requires energy. Each day you find the energy to meet your family's needs, and before tomorrow, you find enough energy to do your job. If financially you keep your head above water and emotionally, you keep everyone else's there as well, do you lack ambition? Do you instead lack the time and energy that would allow you the luxury of pursuing something new?

If you suffer and rejoice with your children as they travel through life, and if while sitting at their high school graduation you beam with pride at what they've become, pat yourself on the back because your ambition made it possible. As a female police officer, a world that for you was never meant to be, is now yours -- and it's now theirs as well. Your ambition made it so and that's something to be proud of.

Andrea asked her chief to describe what ambition looks like on a woman. She knows what ambition looks like on her. I know what ambition looks like on me. And I suspect you know what it looks like on you. Ambition is not the sole domain of those who seek the chief's seat or the trail of assignments he left behind. We know we cannot accurately measure ambition's intensity or its value to the department using only traditional standards. When necessary, we must demand that our administrators change their criteria for measuring ambition. Life challenged each of us differently. We need not apologize to ourselves or others because we met those challenges in ways not measured by the conventional criteria of our profession. Rather, we need only to ask ourselves this question: Did we meet those challenges? If we answer yes ... THEN ENOUGH SAID!

Phylliss was a Des Moines, Iowa officer for ten years and was a Sgt. when she left active duty to pursue a Ph.D. in Communications Research. She is now employed in the related field of legal communications consulting (forensics). Phylliss' dissertation for her Ph. D. is on police socialization, the "fitting in," with an emphasis on how it's different for men and women officers.

*Dear Editors ...*

I have received your newsletter for a year now and thought I'd write to let you know what a great job I think you are doing. I really look forward to your newsletter.

I hold the title of Bergen County Corrections Officer. In August, I will give this title up to become a Bergen County Sheriff's Officer. This is considered to be a promotion. I took the physical performance test with 34 male officers also seeking a promotion. The article on physical fitness in the May/June issue helped a lot. I had no problem completing the test.

My next test will be to complete 18 strenuous weeks at the Mahwah Police Academy; graduation will be December 20.

I am married to a retired sheriff's officer and we have two sons, ages 8 and 4. My husband was on the job for 13 years before pursuing his own business. He was the one who got me started by simply saying, "Take the test, you've got nothing to lose." I have been on the job for two years now and have decided to make police work my career.

When I saw your logo with Lady Justice holding the scale, my first thought was her scale should have four sections as women have to balance the career, housework, husband, children and throw in some free time for herself ... and the badge goes along because once it's in your blood you feel like it never comes off.

In the future, I think it would be nice to hear from a few of the husbands of women officers. I have read many articles from wives of police officers. What about the husbands? Do they have the same feelings? Do they worry when we are late coming home? Do many women officers stop at the local gin mill on the way home to unwind?

Perhaps when I complete the academy I will have a story that you might like to publish. Now I just wanted to write you with my renewal. Keep up the good work!!!



Officer Barbara Stio  
Carlstadt, New Jersey

**Announcements!**

• **Alabama organizes locally.** All female law enforcement officers in Alabama are invited to join the Alabama Association of Women Police and unite in a professional organization. Advantages: training seminars, statewide recognition, and support. For information, contact Alabama Association of Women Police, P.O. Box 19125, Birmingham, Alabama 35219.

• **Women in Justice** is having an October camp on Human Relations & Communications Skills, held at Ocala National Forest, Oct. 12-16. Cost is \$250 per person, food and lodging included. For information or to register, contact Jill Shaaf, Coordinator, Florida Institute of Criminal Justice, P.O. Box 1288, Ocala, FL 32670

**Goal-Setting is Key to Peak Performance**

Goal-setting behavior is a key quality of peak performers. Goals structure your time, behavior, and energy efficiently and effectively. They help you get out of ruts and recover your direction. Like other principles of effective management, we need to be reminded once in a while about goal setting.

**1. Define your goals in writing.**  
Commit your goals to writing. Until they are written down, they are not really goals but part of the never-ending "someday I am going to ..."

**2. Identify your biggest obstacles.**  
What stands in the way of accomplishing your goal? Until you know realistically what you are up against, you won't be prepared to discover appropriate solutions.

**3. Determine your #1 obstacle.**  
There is usually one obstacle that's "the biggie," something that you need to handle first to clear the way and move ahead. It may be your attitude about something, a resistance or a particular situation.

**4. Identify choices for dealing with this obstacle.**  
Write down all solution options; remember the rules of brain storming and withhold judgments, the least feasible may be the best solution.

**5. Set a deadline.**  
Make a schedule to meet your deadline. Develop mini-goals and mini-deadlines, work with obtainable results.

**6. Reward yourself for mini-deadlines met.**  
Pat yourself on the back, treat yourself to something special, share your accomplishments with a close friend, celebrate!

**7. Review your goals each and every morning and evening.**  
Daily, check over what you accomplished that brought you closer to your goal. Monthly, make modifications as needed, keep your check-off lists as tangible proof that you are moving ahead, despite setbacks and detours along the way.

**8. Create mental images.**  
Be clear about your final results. Stay flexible on how you are going to achieve them. Spend a relaxed few minutes each day holding in your mind a crystal clear image of how things will be when you have fully realized your goal.

Adapted with permission of Maria Arapakis,  
Softpower Resources Inc.,  
6121 Rockridge Blvd. So., Oakland, CA 94618.  
No reprinting without direct permission.

*"Women marry men thinking they're going to change them, and they never do.  
Men marry women hoping they will never change but they invariably do."*

Estelle Getty, one of the star of Golden Girls, in her new book, "If I Knew Then What I Know Now, So What."





"One of the fastest growing, most visible crime control programs in the United States is Crime Stoppers, also known as Crime Solvers, Secret Witness, Crime Line, or other names. These self-sustaining programs join the news media, the community, and law enforcement as an alliance to involve private citizens in the fight against serious crime.

"Assuming that some individuals are unwilling to volunteer information to the police either because of apathy or the fear of criminal retaliation, Crime Stoppers offers cash rewards as an inducement and anonymity as protection to persons who provide details leading to the arrest or indictment of suspected criminals."

National Institute of Justice, September 1986

The most effective law enforcement program to come along in 25 years began in Albuquerque, New Mexico, in September, 1976. Described as a wet-behind-the-ears detective, Greg MacAleese complained to his wife in April that the citizens just didn't want to get involved in helping the police solve crimes. Her advice that he should do something about it is how Crime Stoppers started. With the support of his Chief Bob Stover, a Board of Directors was formed and by September, \$7,500 had been raised.

Although it was far short of the \$25,000 goal, the program was organized as a non-profit corporation. Then the first Crime of the Week was aired on KOAT-TV (ABC affiliate) on September 8, 1976. Det. MacAleese and Lt. Hostetter reenacted the robbery/homicide of a 19-year-old university student who was working during the summer as a gas station attendant. The next day a witness called with information which led to the quick arrest of two suspects who were later convicted of robbery; one was convicted of murder.

The next month the concept was tested in court when the defense attorney filed a pre-trial motion to force the disclosure of the Crime Stopper informant. Despite three appeals, the informant's name never was revealed and the man was convicted. (The informant later decided to testify in the trial and was a critical part of the prosecution's case.)

Soon departments in other areas heard about the success of Albuquerque's program. Orlando, Florida's program (the first outside of New Mexico) started in July of 1977 and gained national publicity with the solution of the "Bird Caper" -- the theft of some rare, exotic birds that ultimately resulted in the recovery of more than \$1 million worth of stolen items taken in burglaries throughout the East Coast.

## "You Don't Even Have to Give Your Name."

When Crime Stoppers founder, Greg MacAleese was named National Police Officer of the Year, it greatly impacted the program by giving the concept national legitimacy. Then new programs started and a nationwide clearinghouse was established in Albuquerque to aid other communities in setting up their own program.

In 1980, more than 200 persons attended the first national Crime Stoppers conference which featured FBI Director William Webster as keynote speaker.

The program became international when Calgary, Ontario, Canada, developed the concept for its 600,000 residents. Within months, dozens of crimes had been solved and encouraged other Canadian cities to join. Today, the program is used successfully in Canada, England, The Netherlands, West Africa, New Zealand, Australia and Singapore.

### So how does Crime Stoppers work ... Really?

*A witness calls the local number. (In Minneapolis-St. Paul seven-county metro area, it's 45-CRIME.) A code number is established between the witness and the Crime Stoppers officer. No names are used. You are asked to call back after police have had time to investigate your tip and determine if the information led to an arrest. When you call back, you identify yourself only by your code number, and if an arrest was made, you are eligible for a cash reward*

**Unlike many reward programs, Crime Stoppers pays on arrest and not for conviction.**

*A volunteer board of directors, made up of citizens in the community, determines the amount of the reward and makes payments in a manner that is satisfactory to the witness, allowing him or her to remain anonymous.*

### Crime Stoppers International can be reached at:

3736 Eubank Blvd., N.E.  
Suite B-4  
Albuquerque, New Mexico 87111  
505/294-2300

continued ....

### Does Crime Stoppers work ...?

Crime Stopper's national publication, *The Caller*, May's issue listed these impressive statistics, recapped results since 1979.

Programs reporting	509
Cases solved	178,100
Narcotics/stolen property recovered	\$1,023,082,494
Defendants tried	37,931
Defendants convicted	36,892
Rate of conviction	97%
Rewards paid	\$13,990,292
Average reward paid per case solved	\$77.31

**Yes, it does.** For example, in the Minneapolis-St. Paul area, in the first quarter of 1988:

- 30 criminals are off the streets
- \$1,553,000 in stolen property and narcotics was recovered
- \$12,000 in rewards was paid



## Choice and Commitment

In a land where people are free there are choices to be made.

After the alternatives have been considered, a decision must be made or there is no progress.

After the arguments have been completed, a commitment must be made or there is no action.

After the testimony has been heard, a verdict must be reached or there is no justice.

After the campaign is ended, a vote must be taken or there is no democracy.

A society cannot long survive where none will choose and all will let things drift.

Where people cannot decide, their problems will accumulate.

Where people will not make commitments, their lives will be filled with crises.

Where people will not vote, their freedom will erode.

Free people live neither within endless walls nor in endless open spaces, but within walls that have doorways of choice.

Some see only the walls -- and do not feel free.

Some see only the open spaces -- and feel adrift.

Some see both walls and doors ...

the boundaries that hold us together

and the choices that keep us free ...

AND THESE ARE THE PEOPLE WHO BUILD AND ENJOY!

Warren H. Schmidt, Ph.D., School of Public Administration, Delinquency Control Institute, University of So. California

### Annual Conference:

## International Association of Women Police -- Atlanta

All women officers are invited to Atlanta, Georgia, for five days filled with 35 hours of training and education, plus insights and socializing. There will be a exhibit area.

The cream of the crop of law enforcement officers will help you recharge your batteries, a recharge that is needed as you are constantly challenged to keep up with the latest techniques and tools, and integrate your career with your personal lifestyle.

Registration fee: \$230 for IAWP members  
\$250 for nonmembers.

The fee includes two lunches, five receptions, two evening events and one banquet. Daily registrations are available for \$60; \$70 nonmembers. Interested in joining other dynamic women officers? Call or write today for more information:

IAWP Conference  
P.O. Box 2307  
Dayton, Ohio 45401  
513/223-2625

Lodging arrangements are direct with Atlanta Marriott, 265 Peachtree Center Ave., Atlanta, GA 30303.

# Monica Smith: Dallas Police Association

Roseana L. Sims  
Dallas Police Association, Board member

Monica Smith's story has been told and retold in many local and state publications. Somehow the trail always follows the same fence ... how does an ex-nun, born in Guatemala, become president of the 2,300 predominately -male Dallas Police Association (DPA).

When I asked Monica if I could tell the "real story," she initially felt the story had been done, that is until I told her I wanted to tell how she felt about what she was doing and how others feel about her.

Although I've been a DPA member since 1980 when I joined the Dallas Police Department, I didn't come to know who Monica was until 1985 when I started work with the Wish Upon a Star Foundation. Monica had been around long before that. Her DPA experiences spanned ten years as representative from her Division; then elected Vice President and President in 1987. She worked on every committee and attended myriad of functions.

The Foundation work made me realize what a caring woman she was. We went out together with other police volunteers to grant wishes -- wishes for ill and hospitalized children (see Wish Upon a Star article).

Inspiring others is what she is all about ... and she is why I ran (and was elected) Director from my Division. Some leaders tell their people what to do and some leaders do nothing after being elected -- she fits neither category. She has become "someone to believe in" for the association's membership.

Monica Smith,  
President,  
Dallas Police Association



Although the media has focused on the "first Hispanic female" elected as President since DPA began in 1959, the membership didn't see it that way ... she was the most qualified candidate.

Monica herself wants to pull away from those labels and simply work toward the best solution with the best people. She finds humor in the local agitators reference to the DPA as an "elitist white/male" establishment, when the Board itself consists of Blacks, Hispanics, a Native Americans and woman.

She works very hard to get the community and city and police to understand each other. She often travels to show her slide presentation, going to local civic and religious organizations. The theme is DPA's concern for the crime problem and the wish to tackle it, hand in hand with its citizens.

A woman of the 80's on the go? She still has time to sit with families of police officers shot on duty or bring breakfast and the necessary assistance funds to the spouse of a deceased officer killed in the line of duty. She is also there when a disheartened officer calls in, "I had to shoot someone ... what do I do now?"

Monica Smith ... doing the best job she can for the Dallas Police Association..



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# Job and Training Opportunities

## JOB OPPORTUNITIES:

• **Deputy U.S. Marshal.** For application to apply with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. 1/800/322-3876

• **Los Angeles Sheriff's Department.** Sgt. Nick Lopez, LA County Sheriff Recruitment, Star Center, Room A108, 11515 S. Colima Road, Whittier, CA 90604 *Now hiring female officers.*

## TRAINING:

• **September 26-30, 1988 International Association of Women Police -- Annual Conference,** Atlanta, Georgia Contact IAWP, P.O.Box 2307, Dayton, OH 45401

• **Sept. 28, 1988 - Women in Law Enforcement: Management and Organizational Issues** Day-long seminar addressing issues specific to women. To register for conference in Orange, CA., contact Dr. Janet Henkin, Chapman College, Criminal Justice Institute, 291 E. Sandpointe, Suite 250, Santa Ana, CA 92707 714/662-1986

• **Child Abuse & Exploitation Investigative Technique Training Program,** Dept. of Justice. Available in 1988 in ND, KY, WA, MO, MN AND PA. Contact National Center for State and Local Law Enforcement Training, Federal Law Enforcement Training Center, Glynco, CA 31524 912/267-2345. They have many other training programs. Inquire.

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellness and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

• **Calibre Press.** 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide.

• **Oct. 17-20 International Society of Crime Prevention Practitioners.** Detroit, MI. Excellent workshops. For information, contact ISCPP Conference, 2110 Park Avenue., Suite 452, Detroit, MI 48201

• **Oct. 3-4 Women in Law Enforcement seminar.** 2-day session limited to women. Topics: assertiveness training, police marriages, sexual harassment, stress management, etc. Contact Regina Mersey, Ohio Peace Officer Training Academy, P.O. Box 309, London, OH 43140 614/852-5768. \$25 a day, \$50 both days. Open to all women officers. **NEW**

• **Sept. 26-28 Revitalizing Neighborhood Crime Watch,** Seattle. Seminar for crime prevention practioners is sponsored by U.S. Department of Justice. For information, contact Robbin Sparks, National Crime Prevention Council, 733 15th Street, N.W., Suite 540, Washington, D.C. 202/393-7141.

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

• **Institute of Police Technology and Management,** University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **National Crime Prevention Institute** University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987. **NEW SCHEDULE JUST OUT!**

• **Sept. 29-Oct. 1 National Crime Prevention Council and Youth Crime Watch of America** Second Annual Youth Crime Prevention Conference in Miami. Write Monica Lamote, NCPC, 733 15th Street, N.W., Washington, D.C. 20005

• **Delinquency Control Institute:** **Child Abuse** sessions, all given in California, starting in October, running through May, 1989. **Juvenile Justice Update,** November 7-11, 1988 and April 24-28, 1989, given in Los Angeles. Out of state tuition is \$400 each. For information, contact Delinquency Control Institute, Juvenile Justice Update, Tyler Bldg., 3601 South Flower Street, Los Angeles, CA 90007 213/743-2497

## Subscriptions

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Association Member? \_\_\_\_\_ State \_\_\_\_\_ IAWP

Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Minneapolis, MN 55437

# Wish Upon A Star ...

Roseana L. Sims, Dallas Police Department  
2108 Jackson Street  
Dallas, TX 75201  
214/747-6839

Many communities have a similar program, and in Dallas, the Police Association wanted to do something to give part of themselves back to their community.

In 1985, Wish Upon A Star was born. This non-profit foundation grants wishes to chronically or terminally-ill children. In less than three years, we've granted the dreams of over 75 children with quick responses to the child's wish. Sometimes it's a bicycle, a visit from GI Joe or other cartoon characters, a Cabbage Patch Kid or toys for the kids. Other time, the need is for a wheelchair or wheelchair lift to help the child be more mobile. One child requested a visit from a certain large mouse named Mickey.

Often the requests are crucial as the child is very ill. When the Mickey Mouse request arrived, participating volunteer officers quickly visited, left mouse ears, toys and special memories taped for the child's family video machine. Two hours later the child died.

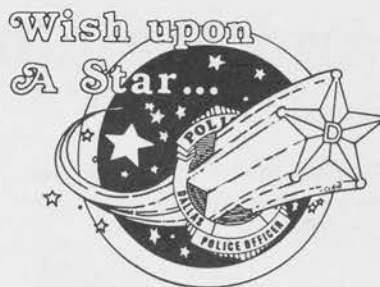
Officers cope with these kids' death by believing that they were instrumental in making the last moments happy ones. To become any closer would be very painful for the volunteers.

The first wish granted was the hardest. A hospital social worker called about a little girl who was terminally ill with a brain tumor. She wanted to see Big Bird, who arrived with gifts from the local J.C. Penney store. When she died, the Foundation purchased the headstone and covered burial costs. (We have often been asked to provide funeral expenses when the parents cannot. Local businesses can be credited for their help in these special cases.)



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437

Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101  
1/89



Hospitals are eager to have officers visit because it is difficult for a small child to undergo the rigors of hospital care and be separated from family. Officers in full uniform are seen pulling red wagons down the hall, with a child clutching his new toys. Often these stories go unnoticed by the media as it often appears to prefer other kinds of stories involving police.

Lots and lots of local businesses cooperate, providing space, equipment, toys, etc., as needed to fulfill the wishes. We couldn't exist without them.

**For additional information** about Wish Upon A Star Foundation, contact Phyllis Ellison, Coordinator, at above address/phone.

**Readers ... if you are going to the IAWP Conference in Atlanta this September, we'd like your help to cover and report on all the excellent speakers.**

If you are interested, please contact us immediately for details.



# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 2, No. 5

September/October 1988

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore out diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals

## Pedophilia/The Patrol Response

By Linda Miller, Co-Editor

Patrol officers, if they're typical, are more than uncomfortable when they encounter evidence of the sexual abuse of children. Their unsureness of how to proceed or how to make sense out of what they see may result in the situation continuing unchecked or in the investigator receiving less than the available information and evidence needed. Patrol officers can become as skilled in recognizing pedophilia as they are in picking up on any other criminal activity. Training is the answer.

Pedophilia, a sexual perversion in which children are the preferred sexual object, has been revealed in recent years as a form of child abuse which occurs far more often than either the public or the law enforcement community ever realized or thought possible. It's now believed that one out of four girls will have been sexually molested by the age of 18 and that one out of ten boys (probably more) will also have been molested.

As patrol officers go about their duties, they can expect to encounter cases of sexual abuse of children, some of which will be reported to them and some that they encounter by chance. In the latter case, the officer may not recognize it as a sexual abuse situation because patrol officers receive little or no training in recognizing and dealing with this type of crime. Like the civilian population, officers may have little in their background and experience that would help them identify what is happening. In addition, like the rest of society, they may believe myths about abuse which serve to reduce their effectiveness in these situations.

Protecting children from further abuse and building a case against the child molester may depend on patrol officers having the skill and knowledge to respond appropriately in conducting a thorough preliminary investigation and in dealing with child victim(s). In addition, an officer who knows how molesters operate will be able to become proactive within her/his patrol district, recognizing potential problem locations and picking up on pedophilia activity when it's behind the "suspicious person or vehicle" call.

Basic among things officers should know about pedophiles is that they may be upstanding citizens, active in church or community organizations, may be nice, friendly, well thought of, and hard workers. None of these qualities means the person couldn't also desire sex with children.

It is also important to know that while pedophiles prefer to have sex with children, they can and do also have sex with adults. Often sex with adults is a means to get close to children, such as the pedophile who sleeps with a single mother in order to maintain access to her children.

There is also a distinction between child molesters and pedophiles; that being that the child molester is a person who sexually molests children. The pedophile has a sexual preference for children and may fantasize about having sex with them. But if he does not act on his desires, he is not a child molester. He may find instead legal outlets for his fantasies by engaging in sex with adults who look like children (small stature, flat chested,

## Pedophilia - continued

no body hair) or act like children (immature, talk baby talk). Others may act out child fantasy games with adult prostitutes. It's impossible to estimate how many pedophiles exist who have never molested a child.

Although it is not necessary for patrol officers to be trained abuse investigators, knowing the elements of applicable statutes, the characteristics of pedophiles and the victims and what behavior should alert their suspicion, will contribute to the overall effort to protect children and prosecute abusers.

This type of training in police academies and inservice training programs will help officers react competently to these situations. Including information about pedophiles in the curriculum will also emphasize that victimization of children is a common crime and deserves to be a priority in police work.

The training experience will provide most officers with many "clicks" -- finally having the information to process those strange or unusual circumstances they have seen over the years and never been able to make sense of: the young children who talk about sex with a knowledge far beyond their years; the lone male who takes rolls of film of fully clothed kids at childrens' sporting events; the "pied piper" guy who is always where the kids are, the man who gives away quarters to kids at the video arcade. None of these activities is illegal, nor would any of them provoke more than passing interest in most people. But to the officer trained in the methods of the child molester, any of these would warrant a second look and probably an information report routed to the department's child abuse investigation unit.

Officer Linda Miller investigates child abuse cases for the Bloomington Police Department, Bloomington, MN. She received training from the Delinquency Control Institute of the University of Southern California and the Child Abuse and Exploitation Investigative Techniques Training Program of the Department of the Treasury, Federal Law Enforcement Training Center.

### • Clip ... and Save for further reference! •

**The child molester who prefers children as sex partners has repetitive and highly predictable behavior and will exhibit many if not most of the following indicators:**

- Was once a victim of sexual abuse
- Dated little as a teenager
- Dishonorable discharge from military
- Frequent, sudden moves from city to city
- Bold, frequent and risky attempts to obtain children
- If married, has a "special" relationship with spouse children
- Excessive interest in children
- Socializes with children and teenagers
- Has limited adult relationships
- Prefers only a certain age and gender of victim
- Holds idealistic view of children
- Will develop ability at selecting vulnerable victims
- Maintains access to children (through job hobby, volunteer work or neighborhood friendships)
- Activities with children often exclude other adults
- Seduces with attention, affection and gifts
- Skilled at manipulating children
- Has hobbies and interests appealing to children
- Home is furnished with youth oriented decorations
- Frequently photographs children (often fully clothed)
- Collects child porn or erotica

## Officers Sculpted in Bronze

Sculptor Rodger Brodin's work will soon be known nationally as he is the artist commissioned to create the seven foot sculpture of "The women of Vietnam" which depicts an nurse dressed in fatigues. She has a stethoscope around her neck and is holding a upturned helmet.

The integrity artist Brodin portrays in this sculpture that will stand in Washington, D.C. is the same as he shows when sculpting male and female officers for different departments. His brothers, John and Neil, are Minneapolis police officers.

Rodger is usually commissioned by a department design a bronze miniature. Each bronze sculptured miniature stands 5-6" high and is an exact replica. A model wears the department's summer or winter uniform while Brodin takes 360° photographs, capturing every detail of the uniform. The actual department badge is caste in bronze and appears on the sculpture base.

The first commission was from Chief Bouza of the Minneapolis Police Department who wanted the miniatures as gifts for visiting VIPs. Soon other officers saw the sculptures and wanted them for themselves. The Minneapolis Police Department has sculptures of a male and female officer as well as one for canine units.

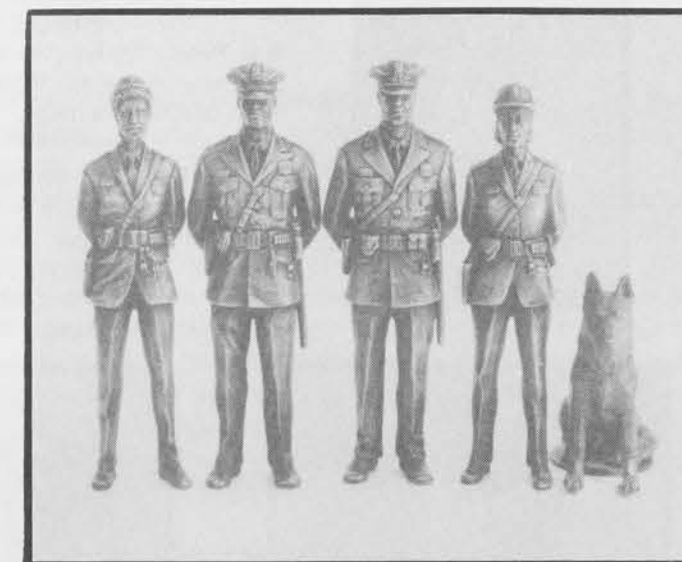
A recent commission was received from the Chicago Police Department. Chicago officers wear hats with a checkerboard design. This intricate detail was captured by the artist.

The FBI commissioned a duplicate of the 1930's G-man. The sculptures were sold as a fund raiser for the Luekemia Association, the FBI's special charity. These are available only to FBI agents.

Because of Rodger's family involvement with law enforcement, he has not raised the price per sculpture from the original \$150.00. (For more information, see R. M. Brodin Studios, Inc. ad in this issue.)

His attention to detail makes his craftsmanship exceptional. Many testimonials attest to his ability to capture a feeling of pride in wearing the uniform of an officer.

Brodin recently donated the canine sculpture to be raffled as a fund raiser at the National Canine Competitions held in St. Cloud, Minnesota. The officer and his dog miniature were on a marble base.



Examples of Brodin's officer and canine miniature

### Vietnam Women's Memorial Project

Using the same "lost wax" method, Rodger will create the seven foot sculpture of the Vietnam nurse. If you are interested in being a part of history, your support is needed now.

The last part of September, Congress voted 435-0 in their support of this private endeavor that honor the women who participated in the Vietnam War. Eight women's names are on the Vietnam Memorial wall. A sculpture of three male soldiers overlooks the wall, representing the men who returned from the war.

Diane Evans, the nurse who is spearheading the drive to get the nurse sculpture erected, will appreciate your help. Volunteers are needed nationwide to provide information and do fund raising. One person purchased a 7 1/2" bronze replica of the proposed statue for \$250 and raffled it off, donating the proceeds to the fund.

To donate (tax deductible) or volunteer, contact Diane Evans, **Vietnam Women's Memorial Project**, P.O. Box 53351, Washington, D.C. 20009.

J. Carter Brown, Chairman of the Fine Arts Commission, has the final say as to the location of the monument. He prefers it be placed elsewhere with other statues, not by the Vietnam Memorial. If you have an opinion, please write Brown at 708 Jackson Place, N.W., Washington, D.C. 20006.



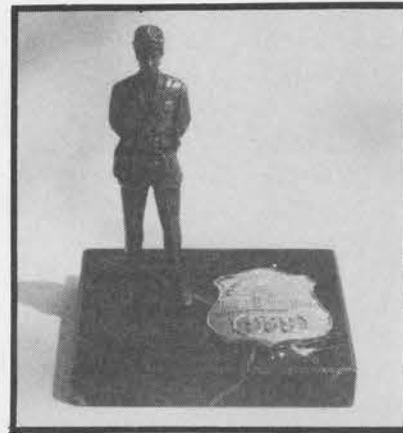
### The Vietnam Women's Memorial Miniature

7 1/2" tall, solid cast bronze

PRICE \$250

R.M. Brodin Studios, Inc. donates a portion of the purchase price to the Vietnam Women's Project in the purchaser's name.

Rodger M. Brodin's law enforcement miniatures are authentic replicas of your dept. uniform and badge. Each is solid cast bronze, mounted on a polished marble base. Male and female officers available. (pictured: Washington, D.C. "Class A" uniform)



Yes, I want to reserve a Vietnam Women's Memorial Miniature. My deposit of \$50.00 is enclosed, with the balance plus \$5.00 handling COD. Or please charge my Master/VISA account for the full amount (no handling charge)  
# \_\_\_\_\_  
Exp. date \_\_\_\_\_

Yes, I would like information on the law enforcement miniatures that are available. The department(s) I am interested in is: \_\_\_\_\_

Name \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

R.M. Brodin Studios, Inc.,  
3800 Girard N., Minneapolis, MN  
612/588-5194

## Chicago-area Sheriff Wants His Badges Back

**Dateline CHICAGO:** A *USA Today* article published in June, detailed the efforts of Cook County sheriff's office to recover an estimated 2,000 deputy badges now in unauthorized hands. The handing out of sheriff's stars to gain political favors has been a rite of Cook County since the 1950s, and limited recording keeping has taken place with only 1,300 of the 2,000 noted. Those who hold these special stars have used them for everything from impressing friends to asking for favors from other police departments. "As a result," said Neil Sullivan, chief deputy to Sheriff James O'Grady, "there is not a lot of respect for the Cook County star among law enforcement officials."

Presently, the sheriff has 1,200 full-time and 780 part-time deputies. They have all been issued new ID cards to legitimize their position, enabling other police to distinguish them from unauthorized badge holders. Although they've considered buying new badges, the county can't afford the \$80,000. Thus, the "badge hunt" goes on as they try to get the 2,000 badges back.



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**DEADLINE:** 1st of month prior to publication date.

**CO-EDITORS:** Officer Linda Miller and Connie Anderson, 612/835-4731

We accept advertising from associations and companies

We reserve the right to edit all materials based on space or relevancy. Editors reserve the right to refuse submitted materials or advertising that does not enhance the professional image of Women in Law Enforcement. Ideas expressed are not necessarily opinions of the Editors.

## Camielle's Corner

# Tum-De-Dum-Dum

By Camielle Call-Tarbet

It's a bad habit, I know. And I've tried to break it thousands of times. It's kind of akin to dieting -- it works for about a week, then temptation sets in and that's all she wrote!

I've attempted the *cold turkey* approach. No good. Withdrawal is a killer. Nerves, beads of sweat, the shakes. It isn't worth it. Next came the *weaning theory*. If babies can successfully be weaned from a bottle, couldn't I be equally as successful with my mild addiction? So I thought. Cutting down on dosage size only amounted to more doses. When the clock struck noon, I decided to cut down from four to two. Soon I lost track of my weaning schedule and my addiction worsened.

I learned quickly how to hide my vice. Goodness knows that with so many cops around, I couldn't let it show. What with a private dressing room and a locked briefcase, I knew I'd never be caught. The funny thing is that this habit became a problem only *after* I began my police career.

Maybe it was the pretty colors that attracted me. A woman in a "man's world" doesn't often have the opportunity to surround herself with the pastels she grew up with. Or maybe it was the need to remain calm in tense situations. Or perhaps it was simply a way of handling stress. I'm not sure. I only know that something has got to be done before it gets out of control.

I'm too proud to ask anyone for help, particularly in the sparsely populated area in which I live. If I went to the doctor, the entire medical profession would know. If I opted for a shrink, I could never look my family in the eye.

At wit's end with this dilemma, I have found myself getting careless. Maybe, just maybe, my psyche is trying to get caught. But I prefer to think that it's just the shift work, and it will pass. However, I was recently in the dispatch center, holding a couple of my vices in my hand. I lifted them up and popped them into my mouth. The dispatcher's eyes narrowed. She looked around, then whispered, "What was that?" I tried to shrug it off, but to no avail. She gingerly pulled out a bottle from beneath her desk. "Do you want to buy these?" she asked. I grabbed the bottle and stuffed it into my briefcase. "I'll pay you later," I said as I quickly exited. No one noticed, and my secret was safe with her.

But I think I really blew it the other day. I just hope the chief will take care of it "in house" instead of spreading it around to unsuspecting ears.

Everyone knows that the chief of police does not (repeat, does not) come into the office at night. No worries pending, I have my briefcase open on my desk, preparing for my nighttime vigil. Suddenly I saw a hand reach into my briefcase and pull out the bottle, the same bottle recently acquired from the dispatcher.

"What's this?" the chief growled.

I could only stammer, not answering.

"Leave it to a woman," he continued, "to eat colored TUMS!"

© Copyright 1988, Camielle Call-Tarbet



"The probability of someone watching you is proportional to the stupidity of your action."

A. Kindsvater

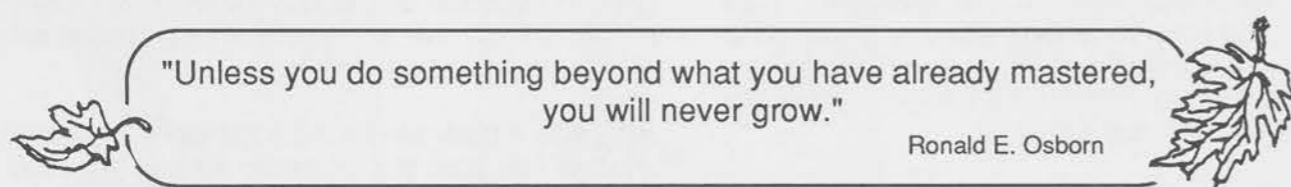
According to *USA Today* and a survey in *Parents* magazine, people talk tougher than they act in reporting cases of child abuse to police:

- 66% said they would report it but 37% actually reported suspected abuse.
- 55% of the 1,008 adults queried who suspected abuse but did nothing said they weren't informed enough to act.
- 47% said those who do nothing after witnessing child abuse should be held legally responsible.
- Only 11% queried knew an abuse suspect.

## Announcements ...

• Kansas City Police Department, in cooperation with the American Society of Law Enforcement Trainers (ASLET), a non-profit educational organization, will host "The Second ASLET International Training Seminar" on January 10-14, 1989 in Kansas City, Missouri. This five-track curriculum will feature 48 instructors with six sessions running simultaneously throughout each day. Virtually everyone involved in law enforcement training including training directors, firearms instructors, training officers, academic instructors, physical training instructors, defensive tactics instructors, and others will benefit from this comprehensive seminar. Some of the most well known and respected trainers will be instructing. This will also be the largest assembly of the law enforcement trainers ever assembled in the nation, if not the world. Attendees will be present from throughout the United States, Canada, and the world. The latest state-of-the-art training techniques and methodology will be presented.

The fee is \$150.00 for members and \$200 for non-members. For further information or registration, contact: ASLET, 9611 400th Avenue, P.O. Box 1003, Twin Lakes, WI 531181-1003, or phone 414/279-5700.



"Unless you do something beyond what you have already mastered, you will never grow."

Ronald E. Osborn

## Impact of Women in Law Enforcement, Year 2000

by Robert G. Norman, Chief of Police, Foster City, CA.  
Reprinted from *Pacesetter* newsletter as a Project summary.

California law enforcement executives have observed that the recruitment and retention of qualified officers remains both a top administrative priority and a growing professional concern.

Chief Norman proposed six policy statements and implementation strategies that would assist women in achieving a successful career in law enforcement:

1. Provide incentives for women
2. Create an awareness
3. Gain commitment from the top
4. Establish formal mentorship
5. Get women promoted to sergeant
6. Sell the job to women

He also developed a mission statement as a guide for all to follow:

To provide California law enforcement a model for the integration of women into all levels of the service, so that gender differences are no longer an issue of concern, by:

- acknowledging contributions
- supporting fair and equal treatment
- actively recruiting career-oriented women
- providing true perspective and skills to do the job.

YEAH, CHIEF -- Editors BB

## FYI ...

Los Angeles, like other cities, has been pressured to increase the number of women and minorities in its police force. The city has targeted its print ads by showing faces of six real L.A. officers -- black, white, Hispanic and Asian, male and female. "Our cops only come in one color," it says, "Blue."

Interested recruits are urged to call the police department: "Be somebody. Be a cop."

Since the ads began running on TV, college publications and the LA Times in June, the department has tested more candidates in a two-week period in July than during the month of May.

Excerpted from a USA Today article

## Job and Training Opportunities

### JOB OPPORTUNITIES:

• **Deputy U.S. Marshal.** For application to apply with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. 1/800/322-3876

• **Los Angeles Sheriff's Department.** Sgt. Nick Lopez, LA County Sheriff Recruitment, Star Center, Room A108, 11515 S. Colima Road, Whittier, CA 90604 *Now hiring female officers.*

### TRAINING:

• **Child Abuse & Exploitation Investigative Technique Training Program.** Dept. of Justice. Available in 1988 in ND, KY, WA, MO, MN AND PA. Contact National Center for State and Local Law Enforcement Training, Federal Law Enforcement Training Center, Glynco, CA 31524 912/267-2345. They have many other training programs. Inquire.

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• **Oct. 20-21, MN Association of Women Police Fall Training Seminar.** Breezy Point Resort, Brainerd, MN. Contact: Deputy Debi Backdahl, Crow Wing County Sheriff's Dept., Law Enforcement Center, Brainerd, MN 56401, 218/829-4749

• **January 10-14, 1989 "The Second ASLET International Training Seminar"** hosted by Kansas City Police Department, in cooperation with the American Society of Law Enforcement Trainers (ASLET), in Kansas City, Missouri. (see article on pg. 6.)

• **March 20-23, 1989 International Conference for Policewomen** hold annual conference in The Netherlands. Theme: POLICEwoman and police WOMAN. Sworn officers and civilian staff invited who can improve the position of women officers. For information, ACTA Organisation, Van Boetzelaerlaan 10, 1581 AH The Hauge, The Netherlands. Telephone (0) 70-542600, Fax: (0) 5255106. NEW!

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

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- Oct. 25-27 Milwaukee
- Nov. 2-4 Southfield, MI
- Nov. 7-9 Lakewood, CO

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Mail to: *Balancing the Badge*, 5511 Southwood Drive  
Minneapolis, MN 55437

## Report Writing:

### *The Tale of the Antenna*

I'm writing in response to your request for additional information for Block No. 3 of the Accident Reporting Form. I put *poor planning* as the cause of my accident. You asked that I explain more fully, and I trust the following details will be sufficient.

I am an amateur radio operator and on the day of the accident I was working alone on the top section of my new 80 foot tower. When I had completed my work, I discovered that I had, over the course of several trips up the tower, brought up about 300 lbs. of tools and hardware. Rather than carry the now unneeded things down by hand, I decided to lower the items down in a small barrel by using a pulley, which fortunately was attached to the gin pole at the top of the tower.

Securing the rope at ground level, I went to the top of the tower and loaded the tools and materials into the barrel. I went back to the ground and untied the rope holding it tightly to insure a slow descent of the 300 lbs. of tools. You will note in Block No. 11 on the Accident Form that I weigh only 155 lbs.

Due to my surprise at being jerked off the ground so suddenly, I lost my presence of mind and forgot to let go of the rope. Needless to say, I proceeded at a rather rapid rate of speed up the side of the tower. In the vicinity of the 40 foot level, I met the barrel coming down; this explains my fractured skull and broken collarbone. Slowed only slightly, I continued my rapid ascent, not stopping until the fingers of my right hand were two knuckles deep into the pulley.

Fortunately, by this time, I had regained my presence of mind and was able to hold on to the rope in spite of the pain. At approximately the same time, however, the barrel of tools hit the ground and the bottom fell out of the barrel. Devoid of the weight of the tools, the barrel now weighed approximately 20 lbs. I refer you again to my weight in Block No. 11. As you might imagine, I began a rapid descent down the side of the tower. In the vicinity of the 40 ft. level, I met the barrel coming up. This accounts for the two fractured ankles and the lacerations on my legs and lower body.

The encounter with the barrel slowed me enough to lessen my injuries when I fell onto the pile of tools, and fortunately only three vertebrae were cracked. I'm sorry to report, however, that as I lay there on the tools, in pain, unable to stand and watching the empty barrel 80 feet above me, I again lost my presence of mind. I let go of the rope.

Author Unknown.



**Balancing the Badge**  
5511 Southwood Drive  
Minneapolis, MN 55437



Carolyn F. Bailey  
St. Paul Police Dept.  
100 E. 11th St.  
St. Paul, MN 55101

1/89



# Balancing the Badge



Bi-Monthly Newsletter for Women in Law Enforcement

Vol. 2, No. 6

November/December 1988

## Balancing the Badge exists ...

- To provide a forum to speak to each other and explore out diversity
- To affirm your "right to be here"
- To enhance you in achieving your professional goals

## That's All, Folks ...

By Connie Anderson, Co-Editor

**The cartoon character couldn't have said it better. This issue is it. That's all, Folks!**

In two great years, we created thirteen newsletters and placed them lovingly in the U.S mail and on to our special women subscribers.

We've gained lots of new friends, albeit only pen pals of sorts. A few of you we've had the opportunity to talk to or even meet. The rest of you we know are out there ... and selfishly, I hope you will be disappointed that *The Badge* is no more after this issue.

Why? It seems that the women who should be subscribers are very difficult to reach, and second, don't seem to feel a need for something designed with them in mind

We don't go out with tears in our eyes, however, I will most certainly miss being involved in this new aspect of life. Until I met Linda Miller and we started this newsletter, I did not care about the women serving in law enforcement. Their problems were unknown to me as they are to the general public. Today, I read the newspaper with YOU in mind, noting how many women officers are pictured in crime or accident scenes; how you are portrayed; the kinds of issues you pick to run with; the harassment many have experienced and continue to live with, etc., etc. I didn't realize how "political" police work is, internally and regarding the public.

By Linda Miller, Co-Editor

It's a good thing I'm a cop because being a writer is about the hardest thing I've ever tried. More often than not, I stare at blank paper for a very long time as the realization sinks in that all those great insights I had to write about are silly and not too original. And certainly not worthy of appearing on paper!

Everything I've written for The Badge has been produced with immense effort, under the gun (so to speak) and usually at the last minute ... and delivered to Connie with apologies. You veteran writers of hundreds of offense reports may not relate but believe me, it's not the same. I do quite well with police reports. There's a sequence, a logic and even a format into which you need only fit the facts, and all available versions of someone's personal tragedy. And you usually gather all this information from injured or hysterical people who don't want to talk to you. The research is often done on the street, in traffic, under extreme weather conditions, or in the dark. And then the report is written in a squad card by flashlight. It's easy!

Writing for the last newsletter we will publish is not (Of course writing for the first one wasn't either.) After December, I won't have to agonize over writing any more articles. And I won't have to pick up the finished newsletters at the printer or lick an unbelievable number of stamps or fold, staple or label for days. (Connie wanted to let me do all the important stuff.) So I should be a lot happier than I am. But I will miss the great letters you sent and the articles and the support we felt from so many

Connie's comments. continued

According to Harper's Index Book, over half of Americans believe that crime is getting worse in the areas where they live. That means your job could be getting more risky each day.

Words & Deeds, my business, writes, interviews and produces newsletters and brochures for small businesses and community organizations. I learn about each one in order to write effectively and serve their readers. The same is true of Badge readers.

Having never worked the dogwatch shift, it was fun to learn that Linda, here in Minnesota, and Pam in Georgia, both enjoyed watching the deer at 5:30 in the morning. It helped pass the time. Through my *Badge* contacts, I've gained some meaningful connectedness with the women in your profession.

I'm a collector of quotes and have a bunch left that have to do with police and/or crime. I'll try to use as many as possible here, because where else would anyone care that "69% of the \$2.1 billion federal antidrug budget goes to law enforcement." Or, I can't end this without telling you that the average take by a bank robber is \$3,000. Who says crime doesn't pay?

*Balancing the Badge* has truly been an effort of love. Our subscriber base has stayed the same and we appreciate your commitment. However, my business has grown to a point that I can no longer give the time the *Badge* needed. Linda and I finally, and begrudgingly, made the decision to "cease publication." If you have that one more great story you were always going to submit, sorry. We waited as long as we could for it.

**The percentage of  
New York City police officers  
who fired their guns  
in the line of duty in 1985:  
0.95%**

**Budget per episode of 'Miami Vice':  
\$1,500,000**

**Annual budget of Miami Police Dept.  
\$1,161,741.**

(How's that for juxtaposition?)

Linda's comments. continued

across the country. And the good feeling of accomplishment I always had when the newsletters were at last in the mail and on their way to you. I was proud of *The Badge*.

I still thing a subscriber-involved newsletter for women in law enforcement is a great idea. And I think the exchange of ideas, thoughts and expressions we've shared for the past two years have benefitted a lot of us. If anyone else out there ever does anything similar, I will be the first subscriber.

**A special thank you to**

- Camielle Call-Tarbet in Utah. Her "Camielle's Corner" brought lots of warmth to a profession that sometimes lacks it,
- Carolyn Bailey of St. Paul, MN.,
- Phylliss Henry of Iowa (formerly Des Moines Police officer)
- Debra Lancaster of Massachusetts who kept our mailbox full of clippings and articles.
- Bob Barry, Director of the Delinquency Control Institute, University of Southern California for support and many written contributions.

**We appreciate the support of:**

- International Association of Women Police who has distributed our newsletter to all attendees at their annual conference. Thanks also to the unnamed multitudes.

**We couldn't have done it without all of you.  
Thanks!**



Connie Anderson and Linda Miller

## Ceasing Publication: Stage II

It's like tearing down a house. We started with the roof (the idea we needed to discontinue *Balancing the Badge*), and now we're down to the foundation ... you subscribers.

Many of your subscriptions would be due for our January/February issue and thus, we're even. However, for those who still have issues due, we owe you money. Almost 100 subscribers come due as of March/April and thereafter.

We won't leave this publication effort with our pockets bulging, but neither do we want to make a trip to the bank for a loan. Thus, our intention for efficiently and cost-effectively closing up shop is as follows:

• 38 people are owed \$2.50. If you are one of those people, please let us know **IF** you want that sent to you. **If we don't hear from you -- those with March/April due dates (as noted on your mailing label), we will not be sending you money.**

• 53 subscribers are owed \$5, \$7.50, \$10 or \$12.50, depending on due date. We will automatically submit that amount to you. **PLEASE** cash your check by January 1 so we can close out the account.

Your commitment and devotion to our little effort is appreciated. We hope that we gave you something for your investment because you have given us so much in return -- all the kind words, story submissions, article clippings, phone calls and suggestions ... especially the kind words!

**Badge back issues available: Only 50¢ each.  
Contact BB at 5511 Southwood Dr., Bloomington, MN 55437**

## Which Skills Lead to Job Success?

Skills which must be acquired for vocational preparation clearly lie outside the definition of general education as "common learning experiences." However, before we pass over this area too quickly, we should note that the most consistent research findings reveal that the amount of knowledge one acquires in the specific content area is generally unrelated to even marginally acceptable performance in an occupation. These startling findings lead us to ask, "What abilities and traits are viewed as important by industry?"

Representatives from the world of work consistently tell us that the development of specific cognitive skills is only part of a holistic education. In fact, employers rate entry-level job skills below ten other traits as a predictor of job success:

1. Be honest and dependable.
2. Be reliable and punctual.
3. Get along well with people.
4. Cooperate with supervisors.

5. Accept and handle responsibility.
6. Be willing to undergo further job skill training.
7. Think of self as worthy person.
8. Communicate orally and listen effectively.
9. Work with minimum supervision.
10. Solve personal and professional problems.
11. Possess entry-level job skills/knowledge.
12. Read with understanding.
13. Understand required mathematics.

One could reasonably expect vocational or occupational education to prepare a student for the 11th priority. Perhaps we should look to general education to help develop the other twelve traits and abilities. Nothing intrinsic to general education requires it to be impractical. In fact, Levin (1978) contends that general education might be the best economic value in the long run. Those positive affective behaviors that predict career and life success can and should be developed through the curricula.

Courtesy, California School Boards, 1983,  
submitted by Bob Barry

We reserve the right to edit all materials based on space or relevancy. Editors reserve the right to refuse submitted materials or advertising that does not enhance the professional image of Women in Law Enforcement. Ideas expressed are not necessarily opinions of the Editors.

# Women Officers Travel to China

By Lt. Carolen Bailey, Delegation Leader  
St. Paul, MN Police Department

"BIG Potatoes!" That's what our Chinese guides called us (Big Wheels?) as squad cars with lights and sirens escorted us throughout China. Thirty-four delegates from the United States represented Women in Law Enforcement to the People's Republic of China from August 13-28, 1988.

No time was wasted. It was exhausting, exciting, and educational. The delegation visited Beijing, Huhhot in Inner Mongolia, Shanghai, and Hong Kong. Official tours included the West Tower Prison, the Public Security Brigade (police training center), the firing range, the Municipal Juvenile Reformatory, and much more.

Impressive demonstrations by Chinese women police of marshall arts, motorcycle and SWAT operations we viewed from a reviewing stand. Formal and technical exchanges were held in the police facilities of each city. Lavish welcome and farewell banquets provided opportunities for formal discussions and getting acquainted.

Cultural sights were awesome. The delegation climbed the Great Wall and visited the Forbidden City, Imperial Palace, Temple of Heavens, Ming Tomb, Chaoyang Theatre, Tian'anmen Square, Emperor's Summer Palace, Beijing Zoo (pandas), the Grasslands and yurts (camel hide tents where we spent the night), etc.

There are 640,000 police officers in the People's Republic of China, or 6.4 for 10,000 population. Of these, 63,000 are women, or 9.7% of the police force. In addition, there are 1.18 million in the "Public Order Committee" and 12 million other volunteer workers. China relies heavily on all of society to prevent crime. For example, when a juvenile offender is released from the reformatory, a "neighborhood committee" supervises along with the parents.

Law enforcement in China is the responsibility of the national police force known as the Ministry of Public Security, our hosts. The police force is divided into 22 provinces in the country with agencies in each municipality. There are no police ranks, only officers with directors/commissioners/chiefs. Because criminals seldom carry guns (guns are not sold nor allowed in China), they see no need for police to carry guns, but most carry electric batons. A special armed police force secures the border at part of the military as well as acts as special police teams in the provinces.

There are approximately 500,000 crimes committed annually in the country, or five per 10,000 population, and 1.2 million public order (petty violations). During the

open-door policy in the past ten years, it has been good for the country but has brought in new problems, such as drug trafficking, commercial crimes, etc. (per Director Li Ji Zhou). The recidivism rate is very low compared to the U.S. - 4 percent of prisoners repeat offenses after release and 7 percent of juvenile offenders repeat after release from the reformatory. They attribute this to "re-education (never clearly defined to us).

Other factors must also include intense community involvement and severe penalties. Capital punishment is not uncommon for serious offenses, including thefts over \$10,000, and several years imprisonment results from offenses where probation might be granted in the U.S.

From all sources, we heard that women are equal in all aspects of life in China ("Women hold half the sky"), receive equal pay for equal work, work together with men in all types of jobs, etc. Contradictory to this, however, we were told, "Women are always specially treated in our country." This appears to apply negatively to women police in restricting job assignments. (Women are primarily clerical and administrative and "to solve problems with women criminals.") It applies positively to maternity and child care benefits. Mothers receive a 90-day "Baby holiday" with full pay (and in some regions, a full year) after the birth. After the mothers return to work, they receive special time for caring for the baby, and the police departments have their own nurseries and kindergarten.

We were told repeatedly that women drove squad cars on patrol, and we persistently requested "ride alongs" to gain some insight on their work. Finally, on our last night in China, it was arranged for three delegates to ride along on patrol, at which time they were informed there were no women on patrol because "it is too dangerous for women to be on patrol." "Patrol" always consists of three motorcycles (with three officers on each) leading a van, all with lights and siren operating (to deter crime). Patrol occurs every night between 9 p.m. and 3 a.m. and responds primarily to street fighting and selling without a license, but receives no calls for service.

On chief told us that people in China say the American cop is so smart and the Chinese cop is so stupid because they watch the TV show "Hunter." We were consequently referred to as "McColl," Hunter's female partner. Another chief commented that American women were tall, which commands respect, and he did not feel their smaller women could deal with patrol, arrests, etc. I responded that size was not so significant, and I was sure that his men, some of whom were smaller than we, still received respect and could do a good job as I believe his women officers could. He nodded agreement.

4.

## China trip - continued

A daily log was maintained by the delegates and will be published by the Citizen Ambassador Program, People to People International. The closing paragraph of the Farewell Banquet in Huhhot, Inner Mongolia, vividly describes what our experiences meant to us:

"One of the greatest highlights of this banquet was the unexpected arrival of Armed Police Force, Special Women's Squad -- #1 Team. All nine women were interspersed among our tables. This gave both parties a rare opportunity to mingle freely. What a wonderful time we had! Much memorabilia was exchanged by all. Cameras worked overtime just to solidify

## Camielle's Corner ...

# Strangers by Face; Friends by Grace

### Camielle Call-Tarbet

Originally, I had planned a Shakespeare spin-off entitled, "To Bluff or Not to Bluff," but lightheartedness was the last thing on my mind upon learning of The Badge's early demise. However, levity did prevail as I put together these few verses of fun, yet serious Irish-born poetry: The limerick.

*Said one to the other over lunch,  
"Listen, for I've got a hunch;  
Women are needing  
More exciting reading,  
Especially the cops in our bunch!"*

*Said the other, "There's surely a place  
To market this idea with grace,"  
A newsletter was born  
That helped to form  
A collective lady-cop face.*

*"Balancing the Badge" was the name  
And for good reason their aim  
was an audience who might  
understand their plight ...  
... For they were women in a  
man's game.*

*Two full years they endeavored;  
Rain, sun and snowflakes they  
weathered;  
Information provided;  
Entertainment delighted;  
Uniting our profession together.*

*Indeed, a balance it was,  
To fight for the right of this cause;  
A badge and a gun  
And a uniform won,  
On the streets enforcing our laws.*

*"The Badge" was part of my life;  
I vented my toils and strife!  
Knowing that others  
Were uniformed mothers  
Keep clear my perspective on life.*

*As we say for an expired registration,  
"A funeral, or maybe cremation?"  
Badge, fare thee well  
Time alone will tell,  
Perhaps there's reincarnation?(!)*

*Feelings are hard to express ...  
Perhaps better is less.  
Limericks, they say,  
Are nature's way,  
Of laughing away the stress.*

*Connie, Linda -- good fortune to you.  
Remember, whatever you do  
We have delighted  
In readings provided  
Through The Badge. We bid you adieu!*

© Camielle Call-Tarbet, 1988

Dear Editors:

As Regional representative of Inter-national Women Police, I am proud to announce that six women were promoted to Sergeant within the Cleveland Police Department this September. Knowing these women, I can only say that their professionalism creates an awareness to the community and department that women are qualified and credible sources of leadership. The commitment they have to their careers as police officers further enhances the future of all women in law enforcement.

Those promoted are: **Colleen Cornely**  
**Margaret Downing**  
The Justice Center  
1300 Ontario  
Cleveland, OH 44113

**Kay Kean**  
**Deborah Washington**  
Third District  
2001 Payne Avenue  
Cleveland, OH 44114

**Jean LeSuer**  
**Emily Broder**  
Fifth District  
10600 Chester Avenue  
Cleveland, OH 55106

Patricia Kinsinger, Region 6 Coordinator  
IAWP, Box 228, West Salem, OH 44287

5. Editors' Note: Send these women a note of congratulation!!

## Dieting Under Stress

This diet is designed to help people in law enforcement with the stress that builds up during the day.

### Breakfast:

1/2 grapefruit  
1 slice whole wheat toast, dry  
8 oz. skim milk

### Lunch:

4 oz. lean broiled chicken breast  
1 cup steamed spinach  
1 cup herbal tea  
1 Oreo cookie

### Mid-Afternoon Snack:

Rest of the Oreos in the package  
2 pints Rocky Road ice cream  
1 jar hot fudge sauce  
Nuts, cherries, whipped cream

### Dinner:

2 loaves garlic bread with cheese  
Large sausage/mushroom/cheese pizza  
4 cans or 1 large pitcher of beer  
3 Milky Way bars

### Late evening newstime:

Entire frozen cheesecake, eaten directly from the freezer

### Rules for this Diet:

- If you eat something and no one sees you eat it, it has no calories.
- If you drink a diet soda with a candy bar, the calories in the candy bar are cancelled out by the diet soda.
- When you eat with someone else, calories don't count if you don't eat more than they do.
- Food used for medicinal purposes NEVER counts, such as hot chocolate, brandy, toast and Sara Lee Cheesecake.
- If you fatten up everyone else around you, then you look thinner.
- Movie-related foods do not have additional calories, because they are part of the entire entertainment package and not part of one's personal fuel, such as Mike Duds, Buttered Popcorn, Junior Mints, Red Hots and Tootsie Rolls.
- Cookie pieces contain no calories. The process of breaking causes calorie leakage.
- Things licked off knives and spoons have no calories if you are in the process of preparing something. Examples are peanut butter on a knife making a sandwich, and ice cream on a spoon making a sundae.
- Foods that have the same color have the same number of calories. Example are spinach and pistachio ice cream, mushrooms and white chocolate. NOTE: Chocolate is an universal color and may be substituted for any other food color.

Thanks to Bob Barry, Director of the Delinquency Control Institute at the University of Southern California. He apparently has been looking in our kitchen window to catch our version of this diet

- ✓ Chances that an abused woman who does not notify the police will be assaulted again within the next six months: 2 in 5
- ✓ Number of privately operated prisons in the U.S.: 30
- ✓ Number of states that have passed stricter drunk-driving laws since 1982: 45 (Thank heavens!)  
  
And, to leave those of the female persuasion laughing:
- ✓ Estimated hours of work lost in the U.S. each year because of menstrual cramps: 576,000,000 ('alcoholism' just passed by 24,000,000 hours!)

## Job and Training Opportunities

### JOB OPPORTUNITIES:

#### NEW ... NEW

• **Oakland, California Police Department** is currently seeking qualified applicants for Police Officer trainee. Special emphasis on female candidates. Interested, contact Officer Darryl Francis at Oakland P.D. Recruitment Unit, 415/273-3338/9 Mon.-Fri. 8-4 p.m.

• **Deputy U.S. Marshal.** For application to apply with the U.S. Marshal's office, contact the Law Enforcement Recruiting Branch at 1-800-211-3876. 1/800/322-3876

• **Los Angeles Sheriff's Department.** Sgt. Nick Lopez, LA County Sheriff Recruitment, Star Center, Room A108, 11515 S. Colima Road, Whittier, CA 90604 *Now hiring female officers.*

### TRAINING:

• **Child Abuse & Exploitation Investigative Technique Training Program.** Dept. of Justice. Available in 1988 in ND, KY, WA, MO, MN AND PA. Contact National Center for State and Local Law Enforcement Training, Federal Law Enforcement Training Center, Glynco, CA 31524 912/267-2345. They have many other training programs. Inquire.

• **Northwestern University Traffic Institute** has a variety of survival tactics, Officer Fitness and Telecommunicator Wellness and Stress Management seminars coming to your area. For info, call 1/800/323-4011 (Ill., call 312/491-5476) or write P.O. Box 144409, Evanston, Ill. 60204.

• **Calibre Press.** 1/800/323-0037 has both "Tactical Edge™" and "Realistic Assailant Control" seminars nationwide.

• **January 10-14, 1989 "The Second ASLET International Training Seminar"** hosted by Kansas City Police Department, in cooperation with the American Society of Law Enforcement Trainers (ASLET), in Kansas City, Missouri.

• **March 20-23, 1989 International Conference for Policewomen** hold annual conference in The Netherlands. Theme: POLICEwoman and police WOMAN. Sworn officers and civilian staff invited who can improve the position of women officers. For information, ACTA Organisation, Van Boetzelaerlaan 10, 1581 AH The Hauge, The Netherlands. Telephone (0) 70-542600, Fax: (0) 5255106. NEW!

• **The Reid Technique of Interviewing and Interrogation** travels throughout the country. Cost is \$450 for 3-day seminar, \$500 for 4-day. Contact John E. Reid & Associates, 312/8761600, 250 South Wacker Drive, Chicago, IL 60606 for date and location information.

• **Institute of Police Technology and Management.** University of Northern Florida, 4567 St. Johns Blue Road South, Jacksonville, FL 32216 has on-going training sessions, many geared especially for women. Write for details.

• **National Crime Prevention Institute** University of Louisville campus, KY. Off-campus seminars upon request. For info, contact Admissions, National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292 502/588-6987. NEW SCHEDULE JUST OUT!

• **Delinquency Control Institute:** **Child Abuse** sessions, all given in California, starting in October, running through May, 1989. **Juvenile Justice Update,** April 24-28, 1989, given in Los Angeles. Out of state tuition is \$400 each. For information, contact Delinquency Control Institute, Juvenile Justice Update, Tyler Bldg., 3601 South Flower Street, Los Angeles, CA 90007 213/743-2497

## We Get Letters ...

Dear Editors:

First, I would like to tell you that I look forward to each newsletter.

I am a graveyard shift veteran, 9 1/2 years of working night patrol. I am also a practicing attorney and teach law enforcement courses, both for the Ohio Peace Officers Training Council and at Youngstown State University. It is in this latter position that I am writing for your readers' assistance.

I am in the process of redecorating my office and would like to include framed recruitment posters from other police departments. I would be willing to reimburse any reasonable amount charged.

*"Life is uncertain.  
Eat the dessert first."*

Also, I would like to correspond with any other women officers who are involved in patrol/police training.

Thanks, *Badge*, for providing a forum for women officers through your newsletter.

Janet E. Virostek  
Attorney at Law  
1309 Townsend Avenue  
Youngstown, OH 44505  
216/759-3489

# British Visitor to Texas

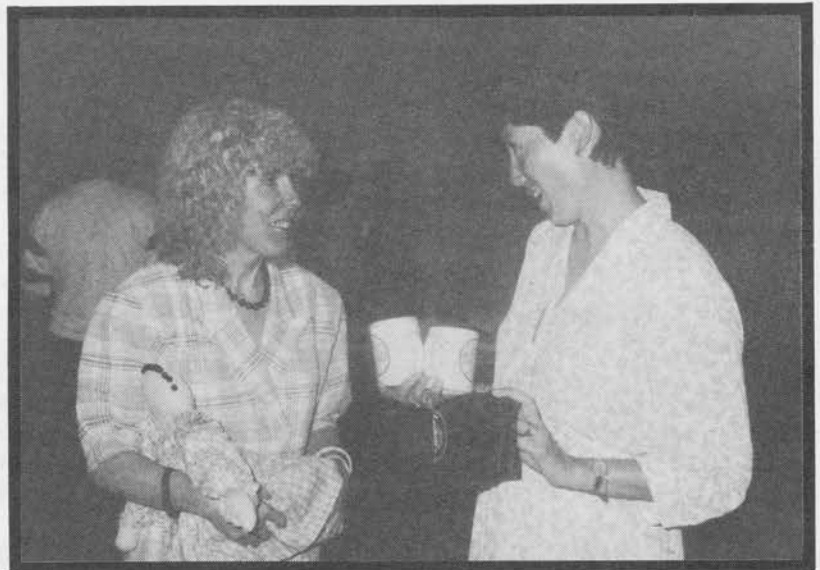
Roseana L.Sims  
Dallas, TX Police Department

Several months ago you mentioned in the Badge about the English officer who was visiting the U.S. to do research for her second book. I contacted Francis Heidensohn and offered my home for her and her daughter. Francis had originally planned to only visit officers on the East Coast, but accepted our invitation.

Francis said, "We in Britain look to what you are doing here. You are the future in policing. And we want to know what you are doing and how you are doing it." Francis is a professor of criminal justice at the University of London. She has worked in the law enforcement field for a number of years and written extensively on the subject of policing and womens' role in it. "The British law enforcement personnel are very interested in the role of women police in the U.S., and I am interested in how women are recruited to serve as officers in the U.S.," said Heidensohn.

Francis had also visited the Washington, D.C. department and was to travel to Israel to observe their departments.

*P.S. from Roseana:* Francis gave me her last book: "Women and Crime/The Life of a Female Offender" and it is very good.



Francis Heidensohn (on left) receives Dallas Police Association souvenirs from board member, Roseana Sims, to take back to her London office. Picture, courtesy of "The Shield," official publication of the Dallas Police Association. She was visiting the U.S. on behalf of the British Police Foundation.

**Editor's Note:** The Badge was a significant part in helping Francis make her connections with this Dallas officer as well as with others. Boston subscriber, Deborah Lancaster, brought Francis' trip to our attention so we could publish the notice.



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