



Carolen Bailey papers

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50 SHEETS

normal person and can be
at a glance.

follow you, or if he tries to block or
stop you, blow your horn. Lean on it!
she urged. Remain in your car and

child. He said he would
relate to what a child understands.
She advised they know where the

Women's Club and the
Minnesota Crisis Supp

CAROLEN BAILEY
11 EAGLE RIDGE RD.
NORTH OAKS, MN

MINI-SCRAP BOOK
(9 COMPLETE BOOKS AVAILABLE)

Vol. 1. Bailey, Carolen

ST. PAUL, MINNESOTA POLICE DEPT.

POLICEWOMAN

DUTIES AND RESPONSIBILITIES:

UNDER SUPERVISION, TO PERFORM ASSIGNMENTS, FOR THE PURPOSE OF ENFORCING LAWS, ORDINANCES, RULES, AND REGULATIONS RELATIVE TO THE PREVENTION OF CRIME, THE APPREHENSION OF CRIMINALS, THE PROTECTION OF PROPERTY AND PERSONS; TO DO INVESTIGATIONAL OR INSPECTIONAL DUTIES IN PLAIN CLOTHES OR UNIFORM; AND TO PERFORM RELATED WORK AS ASSIGNED.

EXAMPLES OF WORK PERFORMED:

TO HANDLE QUESTIONING OF FEMALE VICTIMS, SUSPECTS, OR WITNESSES.
TO PATROL AN ASSIGNED DISTRICT TO DETECT AND PREVENT CRIME.
TO ASSIST IN APPREHENDING AND ARRESTING LAW VIOLATORS, AND TO GATHER EVIDENCE AND ASSIST IN THE PROSECUTION OF SUCH PERSONS AND TO MAKE REPORTS OF CRIMES COMMITTED.
TO ASSUME PRELIMINARY CUSTODY OF LOST, STOLEN, OR ABANDONED PROPERTY.
TO REPORT GAMBLING OR DISORDERLY HOUSES AND TO MAKE ARRESTS.
TO DO INVESTIGATIONAL OR INSPECTIONAL DUTIES, IN UNIFORM OR IN PLAIN CLOTHES WHEN SO ASSIGNED.
TO ACT AS DESK OFFICER AT POLICE HEADQUARTERS, AND TO ANSWER THE TELEPHONE AND HANDLE COMPLAINTS.
TO DISPATCH SQUADS BY POLICE RADIO AND/OR PHONE.
TO BOOK PRISONERS AND TO ACCEPT AND GIVE RECEIPT FOR BAIL MONEYS AND PROPERTY OF PRISONERS AND TO KEEP RECORDS OF ARRESTS AND PRISONERS.

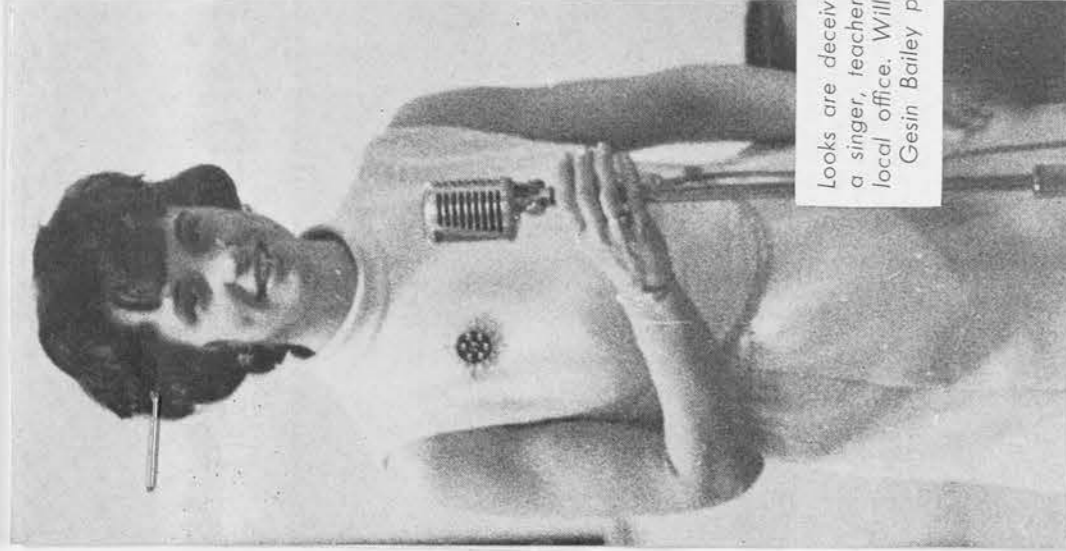
MINIMUM QUALIFICATIONS:

HIGH SCHOOL GRADUATION. MUST BE NOT LESS THAN 5'4" TALL (BARE FEET). MUST BE AT LEAST 21, BUT UNDER 30 YEARS OF AGE.

SALARY - AS OF JANUARY 1, 1970

\$302.50 BI WEEKLY.

APPROVED JUNE 3, 1969



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"Empress of Immense Defense"

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A kind of Dr. Jekyll and Mrs. Hyde? Not at all. She is Carolin Gesin Bailey, Δ, the only policewoman in the adult Detective Division of the St. Paul (Minnesota) Police Department.

Hers is definitely not a desk job, but much the same as the male detectives. You might find Carolin at the scene of a crime interviewing victims and witnesses or combing a neighborhood for evidence to use in prosecution. She could be sweating out warrants for arrest or even testifying in court.

"But you don't look like a policewoman." Carolin laments she has heard those words a hundred times. Not knowing whether to accept them as a compliment or insult, she asked a criminal who answered immediately "Why it's a compliment!" Now she admits to being even more puzzled for in her work she is often called upon to blend into crowds of undesirables.

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An important part of Carolen's job is investigation. Here in the crime lab she assists a victim in identifying the type of weapon used in a robbery. Even the smallest detail is recorded and may assume important proportions in freeing or convicting an individual.



Purse snatching is a common offense against women. Carolen shows how a firm grip on the handle and a loud scream will usually frighten the offender away. If the snatcher appears persistent, let go rather than risk injury. Follow this advice and the next victim should not be you.

it all, something incredibly unique comes up."

Just talking to Carolen, you can tell she likes her work. In her words, "I have seen men, women and children assaulted, robbed, swindled, shot and stabbed, but when I go home to my family, I promptly forget all of it. In my job, just when I think I have seen

trouble. If you believe you are being followed, drive to a gas station rather than risking a dash into the house. More of her good advice is to keep car doors locked when you leave it as well as when you drive it. This not only prevents someone from entering and hiding, but also avoids unwanted companions. When starting a car at night, do not hold open the door while you look for the ignition. Lean on the horn in event of trouble.

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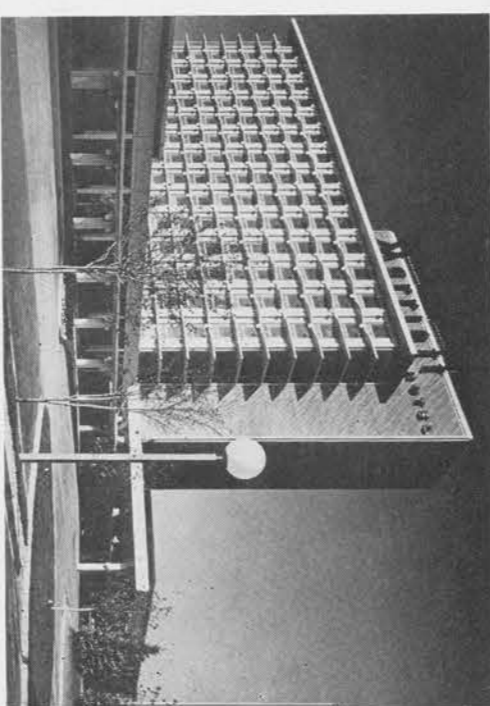
Above is one of the illustrations in Carolen Bailey's booklet "Prescription for Protection" in which she alerts women on how to avoid criminal attacks.

Convention in Your Future

Your personal horoscope forecasts a week of wonderful happenings at the Alpha Gamma Delta Convention. Do not avoid the temptation to travel. By plane, train, car or bus, the favorable dates for meeting at the Chicago Marriott Motor Hotel are June 21st through June 26th.

Social activities will widen at this time. Outgoing Sagittarians will love the cordial welcome. Athletic Arts will enjoy the delightful pools and practical Capricorns will appreciate the complete convention facilities. Studious Virgos will absorb each detail of the outstanding programs and easy-going Taurians will adore the gracious living and fine cuisine.

No matter what your zodiac sign, all Alpha Gamma Deltas can look forward to renewing old friendships, making new contacts and being inspired by beautiful ritual. Curt your tendency to postpone. Plan ahead with optimism. June will be a highly successful and fulfilling period. Your presence at Convention will make the difference.



Luxurious Marriott Motor Hotel, just five minutes from Chicago's O'Hare Airport or fifteen minutes via expressway from downtown, is the site of the 1970 Convention. Air conditioned rooms with color TV, a glass-domed indoor-outdoor swimming pool and a variety of restaurants including 24-hour food service are just a few of the deluxe features.

With two successful Conventions already to her credit, Elizabeth Higgins Schroeder, Σ , assumes the role of Convention Marshal a third time. Libby, a former member of the International Membership and Rushing Committee, is active in a variety of civic organizations in Milwaukee. Presently she is supervisor of hostesses in seven Wisconsin counties for Welcome Wagon International. Libby and her husband Walter, a manufacturer's representative, have two children: Rick, a 1st Lieutenant at Ft. Knox and Barbara, a high school junior.



Elizabeth Higgins Schroeder, Σ
Convention Marshal



Hazel Addie Bellis, B Θ
Assistant Marshal

Hazel Addie Bellis, B Θ , has been named Assistant Convention Marshal. An immediate past president of the Milwaukee Association of Legal Secretaries, she has served on the boards of both the Wisconsin and National Associations of Legal Secretaries. Hazel was national president of $\Theta \Sigma \Upsilon$ when it united with Alpha Gamma Delta in 1959. For her service to Beta Theta Chapter and Milwaukee Alumnae Club, she wears the Arc of Epsilon Pi. She and her husband, a professor of chemistry at the University of Wisconsin, have two married daughters.

Song Contest—Convention 1970

Music is so much a part of our Fraternity life. Whether at a college rushing party or an alumnae reunion, fraternal bonds are strengthened at the sound of a familiar melody. Here is an opportunity to share an original work or an unpublished favorite at your chapter with others across the country. The contest is open to all Alpha Gamma Deltas anywhere in the world. Send entries in any or all three categories.

1. **Original** Completely new songs, both words and music.
2. **Parodies** Original words to go with existing melodies. Music must accompany entry.
3. **Rush Songs** Can be original or parodies. This group is intended for the lively, catchy tunes many chapters use as signature songs during rush week. Music must accompany entry.

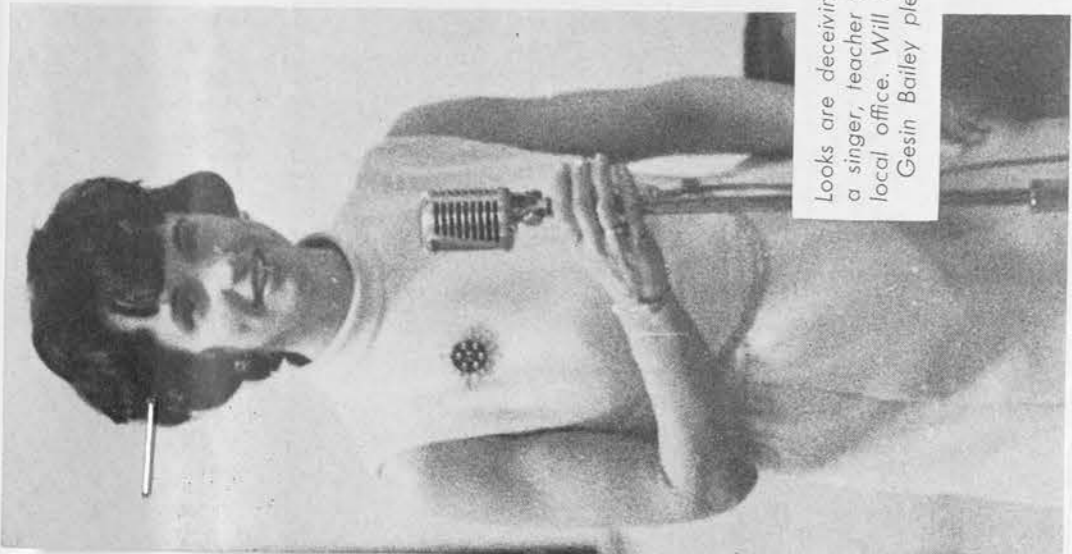
Songs may have been written at any time but not printed in one of the official publications or entered in a previous Alpha Gamma Delta Song Contest. Entries cannot be returned and become the property of the Fraternity.

Identify each entry with full name, chapter and address. **Mail to:** Deedee Smith Evans (Mrs. Dennis) 1682 Glasgow, Wichita, Kansas 67206

Deadline: Postmarked no later than April 1, 1970

Winners will be decided by the Music Committee. Winning entry in each category will be presented at Convention at a special musical event. The winner in the Original Class will receive a personal award and her song will be printed and distributed to all chapters.

"Empress of Immense Defense"



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INTERVIEWING a young woman is Mrs. Carolen F. Bailey, a St. Paul policewoman.—Staff Photo.

NO 'TERRIFYING BEAST'— She Doesn't Look Like Cop—But Is

By WILL REEVES
Staff Writer

New acquaintances who invariably tell Mrs. Carolen F. Bailey that she doesn't look like a policewoman are right. She doesn't but she is. As a result Mrs. Bailey is of the opinion that the popular conception of a policewoman must be, as she puts it, "some huge, terrifying beast!"

The comely 30-year-old brunette, who joined the St. Paul police department in 1961, has had an interesting life. She came to St. Paul at the age of 12 from Rio de Janeiro, where her father was with the International Harvester Co. She attended Johnson high school and completed four years at the University of Minnesota in two and one-half by doubling up on credits.

HER intensive study schedule, she worked in the university's administrative office and found time to join and serve as an officer in Alpha Gamma Delta sorority and the Sigma Epsilon Sigma honorary society. She graduated with honors.

After graduation Mrs. Bailey worked at the Ramsey county welfare department four years as a social case worker in the child welfare division. Her work included guidance to unmarried mothers, the placing of children in foster homes, adoptive home studies, delinquent children and the families of neglected children.

"I decided to become a social worker when I was 12," she says, "because I was concerned by the poverty-stricken people living in mud huts on the mountain sides of South America. I was determined at that time to return and help them."

Mrs. Bailey said she became interested in joining the police here because "the work sounded variable, interesting and challenging." Her first assignment was with the juvenile division and she now works out of the detective division, assigned primarily to the sex-homicide unit. However, she works for other units whenever the need arises.

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"I'm assigned cases for investigation — primarily sex and child beating incidents — as are other detectives. This work includes gathering information from the victim and witnesses, locating evidence and determining data necessary for prosecution of defendants which entails the exact scene of the crime, the time and other factors," she says.

Mrs. Bailey does not usually participate in the arrest of the male suspects except on occasions when she assists with their identification.

Back in her office she is known for her ability during a friendly and confidential conversation to straighten out suspected fictitious reports submitted to police by mentally ill women and frightened girls regarding imaginary sex offenses by men and boys.

MRS. BAILEY has delivered numerous talks to various organizations which emphasize Self Protection for Women and Protecting the Child from Molestation. She points out that although it is embarrassing for a woman or girl to report a sex crime to police, they should have no worry as to publicity because news media withholds names and addresses.

The victims should be more concerned about bringing the criminal to justice and

halting his activities before he commits an even more serious crime, such as murder," she said, adding that most legitimate rape cases are never reported to police because of shame and fear of publicity.

Mrs. Bailey gets irked now and then. She has been asked if she ever leaves the Public Safety building. She does. Newsmen have observed her seeking evidence while climbing cliffs in the Battle Creek park area, probing deep caves, checking condemned buildings and in assisting during police raids on illegal gambling and liquor spots.

"I recently testified in court during a child-beating case where a relative of the defendant was upset after the conviction. She said to me as I left that it's easy for a policewoman to talk when she doesn't have any children. Isn't it? I just grinned," said Mrs. Bailey.

She said she grinned because she was thinking of her three boys, Jeffrey, 9, Paul, 6, and James, 3. Her husband, 31, whom she met while attending classes at the university was also a student there and is employed in the graphic arts field in Minneapolis.

ASKED ABOUT how she likes police work, Mrs. Bailey said "it could hardly be better! Every member is honest, efficient and dedicated and Chief Lester E. McAlluff is 'tops' as far as I'm concerned," she said.

As for hobbies, Mrs. Bailey likes dancing and swimming. She's instructed many adults and youngsters in the latter sport. She likes best of all to relax from police duties with her family. She also likes to travel.

She, husband and the boys like to "rough it." They pull an 18-foot trailer behind their car when they take off on vacation trips to such points as Niagara Falls or spend week ends along shores of lakes in northern Minnesota.

Mrs. Bailey said the trailer home is a compromise with her husband. "I like hotel rooms and he likes tents. So we got this," she said.



The first time Mrs. Bailey said, is to travel in pairs, preferably with a male companion whom you know well.

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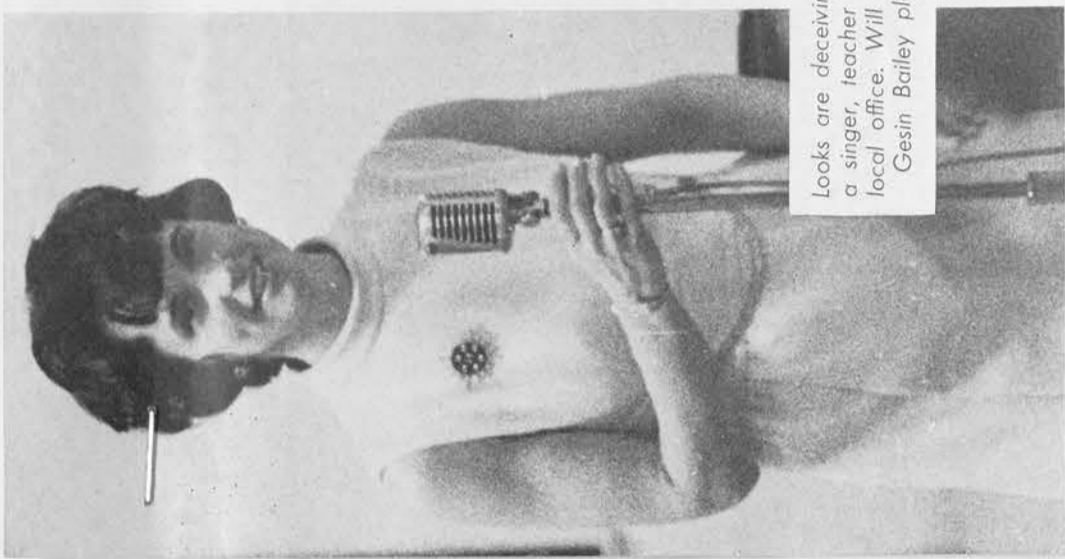
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Bath size (25x49)



SCREAMING IS EFFECTIVE WEAPON AGAINST PURSE SNATCHER
Policewoman Mrs. Carolen Bailey Demonstrates During a Snatching Staged for the Camera.

POLICEWOMAN'S SAFETY TIPS Women Asked to Avoid Going Out Alone at Night

By JACKIE GERMANN Staff Writer
Women out at night are prime targets for muggers, purse snatchers and others who wait for their victims in the shadows.

But if you follow some tips from a St. Paul policewoman, you're less likely to become a statistic.

Mrs. Carolen Bailey, a policewoman in the sex-homicide division, said many offenses could be avoided if a woman followed some simple — but important — rules.

The first rule, Mrs. Bailey said, is to travel in pairs, preferably with a male companion whom you know well.

If the victim had not been alone, many offenses might not have been committed," she said. "Have your companion walk you to the door and be sure you are safely inside before leaving. Attacks have occurred right after the escort has left."

However, Mrs. Bailey warned women not to make the mistake of believing they are entirely safe because they are with another female.

"A single offender may be able to handle more than one woman or there may be more than one offender."

And also, she warned, don't agree to go home with a man "just because he looks nice."

"Many women who have been attacked tell us: 'But he looked so nice.' They have the mistaken idea that a sex offender has to look and act very strangely. Some of them are the most harmless-looking men in the world."

A second rule is to be aware of the people behind, she said.

"One young girl who was brutally attacked, told us she knew a man had been following her for three blocks but she didn't think he would try anything."

"A more sophisticated victim thought her assailant was just going to try and pick me up and that I could handle him."

If you think someone is following you, go to the nearest phone, whether this is the first lighted house or a phone booth, and call the police, Mrs. Bailey said.

If you don't know the number, have the operator connect you directly. One woman was so nervous that she dialed the number incorrectly and the man was able to overcome her.

"When you dial the police, state your name and location clearly and tell the dispatcher it's urgent. I know it's difficult to remain calm and thinking clearly, but it's important."

Also when walking, Mrs. Bailey said, avoid bushes, shrubbery or other obstructions near your path. Avoid dark streets and secluded parks. "Offenders prefer to catch their victims unaware."

"For women using public transportation, be aware of those getting off the bus with you. For women who drive, keep your doors locked at all times.

"Be sure to lock your doors when you leave your car," Mrs. Bailey said. "If it's locked, you know someone won't be waiting in it for you, and there's also less chance it will be stolen."

"The first thing to do when you get back into your car is to again lock the door. Some women make the mistake of starting their car first and then locking it. In those few seconds someone could be at your door."

If a woman should look out of her locked car and see a man standing beside it, the best thing to do is "lay on the horn," Mrs. Bailey said.

"One young girl was starting her car by the Cathedral and she looked up and saw a man holding a club. She accidentally fell on the horn and the man was frightened away."

It's also a good idea for women who must be out at night to carry something that could be used as a weapon, she said.

"A long hat pin stuck in your hair or clothing can send an assailant wailing. A spike heel or a sturdy handbag can be just as dangerous as many weapons criminals might carry. A rolled newspaper bent in half is unsuspecting in appearance but can be as effective as a rock."

"Some women also carry flashlights, whistles, 'tear gas' or aerosol spray containers."

Calling ahead to your destination to tell when you will be there is another good rule for women to follow, Mrs. Bailey said. Then if a car door slams and you don't appear, someone can come to your assistance.

What does a woman do if she is suddenly overtaken by an assailant? The best single bit of advice is to SCREAM.

"The inherent physical weakness which women cannot overcome does not apply to the lungs," Mrs. Bailey said. "Even if no one might hear you, this has frequently been known to scare off the culprit."

"Screaming also will often scare off a purse snatcher. But if it doesn't and he persists, it's safer to let him have the purse."

If your assailant grabs you, instead of trying to pull his hands away, grab one finger and bend it, Mrs. Bailey said.

"A good jab in his foot with your high heel also is effective. Or try to hit him in the groin with your knee. Scratching and biting also are not only effective in scaring him away, but they also help later in identifying and convicting the assailant."

When you're free of your assailant, remember to run. "Running is just as important as screaming," Mrs. Bailey said.

If a crime is committed against you, notify the police immediately. "We can't do anything if we don't know about the assault," Mrs. Bailey said.

"If the assailant used a car, try to get his license number. Many adults overlook this point. During the struggle, try to pull out some of his hair or grab pieces of clothing or jewelry. And try to look at his face so you could identify him later."

"I asked one 72-year-old woman who was brutally beaten to describe her attacker. She told me she couldn't, because she couldn't bear to look at his face."

"Some women won't notify police when they've been assaulted because they are afraid of notoriety. But the St. Paul papers normally do not use the names of sex victims unless they've been murdered."

One final rule for women to remember, Mrs. Bailey said, is don't take chances or become over-confident. "Crime occurs when you least expect it."

Feb. 17, 1967
Rockford Register-Republic

Lady Cop Tells Hazards of Job

'Police Raid Caught Me'

By MARION WILKE
Family Staff Writer

Both ability and adaptability are requisites for policewomen, as a description of her job was given by Lt. Carolen Bailey of the detective division of the St. Paul, Minn., police department. She is assigned to the sex-homicide unit of the department.

Mrs. Bailey spoke to the Law Wives and the Winnebago County Medical Society Auxiliary Thursday afternoon in the Pump Handle Restaurant. She is a niece of Mrs. Paul Wilkinson, president of the auxiliary.

"I'm often asked if my job is dangerous," said the attractive, slim brunette who carries a .38 snub-nose revolver while on duty, "but the only injury I ever received was while I bought a drink in a bottle club. I had the evidence, and when the raid began the club owner bolted the doors.

"I had to find a new way out and just as I was leaving the police officer broke a door glass with his stick and scattered glass all over me."

DISGUISES HERSELF

She frequently disguises herself to fit in with the atmosphere of the surroundings where evidence is to be gathered, and this includes visiting the fortune-teller when a band of gypsies comes to town.

"There is always a surge of complaints of confidence games and shoplifting when the gypsies arrive, and I love to fabricate stories for the fortune-teller. Then they decide to go back to the state they came from," she told her audience.

"In an interview prior to her talk, Mrs. Bailey advised women to use common sense precautions in avoiding criminal attacks.

"Basically, avoiding going out alone at night, knowing your companion well and seeing that he takes you to the door, avoiding shrubbery and other obstructions when walking on the sidewalk, and traveling well-lighted streets are precautions," she advised.

Screaming is another aspect that's often overlooked, she continues. "You're much safer drawing attention to yourself by screaming or honking the

horn than by remaining silent," she says.

Locked car doors prevent stealing of a car as well as keep unwanted companions away. When starting the car at night, lock the door and then turn on the light to start the ignition rather than holding the door open to see where the ignition is located.

Sturdy handbags and spike heels afford ammunition for women in emergencies, "and a corkscrew is a pretty good thing to have, too," says Mrs. Bailey. While other things are adequate as well as the well-known hatpin, a gun is a different proposition.

"Unless a woman is competent and comfortable using a gun, she probably shouldn't have one at her disposal. There are legal complications in our state, and you can't simply shoot a trespasser until your own life is in danger," she says.

When something does happen to alarm her, the woman is advised "to remain calm and think clearly and be prepared," says the attractive policewoman. "Be aware of the possibilities of danger so that you know what to do. If you're being followed, go to the nearest phone out alone at night, knowing your companion well and seeing that he takes you to the door, avoiding shrubbery and other obstructions when walking on the sidewalk, and traveling well-lighted streets are precautions," she advised.

ture who looks different, but that's not true. It's the chance acquaintance or questionable associates in trouble spots that are frequently the trouble-makers," she says.

DISTRIBUTE RULES

Children in the St. Paul schools receive pamphlets listing all the rules such as not accepting rides with strangers. "But the best protection is knowing where your children are at all times and supervising them closely. Many times children are picked up in their own yards and assaulted, and it's up to the parents to watch that this doesn't happen," says Mrs. Bailey.

In the St. Paul area citizens have become alarmed at the number of crimes being committed and committees are being formed to protest leniency in punishments.

"We have one man arrested on three charges, and with other crimes he has 160 years of parole. We figure he'll be out in three years. Penalties are minimized in our state, and people are beginning to object. We've got to be concerned with protecting the community as well as the individual," she says.

ROGER
Wife of Jim Bailey, a graphic artist in St. Paul, Carol is mother of three sons.



Mrs. Armour Beckstrand, left, and Mrs. Eugene T. Leonard, right, chatted with Mrs. Carolen Bailey, St. Paul, during the luncheon Thursday. (Register-Republic photo)



Rockford Press, Mar. 18, 1967

Child-Molester Caution Urged

Parents Given Protective Advice



MRS. CAROLEN BAILEY
Advises Parents

er knows her own child and how much she can grasp. I don't think a child will become overly frightened if the mother is calm and clear when she talks about possible dangers," Mrs. Bailey said.

She cited a case where a 15-year-old girl was so sure nothing would happen to her that she took no precautions or made no effort to get away even though she was aware of a man following her. She was assaulted.

These are Mrs. Bailey's suggestions to parents who want to prepare and protect their children from criminals.

"Impress upon your child never to accept presents or candy from strangers. However, no parent can be sure that a child won't take a present. We've had cases where the child gets accustomed to taking gifts from a man and may take great efforts to conceal his identity. One seven-year-old gave us incorrect information, addresses and descriptions of a molester who had given her gifts. She was even intelligent enough to be aware of a policeman tailing her and lead him on a goose chase.

"Don't allow children to play in unsupervised playgrounds, abandoned buildings, secluded parks, alleys or weedy or woody areas where they can't be seen by an adult. Criminals seek such areas, and if an attack should occur in such a spot, the molester has more time to get away.

"Tell youngsters to stay away from cars and never to accept rides from people they don't know.

"Be aware at all times where your children are. If they are going to a friend's house, call ahead to alert the mother, and ask her to call you when the child leaves. Make certain children are inside after dark when the crime rate increases. Our curfew laws not only keep a child out of mischief but keep him away from harm."

"If the child should be grabbed, tell her to scream, bite and scratch as hard as she can. One of the children who was lured by the 'cat' man got away by biting him very hard as he was undressing her."

"Train the child to no-tice license numbers."

If a child should be late coming home, Mrs. Bailey suggested that parents ask to put words in his mouth with 'yes' or 'no' questions such as "Did some man do something to you?" "Did he have dark hair?" etc.

Although many times a child will not tell the parents about an attack, there are danger signals a mother may watch for, according to Mrs. Bailey. "They might show fear, be unusually quiet, refuse to eat and ask to go to their room, cry inappropriately or complain of pain when they go to the bathroom."

WHEN PARENTS realize a crime has been committed against their child, Mrs. Bailey advises them to remain calm and try to think clearly. "The children are going to be much more upset if the parents are hysterical. They realize the importance of the event when they see their child's reaction. The more objective the parents are, the less effect on the child and the sooner he will forget the incident."

The police must be notified, and they will make every effort to get the information without further upsetting the child or her parents.

mation that can catch the molester. Some have been able to identify pictures or men in a police lineup. We also like to know just how busy these men are and what part of town they work. There might be a pattern we can follow."

Mrs. Bailey cited a recent case of a man arrested for another reason who volunteered information that he had committed attacks he had checked their records, and found no reports from citizens. The man, of course, did not know the names of his victims, so the police could not verify the crimes. He was released.

Molesters will often play upon the fear of their victims. "A teenage girl who was raped refused to talk about it for fear the man would get me again," Mrs. Bailey told the mothers. "This criminal had a good thing going."

She told of another girl who was abducted by a molester and stayed in his room for three days, even when he left to buy groceries, because she was so terrified of him. "Victims are much safer if they will report the incident to the police. If they do not report it, the man is free to attack again and again."

PARENTS must inform their children of dangers in an objective, matter-of-fact manner. "Every moth-

might be approached in a schoolyard by a man who says, 'Your daddy told me to give you a ride home,'" Mrs. Bailey said.

Most mothers caution their children, "Don't talk to strangers." But a child, Mrs. Bailey said, might think that after exchanging a few words with a man, he is no longer a stranger. "Tell your children that a stranger is someone he's never seen before, and someone his parents don't know."

The majority of assaults are against girls, "but boys can be victimized as well," she said. "Right now we're having a rash of crimes against hitchhiking teenage boys."

First on the frequency list of sex actions concerning children are indecent exposures.

"The man will stop his car near a child, ask directions, and pretend not to hear. He'll ask the child to come nearer, and then expose himself. Others will hide in bushes or weeds and jump out as children walk by. Exposing is a misdemeanor punishable by up to 90 days in the Workhouse or a fine, or perhaps, if the judge is lenient, a suspended sentence," she explained.

Molestering over the clothing is a misdemeanor as well. Children often don't tell their parents about such an incident.

Molestering underneath clothing is considered indecent assault, is a felony and carries a sentence of five years in prison. "Frequently this occurs in the child's home or in the home of a friend, but it can happen anywhere," Mrs. Bailey said. "We've had a case of a boy being assaulted on a crowded department store escalator."

By ELEANOR OSTMAN
Staff Writer

"Come here little girl, I've got a quarter for you if you'll help me look for my cat."

That's the line, often successful, which a child molester uses to lure young children from East Side playgrounds. His mention of the cat never changes, and he is still at large, searching for naive, trusting children he can sexually assault.

Eight East Side mothers sat around the library table at Merrick Community center Friday to learn from Mrs. Carolen F. Bailey, of the St. Paul police department's sex and homicide division, of the dangers children face from deviates. "Children are unafraid and defenseless. They don't understand the few methods of protection they might have. Perhaps that's why molesters pick on them," Mrs. Bailey told the women. "Also, children are less likely to talk about an experience that they really don't understand. Some never say a word if they've been attacked."

MOLESTERS entice youngsters with candy, toys or money. "Some children are led by deceit. They

TYPES of crimes against children are numerous, but even more legion are the number which never get reported to the authorities. "Parents will say, 'How can you ever catch the man now? Why should we involve our child in police or possible court action? We tell them that the child might have a bit of infor-

Sat., Mar. 18, '67

crowd you to the curb, persuading you to follow you, or if he tries to block or stop you, blow your horn. Lean on it! she urged. Remain in your car and Women, Business and Professional Women's Club and the South Minnesota Crisis Surv...

October 9, 1969

Mr. David E. Marsden, Chairman
Public Service Recognition
Kiwanis Club of St. Paul
St. Paul, Minnesota

Dear Judge Marsden:

The Kiwanis Public Service Award is not only an opportunity for the often-unsung public employee to be recognized for superior effort, but also an

NEVERTHELESS, I LOOK FORWARD TO THIS EVENT WITH BOTH ASSURED CONFIDENCE IN THAT I HAVE A HOST OF QUALIFIED CANDIDATES BUT, CONVERSELY, A LACK OF CONFIDENCE THAT I CAN ALWAYS SUCCESSFULLY SELECT THE OUTSTANDING FROM AMONG THE OUTSTANDING.

HOWEVER, THE CANDIDATE I HAVE SELECTED HAS DEMONSTRATED SUPERIOR ABILITY, BOTH IN HER REGULARLY ASSIGNED WORK AND IN THE MYRIAD OF JOB-RELATED TASKS SHE HAS VOLUNTARILY ACCEPTED TO BRING TO THE PUBLIC. THE TRUE VALUE OF THE POLICE MISSION AND TO WIN UNDERSTANDING AND SUPPORT FOR THE CAUSE OF LAW ENFORCEMENT. SHE IS LIVING PROOF THAT A WOMAN CAN COMPETE SUCCESSFULLY IN A MAN'S WORLD, BUT ONLY IF SHE IS GIFTED, HIGHLY MOTIVATED, BLESSED WITH A LARGE MEASURE OF COURAGE AND WILLING TO TRY HARDER AND WORK HARDER THAN HER MALE PEERS. MRS. CAROLEN BAILEY POSSESSES THESE TRAITS AND I HEREWITH SUBMIT HER NAME AND CANDIDACY.

MRS. BAILEY SPENT HER EARLY CHILDHOOD IN RIO DE JANEIRO, BRAZIL, WHERE HER FATHER REPRESENTED AN AMERICAN MANUFACTURING COMPANY. SHE IS FLUENT IN THE SPANISH, FRENCH AND PORTUGUESE LANGUAGES WHICH PROBABLY INDICATES LINGUISTIC ABILITY, BUT TO THOSE WHO KNOW HER IT IS FURTHER EVIDENCE OF HER ABILITY TO SEEK OUT AND INVOLVE HERSELF WITH PEOPLE. SHE RETURNED TO THE UNITED STATES WITH HER FAMILY LATER AND ATTENDED JOHNSON HIGH SCHOOL, WHERE SHE WAS EDITOR OF THE SCHOOL'S NEWSPAPER, THE "CARRIER." SHE GRADUATED IN THE TOP TEN OF A CLASS OF 369 GRADUATES.

...ook and act differently
...ormal person and can be
...a glance.
...crowd you to the curb, persuade
...follow you, or if he tries to block or
...stop you, blow your horn. Lean on it!
...she urged. Remain in your car and
...child molesting, urging mothers to
...relate to what a child understands.
...She advised they know where the
...Women, Business and Professional
...Women's Club and the South
...Minnesota Crisis Support

DAVID E. MARSDEN

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OCTOBER 9, 1969

SHE ATTENDED THE UNIVERSITY OF MINNESOTA, WORKING PART TIME IN PERSONNEL WORK FOR SEVERAL TWIN CITIES INSTITUTIONS. DESPITE THE PART TIME WORK SHE WAS GRANTED HER BACHELOR OF ARTS DEGREE IN TWO YEARS, GRADUATING CUM LAUDE. SHE WAS ELECTED TO SIGMA EPSILON SIGMA, THE NATIONAL HONORARY SCHOLASTIC SORORITY, AND EARNED QUARTERLY AWARDS FOR ACADEMIC LEADERSHIP FROM HER SORORITY. ALPHA GAMMA DELTA. HER MAJOR STUDIES WERE SOCIOLOGY AND PSYCHOLOGY WHICH WAS FOLLOWED BY CERTAIN GRADUATE-LEVEL COURSES IN SOCIAL WORK AND COMMUNITY RELATIONS.

UPON GRADUATION, MRS. BAILEY WAS EMPLOYED FOR FOUR YEARS IN THE CHILD WELFARE BRANCH OF THE RAMSEY COUNTY WELFARE DEPARTMENT. FOLLOWING THIS, SHE BECAME A POLICE OFFICER WITH THE BUREAU OF POLICE AND HAS BEEN SO EMPLOYED FOR EIGHT YEARS. SHE IS MARRIED AND THE MOTHER OF BOYS AGED 6, 8 AND 12 YEARS. IN ADDITION TO THE QUALITIES AND ABILITIES FOR WHICH SHE WILL BE CITED, MRS. BAILEY POSSESSES IN ABUNDANCE THE MORE HOMELY VIRTUES OF THE HOUSEWIFE FROM MAKING HER OWN CLOTHING TO DOING HER HUSBAND'S TYPING.

HER EXTRA WORK ACTIVITIES ARE NOT CONFINED TO HER HOUSEHOLD DUTIES. SHE IS A MEMBER OF THE NATIONAL ALPHAS SORORITY AND WILL BE THE SUBJECT OF A FEATURE ARTICLE IN THE NATIONAL ALPHA GAMMA DELTA MAGAZINE - FALL ISSUE - ENTITLED, "OUR OUTSTANDING PERSONALITY." SHE IS PROGRAM CHAIRMAN FOR TWO SEPARATE PTA ORGANIZATIONS, AN AMATEUR ARTIST, AND A MEMBER OF THE ALTRUSA CLUB, A PROFESSIONAL WOMAN'S ORGANIZATION. FURTHER, SHE IS A MEMBER OF THE EXECUTIVE BOARD OF THE PLANNED PARENTHOOD SOCIETY AND THE VICE-PRESIDENT OF THE ORGANIZATION OF AMERICAN LUTHERAN CHURCH WOMEN.

HER WORK ASSIGNMENT IS WITH THE HOMICIDE-SEX UNIT OF THE BUREAU OF POLICE. SHE IS ASSIGNED TO GENERAL INVESTIGATIONS OF HOMICIDE AND SEX OFFENSES AND PARTICULARLY THOSE INVOLVING WOMEN, GIRLS AND SMALL CHILDREN. HER DUTIES ARE NOT EXCLUSIVELY INVESTIGATIVE, HOWEVER, AND FREQUENTLY INVOLVE UNDERCOVER WORK FOR THE VICE, INTELLIGENCE AND HOMICIDE UNITS. DANGER IS INHERENT IN THIS KIND OF WORK AND A SOURCE OF WORRY TO THOSE WHO ASSIGN HER. HOWEVER, THEY DARE NOT EXPRESS THEIR ANXIETIES FOR FEAR OF BEING TAKEN TO TASK FOR "OVER-PROTECTIVENESS" BY MRS. BAILEY, WHO SEEMS TO FEAR ONLY BEING SHOWN PREFERENTIAL TREATMENT BECAUSE OF HER SEX.

HER ASSIGNED WORK IS DONE UNIQUELY WELL PERHAPS BECAUSE OF HER RAPPORT WITH WOMEN AND AFFECTION FOR CHILDREN. THE INTERVIEW OF A FRIGHTENED CHILD VICTIM IS PERHAPS ONE OF THE MOST DIFFICULT TASKS IN LAW ENFORCEMENT.

Mr. David E. Marsden

-4-

October 9, 1969

THE ACCOMPLISHMENTS OF Mrs. CAROLEN BAILEY ARE BY NO MEANS EXHAUSTED IN THIS NOMINATION. THEY ARE NO MORE THAN A PROFILE OF A WOMAN WHO IS SOMEWHAT DEAR TO US IN THAT, AS A RESULT OF HER MANY ACTIVITIES, ACCOMPLISHMENTS AND TRIUMPHS, WE ARE PERMITTED TO SHARE CERTAIN BENEFITS BECAUSE WE TOO, ARE MEMBERS OF A POLICE AGENCY. Mrs. BAILEY HAS NOT HELD AN ELECTED OR APPOINTED OFFICE AND COMPLIES WITH ALL THE REGULATIONS OF THE AWARD COMMITTEE.

SINCERELY,

J. E. McAuliffe

CHIEF OF POLICE

Elected & presented Kuzma award Oct. 30, 1969

Regional Chairman, International Assoc. of Women Police, 1972 - 1974

President, Alumni Alpha Gamma Delta, 1974 - House Corporators Council, U. of Minn., 1972

Elected President, Minn. Assoc. of Women Police, 1973



Mrs. Leonard Halper, Program Chairman, chats with Guest Speaker Mrs. Carolyn Bailey of the St. Paul Police Department.

Prescription for Protection

St. Paul Police



Police Do Multitude Of Tasks

By ROGER ROSENBLUM
Staff Writer

THE HEAD of a local business concern found himself saddled with an ever-growing problem of workers reporting late, a thorny issue which affected not only morale but also profits of the establishment.

The owner needed help. And help he obtained—from the St. Paul Police department.

As unlikely as this seems, it is only one of myriad public services performed daily by the police, in realms which might be considered outside the province of our law enforcement arm.

The owner was not employing malingerers or criminals. It turned out he had a major traffic and parking problem, created in the recent past because of new road construction.

The St. Paul Police Department worked with the businessman to set up different access to the plant parking area and assisted in other controls at peak hours when employees were arriving for work.

★ ★ ★
"WE TRY TO BE a community service organization in areas outside of crime," explained St. Paul Police Chief Lester McAuliffe.

"We devote as much time as is possible with the manpower we have in order to be a real help to the citizens," McAuliffe added.

Need a speaker for a large industrial meeting or church group? The St. Paul Police department will be happy to accommodate you.

St. Paul's "Men in Blue" are trained for emergencies, the majority of which naturally occur in the realm of criminal apprehension. But the least known many times serve a great community need, or emergencies and services you'd hardly expect from a police department.

"Many times we devote hours to our school administrators to help eliminate street-crossing hazards, improve bicycle safety for those who ride to school that way and work with Parent-Teacher Associations who feel they may have a



safety problem of any kind," said Capt. Kenneth Anderson, head of the St. Paul Police traffic division.

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"PUBLIC SAFETY, to us, is the name of the game," Anderson continued. "Any human being who is in danger, where it involves the security of the person, is our concern. That includes anything from a pregnant woman to a lost elderly person to a child who has caught a hand in the washing-machine."

The distaff side certainly is not ignored in the Police department's thinking. Carolyn Bailey, attached to Capt. Ernest Williams' sex and homicide division, plays a unique role.

Mrs. Bailey devotes many of her working hours giving talks and demon-

Turn to Page 7, Col. 1

MUCH IN DEMAND

as a public speaker is Mrs. Carolyn Bailey, St. Paul Police-woman. Here she talks to members of the St. Andrews School PTA about methods of self-defense for women.
—Pioneer Press
Photo by Spence Hollstadt.

Community Police Role Aids Many

Continued from Page 1

strations to citizen groups, primarily women's clubs, nurses, Parent-Teacher Associations and every so often accepts an invitation from a men's professional organization.

"Women's groups want to know about self-protection mainly, but at this time of the year many mothers are concerned about how to make their children aware of molesters and how they should react," Mrs. Bailey said.

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THE POLICEWOMAN uses demonstration techniques and visual aids to bring home the impact of her lectures.

"I find women usually are more responsive to the sessions," she said, "but I guess that is natural. Men's groups are more curious about our work."

Mrs. Bailey said that, within the last year or two, senior citizens have become more concerned because "they are easy prey. I've been devoting more and more time to working with the elderly."

She admitted, because of time demands, she must turn down more speaking engagements than she can accept.

Businessmen have benefited in many ways, thanks to co-operation from the police. "We'll talk to groups of drivers for a firm and try to show them how to cut down on company accidents," Anderson related. "We also give advice on proper storage of gasoline or other explosive materials."

He pointed out that the Twin Cities area is the fourth largest trucking center in the United States. "That gives us some additional headaches most cities don't face," Anderson said. "We work closely with those companies on routing, hauling, loads and parking."

... look and act differently ... crowd you to the curb, persistently ... child molesting, urging mothers to ... Women, Business and Professional ...

FOREWORD

This booklet has been prepared to identify crime-inducing situations, and to suggest means by which they may be avoided through alertness and knowledge.

It brings the woman's viewpoint to problems peculiar to women. The author is Sergeant Carolen Bailey of the Police Homicide-Sex Unit.

It is our hope that the reader will profit from this booklet in terms of added confidence and knowledge that may appreciably increase the safety of our women.

R. H. Rowan
Chief of Police



Sun., April 13, 1969

Police Do Multitude Of Tasks

By ROGER ROSENBLUM
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INGREDIENTS OF PROTECTION

Most of us have been aware of the rapid increase in crime during the past several years. It is frightening and outrageous that more crimes are committed today per population than ever before in our history. It is increasingly likely that a woman will be robbed, assaulted, raped, kidnapped, and even murdered.

Undoubtedly many crimes have been prevented by the alert policeman and the early apprehension of a dangerous criminal. Yet, crime occurs everywhere and when you may least expect it. Vicious attacks have happened within the victim's own home — in broad daylight or when the victim is sleeping peacefully in her own bed at night. She may be stepping out to get the mail or coming home from the grocery store. An attack not only may mar a pleasant evening, but can leave profound effects on the life of the victim.

Fortunately, much can be done to prevent and protect yourself from crime. In talking with the many innocent victims of crime and listening to the account of their terrifying experiences, it becomes apparent that many of these offenses could have been avoided by COMMON SENSE CAUTION. Why is one woman kidnapped and assaulted, while the other escapes a similarly intended fate? It is not just simple chance. If the victims had followed a few simple rules, many of our crimes may never have occurred. We do not want anyone to feel so frightened that they are afraid to peep out from under the bed, but many of these precautions can be developed automatically as every day habits. It is not our intention to curtail the activities of the women in our community, but you may feel more comfortable with these suggestions. It is difficult to give hard and fast rules for every specific situation. Each situation must be assessed individually and may be handled

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Staff Writer

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differently. If you observe these suggestions, with your own good judgement, the next victim should not be you.

ON THE STREETS

When at all possible, travel in pairs, preferably with a male companion you know well. This is especially true after dark. If the victim had not been alone, many street offenses might never have been committed. Have your companion walk you to the door and be sure you are safely inside before leaving. This would also apply to cab drivers. Attacks have occurred right outside the door just after the escort has left. However, don't make the mistake of believing you are entirely safe simply because you are with another female. A single offender has been able to handle more than one woman — or, there may be more than one offender.

Most of us have schedules so that we are often expected at a given time and place. It is wise to call ahead to your destination and let them know when you expect to arrive, so that delays will alert them. One potential victim's husband decided to check the garage when his wife was a few minutes late and scared off her assailant.

If it is necessary for you to travel alone, whether it is from the bus stop, parking lot or from your own garage (which, incidentally, can be a definite hazard), BE AWARE OF THE POSSIBILITY OF DANGER. Many women are taken so much by surprise that they do not know how to respond. They may be stunned or immobilized by the unexpected. Plot your course if you anticipate difficulty so that you know where to go if trouble should occur. Notice nearby businesses which may be open. If feasible, use a cab. When using public transportation, be aware of those getting off with you. When arriving home late at night, don't stop to pick up the mail.

Have your house keys in your hand so you don't waste time fumbling for them in your purse.

When walking, AVOID BUSHES, SHRUBBERY OR OTHER OBSTRUCTION NEAR YOUR PATH. Many women have exclaimed, "I don't know where he came from — suddenly he jumped out from nowhere!" Offenders prefer to catch their victims unaware. Don't walk near cars parked in alleys or dimly lit areas, and don't approach cars when summoned on pretenses of requesting directions (which is a common technique of the exhibitionist). AVOID DARK STREETS AND SECLUDED PARKS. Travel in well-lighted, heavily travelled areas. BE AWARE OF PEOPLE BEHIND YOU. Don't believe as one young rape victim stated, "I knew he had been following me for two blocks, but I figured even if he was he wouldn't try anything!"; or another more sophisticated victim who thought the assailant was just trying to "pick me up," and she mistakenly believed she could handle him. Ignore anyone who bothers you. Don't be polite or engage in conversation. If you are followed by someone in a car, you might turn and walk in the opposite direction. KEEP COOL.

If you think someone is following you, go to the nearest phone, whether this is the first lighted house or a phone booth, and call the police. If you don't know the number, have the operator connect you directly. One woman was so nervous that she dialed the number incorrectly, wasting precious minutes that allowed a prowler to overcome her. The circumstances are often very upsetting, but it is important to REMAIN CALM AND THINK CLEARLY.

DON'T TAKE CHANCES OR BE OVERCONFIDENT. Some adults carefully advise young children, but mistakenly believe they can take care of themselves. If possible, call us before the offender realizes you are aware of him so that he can be apprehended immediately, but when doing so would



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increase your own personal danger or when the onset is sudden . . . SCREAM! The inherent physical weakness which we ladies cannot overcome does not apply to the lungs. This cannot be overemphasized. Many, many women have avoided or escaped harm by screaming. Even if no one might hear you, this has frequently been known to scare the culprit off. So . . . SCREAM . . . SCREAM . . . SCREAM! If you can learn a loud karate "Yaaahl," this may be even more startling!

Many women feel more confident if they have something in mind in their possession that can be used as a WEAPON. A heel (GRIND ON ATTACKER'S INSTEP) or a sturdy handbag (GRAB WITH BOTH HANDS AND RAM SHARPEST POINT INTO UPPER LIP; DO NOT SWING) can be just as dangerous as many weapons criminals might carry. A rolled newspaper bent in half is unsuspecting in appearance, but can be as effective as a rock WHEN JABBED INTO THE MID-SECTION JUST BELOW THE RIBS. Some women carry flashlights, whistles and purse size hair spray everywhere after dark. Pointed or sharp objects, such as nail files, pens, long-handled steel combs, keys and hat pins can be effective when jabbed in sensitive areas (at the throat, eyes, under the ribs, etc.). Jab upward so it is less likely to be blocked. If you do carry any of these items, KEEP THEM IN YOUR HAND when you anticipate possible danger, because if you need them you can't depend on an opportunity to search for them in your purse.

Some women have asked about the advisability of keeping a pistol available. It is illegal in St. Paul for anyone but a law enforcement officer to carry a gun on his person. You may, however, keep a gun in your home, but unless you are comfortable, proficient and prepared to use it when indicated, a moment's hesitation might allow an offender to disarm you and use the weapon against you. Actual cases

have shown that a weapon often is not used even if given the opportunity. It is also important to be fully familiar with safety precautions and to give the situation careful consideration before producing the weapon.

For the more ambitious lady, courses in JUDO are offered. Most of us smile, especially we women, when we picture the helpless female surprising a brutal assailant by flipping him over her shoulder and striking him in the neck. However, don't overemphasize the value of this skill. It requires a great deal of practice to become proficient and respond to holds instinctively. There are, however, selected techniques which are particularly adaptable to women. Most women will attempt, in vain, to push their much stronger and heavier assailant away, or grab at his wrists. Instead of tackling his whole hand, it is far more effective to direct your entire energy to just one finger, preferably his smallest or his thumb. Kicking can be effective in the shins or on the foot. Bringing your knee forcefully against your assailant's groin has proven effective. If you are convinced that you are in immediate danger of your life, (it is important to differentiate between a man who is annoying you and one who is attacking you), two techniques involving the eye and testicle area are guaranteed effective when done with conviction. Often when attacked, the victim's hands are in a position to easily reach up with her thumb and put his eye out. Also, there would undoubtedly be fewer attacks if every woman squeezed one of the attacker's testicles. The shock reaction alone will prevent him from chasing you. Many women, however, are reluctant to harm anyone in this manner.

To use your hands, place your thumb on the outside, not under your fingers and make a tight fist. Hit hard with the bottom edge, not the knuckles. Swing hard and aim for the side of the jaw, the temple or come down hard on the nose. Or shove



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the heel of the hand hard underneath the nose.

To use a kick, make a half-turn so that your attacker is on your right (not facing you), shift your weight to your left foot and keep your arms out for balance. Lift your right knee as high as possible and kick down sharply with your right leg on the attacker's knee or shin.

The main object of self-defense is to throw the attacker off guard or incapacitate him long enough to escape. Surprise is essential. The attacker probably expects you to be helpless. If you defend yourself quickly, you may take him by surprise. NEVER ENGAGE IN PHYSICAL COMBAT UNLESS UN-AVOIDABLE. It is far better, when possible, to RUN.

Don't depend on "talking your way out of it," but there may be occasions where using your imagination may be effective. If you can gain an attacker's confidence so that you no longer represent a threat or risk to his security, you may increase your opportunity for escape. Most attackers will not respond sympathetically to the argument that "I'm pregnant," "I've got V.D.," or "I'm a virgin," but if they believe you may willingly participate, they may forget their precautions. An example illustrates a woman who was ordered to accompany an assailant outside a dance. She responded, "Great! Didn't I see you inside the dance?" He cautiously answered, "Yeah," to which she informed him that she had followed him outside. After further conversation, the assailant became so excited that he let go of her arm and ran to get his car to pick her up. The intended victim then ran safely inside to the dance! Rapists are people too, and under certain circumstances may respond to acceptance, sympathy for him, etc. Whatever you choose to do, make sure it can help you to escape (for example, don't be lured to an isolated area or allow yourself to be handicapped in any other way.) If you are already

acquainted with your assailant, you may better understand him and have a greater opportunity to talk with him.

PURSE SNATCHERS

Purse snatches are common offenses against women. Here again is where the SCREAM comes in handy. The purse snatcher's technique depends frequently on the element of surprise, and he is usually anxious to escape the scene. If the snatcher appears persistent in obtaining your purse, let him have it rather than risk injury from falls or blows. DO NOT CARRY LARGE SUMS OF MONEY, but if this is absolutely unavoidable, carry the money on your person rather than in your purse. Don't display money in public places. Hold your purse close to you and do not lay it down in public. Know where your purse is at all times. This includes such circumstances as placing your purse down in the grocery cart or while trying on shoes. Do not leave your purse open, and keep the clasp facing you when carrying it so that, if it should open, it will open toward you. Hold your purse firmly and close to your body. Keep your shoulder bag over your shoulder and don't dangle it by the strap. When your arms are full of shopping bags, place your purse carefully inside a bag. Women, as well as men, steal purses. Be cautious in placing your purse on sinks in public bathrooms or on counters in store dressing rooms.

If robbery with weapons is attempted, the scream defense may not be best unless you have every reason to believe that resistance will be effective and safe or that there are people close by who will come to your assistance.

Protect your neighbors. Notify police immediately if they need assistance, and don't mention to strangers that a neighbor lives alone or is home alone.



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Sex offenses sometimes result when women don't KNOW THEIR ESCORTS WELL. This applies to friends of a friend, chance acquaintances, etc. Some girls from smaller towns are not fully aware of the hazards prevalent in a larger city and carry on conversations with strange men or accept rides from them. It may be to your advantage to recognize the fallacy commonly held by the public in connection with sex criminals. Many people look upon such offenders as strange creatures who somehow look and act differently than the normal person and can be recognized at a glance. Actually few criminals remotely resemble the popular conception of them. Many look like the man down the street who is loved by the neighborhood children . . . and frequently are such men! Many rapes are committed by acquaintances during a date. At an appropriate time, tell your dates what your limits are. You may be thinking about coloring Easter eggs, but he may perceive that you are sexually enticing him!

Offenses also result from women frequenting certain TROUBLE SPOTS, that is . . . areas where trouble is more likely to occur and where she may become acquainted with questionable associates. This also includes girls loitering on street corners, in parked cars in lonely areas, and women alone in taverns. If you do not want an attacker to feel encouraged, select your clothing carefully. Enticing clothing can lead to more problems than you may be able to handle.

IN YOUR CAR

Lock your car when you leave it, even on your own driveway, and lock the doors when you are driving it. This not only protects your car from thieves, but prevents anyone from entering and hiding in it, or jumping in at stop signs, etc. This could avoid unwanted companions. Lock your doors im-

mediately when entering the car. Do not hold the door open for any reason, such as keeping the light on to enable you to locate the ignition. It has taken just these few seconds for an attacker to arrive. Keep your car windows up. If another driver attempts to crowd you to the curb, if he is persistently following or chasing you, or if he tries to block or stop you, BLOW YOUR HORN. Remain in your car and keep your doors locked and windows closed. Noise can attract attention and often scares assailants off. If you believe someone is following you, drive to a gas station rather than risking a dash into the house. Leave a light on in your garage and outside entrance if you plan to return after dark. Park in a well attended parking lot and garage when you are alone rather than in front of bars or in isolated areas. Do not tempt thieves by leaving items in your car in full view. The safest way to leave things in your car is to lock them in the trunk. Many insurance companies do not cover thefts from cars where the doors have been left unlocked. Separate your house and car keys, and don't identify your car keys with your license number or address in case they are lost or stolen.

Do not accept rides from strangers or give rides to strangers. Hitchhiking encourages trouble. Remember the man who tries to pick you up from his car is not merely running in competition with the bus company.

HOME, SWEET HAVEN?

After a busy day, during a storm, when we are tired, and when we want to be no place else, we like to relax in our home where we feel most comfortable. The home has traditionally been considered our haven, a place of shelter and safety, but more and more this concept is being challenged. We are appalled when we read that an automobile or plane



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has crashed through a home, killing the unsuspecting occupants . . . but, the probability is much greater that an elderly woman will be attacked while sleeping in her own bed, a young mother will be assaulted while doing the morning laundry in the basement with her children looking on, or a babysitter will fall prey to a stranger at the door. Although an experienced burglar may overcome all preventive measures, each method provides an obstacle which may discourage him or cause enough noise and delay in time that he is interrupted. The following suggestions may keep our home a haven:

KEEP ALL OUTSIDE DOORS LOCKED — don't leave your outside door unlocked for even a few minutes while you run to the neighbor's for coffee, to pick up the mail, to take out the trash, etc. Many women have returned to find a man waiting inside their apartment or house. If you must have a door unlocked while you do chores outside, always have ready visibility on the unlocked door. For example, if raking in the backyard, do not leave the front door open. Don't hide keys under door mats, on ledges, over doors, etc. Do not attach your name and address to house keys in the hopes of recovery if you should lose them. This could direct the finder to an easy burglary. If you return home to find a sign of forced entry, such as a broken lock or window, **DO NOT GO INSIDE.** The burglar may still be inside. Go to the nearest phone and call the police. Don't enter a house in darkness. A light left on when you go out may protect your house while you are gone and protect you when you return. **LIGHT UP** the outside of your house for the same reasons.

There are many new and some inexpensive alarm devices. Check your stores to obtain detailed descriptions of what is available for your own purposes. Advertise a burglar alarm system by displaying stickers, etc. The average burglar will bypass the

alarm for an easier target. If you have glass windows on your outside door, a double cylinder lock can prevent anyone from reaching in through a broken window to release the lock from the inside. Sliding doors and windows can be further protected by placing a small nail or screw in the track so that it will not slide even if the lock is released after breaking the glass.

Some of the newer buildings not only have excellent deadbolt locks but offer peepholes so that you can see the caller before opening the doors. Doors should **NOT** be opened until you **IDENTIFY THE CALLER.** If you do not know the caller, you might verify his identity from the window or talk to him through a locked screen or storm door. Under no circumstances should you call out a cheery, "Who's there?" and then when a male voice answers, "The meter man," fling open the door. It might not be the meter man. **DO NOT ADMIT UNAUTHORIZED PERSONS TO YOUR HOME.** They may wish to use the phone, inspect the furnace, or conduct a poll. If they are legitimate, they will be able to properly identify themselves. Children will admit anyone because they are friendly and unafraid, but could let someone into the house that might be dangerous.

Many people don't think of installing **locks on interior doors** within their homes, but this too can increase your safety. For example, a locked basement door may stop a burglar who has entered the house through a basement window.

KEEP YOUR SHADES DRAWN to avoid tempting window peepers or creating the appearance of being alone. **AMPLE OUTSIDE LIGHTING** not only protects you when you arrive home, but discourages prowlers when you are home alone. Walls, fencing, locked gates, etc. around property can discourage prowlers and window peepers. Some **DOGS** are excellent protection and even friendly dogs can



Sun, April 13, 1969

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By ROGER ROSENBLUM
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sound the alarm. Keep in mind, however, that those whose motives are to confront the resident might not be discouraged in this way and that a piece of food might keep the dog otherwise occupied. Some women place ashtrays, telephones, and other objects where they will crash to the floor if someone attempts to gain entry through a nearby window or door.

It may be a good idea to take along a companion in apartment buildings when using basement laundries if they are accessible to the general public. Such areas are frequently lonely and good spots for offenses.

List your first name on the mail box or entrance-way by the initial only so it is not apparent if you live alone. This rule also applies to the telephone directory. Avoid the prefix of "Miss" or "Mrs."

THINK ABOUT IT. IF YOU LOCKED YOURSELF OUT OF YOUR HOUSE, HOW WOULD YOU GET IN? IF YOU CAN GET IN, SO CAN A "PROFESSIONAL" BURGLAR. They are alert to even the most hidden forms of entry.

ON THE PHONE

Phone calls are difficult to control, but in most cases you will receive no further problems if you simply hang up the receiver. Or you may discourage a repeated caller by clicking the receiver several times and say, "Operator, this is the call I want traced." Don't prolong suspicious phone calls. HANG UP at the first obscene word or improper suggestion. HANG UP if the caller does not answer to your "hello" or if he does not satisfactorily identify himself. Do not unthinkingly give a caller your name, address, or phone number in case the caller dialed the number at random. NEVER give out any information on the telephone if you do not first verify who the caller is (by calling him back, etc.).

Many of these callers appear truly knowledgeable, well-informed and sincere. They can fool you when you least expect it. Do not be fooled by a convincing talker. A male representing himself as a fictitious doctor has managed through conversations of sometimes an hour or more to obtain very intimate information from many women. Do not give the impression that you are alone, and if you are not alone, you might try turning the phone over to a male companion. If children are allowed to answer the telephone, they should be taught not to give out any information, but to call an adult who is present to the phone. Don't be lured out of your home on any pretense. Always verify information given by a stranger. REPORT LEWD AND NUISANCE PHONE CALLS TO YOUR PHONE COMPANY.

IN THE EVENT AN OFFENSE IS COMMITTED in your presence, there are several things in addition to those given which can be done for your protection and to aid in the apprehension of the offender, thereby preventing recurrence to you and others.

NOTIFY AUTHORITIES IMMEDIATELY when a crime has been committed. When calling police, give your name, address or location, and state briefly your purpose. If you let them know your need is urgent, they will respond as quickly as possible. Remember, the police officer judges the urgency of your situation by the facts you give him. There are undoubtedly many more crimes committed than are actually reported to the police. By failing to alert the police, you may be allowing an offender to continue to prey on others. Report suspicious people and occurrences to the police.



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OBTAIN A DESCRIPTION whenever possible. This may sound simple, but it is not unusual that there is no description whatsoever or as many descriptions as there are witnesses. Experienced criminals know that the single most important evidence often is the victim's identification and may take precautions so that the witnesses do not see their face, but even detailed descriptions of the clothing, body, voice, movement and mannerisms have proved significant. Observe everything you can.

OBTAIN LICENSE NUMBERS OF CARS whenever cars are involved in the offense. The reason for this is self-explanatory but this means of identification is often overlooked. Observe the numbers carefully and record them on paper as soon as possible. Report credit card losses or thefts immediately. In some cases, you may be held responsible for charged items unless you have notified the issuing company.

If a scuffle ensues, TRY TO MARK THE ASSAILANT. Scratches and bites on the face and body have not only been helpful in locating and convicting the offender, but have sometimes discouraged him from further efforts. Obtain any possible evidence that might lead to identification, such as a piece of cloth or hair. In one instance, a woman managed to get her assailant's billfold, which later led to his arrest.

If it should be necessary, be willing to appear in court. Dangerous criminals have been released because of witnesses' refusal to cooperate in testimony.

St. Paul Police Crime Prevention



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4-13-69

HERE'S THE STORY!

June 12, 1969

A meeting of the Commendation Review Board was held during March, April and May, 1969. Members of the Board were Deputy Chiefs R. Freischel, R. Rowan and R. LaBathe, Captains E. Williams and A. Wickoren.

All commendations submitted to this date were reviewed and the following personnel were commended:

Officers W. Sarro and R. Patsy for their alertness and attention to duty when they observed a man attempting to commit a robbery at 511 University Avenue. The Officers effected an arrest by tackling the armed man. Officer Sarro has been awarded a Dispatch-Pioneer Press Commendation Tie Bar and Officer Patsy, a Belt Buckle. (Submitted by Lieutenant D. Trooien.)

Sergeants M. Ricco, J. Sturner, K. Flowers and Detective McNeely for the highly skilled and efficient manner in which they recovered a large amount of stolen property after receiving information from an anonymous source. They have been awarded Letters of Commendation. (Submitted by Captain G. Joyce.)

Detective E. Miels and Policewoman C. Bailey for developing leads and skillful interrogation in an alleged kidnapping case that proved to be false. Policewoman Bailey is also to be commended for the quality of her investigative work in connection with the rape of a 12 year old girl that resulted in the arrest of a 12 year old girl that resulted in the arrest of a 12 year old girl. (Submitted by Captain E. Williams.)

Detective R. Morehead and Sergeant M. Ricco for their development of informants and follow-up conversations with persons already charged that has enabled this Department and others in the Metropolitan area to clear over a hundred robberies, burglaries and related

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Mayor Wants More Policewomen

'I Want to See Them on the Street and in Patrol Cars'

By Ella Warmington
Staff Writer

SGT. CAROLEN BAILEY chased a six-foot woman through the courthouse and cornered her between floors.

The two were alone, and Sgt. Bailey, unarmed, believed the woman carried a knife in her boot.

When the policewoman made her arrest and ordered her to come along, the woman said, "You can't make me."

I decided right then and there that I would die if I had to, to get her back with me," Sgt. Bailey said.

The two glared at each other for some time and then the woman surrendered. "I bluffed her out," Sgt. Bailey said.

AS A ST. PAUL police officer in the homicide-sex unit, Sgt. Bailey is prepared to take risks — "one of the hazards of the job." In spite of physical dangers, more and more St. Paul women are expressing an interest in police work. And Sgt. Bailey and a number of others believe it is a good thing. Critics fear disaster.

"I want to see more policewomen," said Mayor Lawrence Cohen, "and I want to see them out on the street and in patrol cars. I



COHEN

just don't want them in the office and in traditional women's tasks.

"I want to get women on the St. Paul police force in numbers and as soon as possible."

According to the mayor's office, an entrance-level Civic Service test is likely to be given in May. He said he expects many women to take the test.

"With proper training and proper teaming," the mayor said, "I think they will work out quite well."

On a recent trip to Washington, D.C., the mayor said he stopped to talk to a policewoman he saw on the street. "She carried a nightstick and a gun. She looked like a mere wisp of a woman, but I had the feeling she could handle anything."

APPARENTLY, a large number of women will be waiting for the test.

Sgt. Bailey said she could "give a hundred names" of women she knew wanted to become policewomen. Citywide, she figured "close to a thousand" women are interested.

The city Civil Service office reports a "large number" of applications to take the

test, but said there were "no openings" with the department at this time.

In addition to Sgt. Bailey, there are two other policewomen on the force, Sgts. Dorothy Freischel and Mickey Flores, both of whom work with delinquent girls.

"The problem," Sgt. Bailey said, "is that the traditional role has been for women to work with juveniles and the handling of women prisoners. The vast majority of women at the international conference are working with juveniles."

The sergeant is regional chairman of the International Association of Women Police.

"I DON'T THINK there is any area of law enforcement where women can't work," she said. "I used to think that you would have to restrict the calls so that women wouldn't have stretcher cases, but I think there are some women who could handle them."

In her work, Sgt. Bailey investigates sex and homicide cases, ranging from indecent exposure to kidnaping to murder, until they are presented to the county attorney. "Sometimes the men assist me," she said, "and sometimes I assist them. We don't have any problems. The average policeman is very conservative and this (women police) is a dramatic change."

According to a lengthy study, "Women in Policing," published by The Police Founda-

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Policewomen Are Wanted

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dition, women are attracted to the job for a variety of reasons.

One attraction is salary. "The gap between men's and women's salaries in most other jobs is widening . . ." the study finds. But most police departments provide equal pay for equal work. In St. Paul the starting salary for patrolmen and policewomen is about \$10,000.

OTHER WOMEN join police forces because they want to perform a useful service. Others, the report states, join because women are being increasingly victimized by street crimes and are becoming more intent on forcing police departments to concentrate on their needs.

According to the study, the failure of police departments to hire and fully employ women is out of step with what other agencies and businesses are doing . . . "Many . . . women — armed with excellent education and skills, and bolstered by the emergence of the women's liberation movement — are seeking and obtaining jobs that heretofore have been filled by men.

"Clearly," the study says, "police departments are resisting a trend that is growing stronger. In effect they are turning away females by perpetrating arbitrary and discriminatory procedures. . . . They fail to take into account two important factors: Women want to do police work, and they might be a solution to police departments' problems of recruitment and retaining qualified officers."

Sgt. Bailey said the last test for policewomen in St. Paul was given in 1961.

POLICEWOMEN should be able to accept any kind of duty, Sgt. Bailey believes, even the handling of disturbances. "If they are hired as police officers, they should be trained and expected to do the same work — whether they get spit in the face or have a desk job."

In spite of her willingness to perform dangerous assignments, Sgt. Bailey admits other officers do show extra concern for her welfare.

"We were going out to make a particularly dangerous arrest," she said, "and I was told to stay in the car."

Sgt. Bailey has never done patrol work or been assigned to a squad car. "I would love to do this work," she said.

ACCORDING TO the Police Foundation study, women hired by police departments are subject to a "traditional specialization. Women have been hired to specialize in jobs they are thought to do better than men, such as handling small children. . . . Seldom are women given the opportunity to specialize in jobs they can do as well as men . . . The lack of street experience for policewomen, the kind they would gain only by starting on patrol — limits both the range of their experience and the range of jobs to which

they can be assigned." St. Paul Police Chief Richard Rowan said "fear of physical harm," for women police is a major apprehension on the part of many officers. "Police work in many instances is a very tough job. We have a lot of policemen assaulted every year."

THE CHIEF also thought there might be opposition from police wives. "I think some wives would object to some women working in squad cars with women," he said.

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Sgt. Carolen Bailey: "I decided I would die if I had to." —Staff Photo.

ger factor there for women," Rowan said, "but there are many areas where women would be an advantage. Now we can't search any women prisoners until they are taken to jail and searched by a matron."

They also would be helpful in handling domestic arguments, sex victims, and juveniles, Chief Rowan said. "In disturbances, if a woman comes on the scene, there probably would be more hesitation to attack her than a man."

MAYOR COHEN said he thought a woman might be able to quiet things down without the use of weaponry — "perhaps like mother coming to the scene."

Among the characteristics necessary for a policewoman, according to Deputy Chief William McCutcheon are: Stability; ability to function under pressure; the ability to do multiple tasks; even-temperedness and a slowness to anger and overreaction.



ROWAN



McCUTCHEON

look and act differently crowd you to the curb, persistently follow you, or if he tries to block or stop you, blow your horn. Lean on it! she urged. Remain in your car and Women, Business and Professional Women's Club and the South Minnesota Crisis Supp

2 Women Officers Used As Bait; 'Hook' 8 Men

By Linda Kohl
Staff Writer

Two women St. Paul Police officers, used as bait in "trolling" for the customers of prostitutes, had fisherman's luck Thursday afternoon, hauling in eight men and one woman in a two-hour period.

The arrests marked the first time in St. Paul that policewomen have been used as decoys to catch violators of the city soliciting ordinance. The action was the result of an opinion written recently



SGT. BAILEY

by Municipal Judge Bertrand Poritsky which held that police could not continue to use male decoys only to catch prostitutes.

THE JUDGE ruled the exclusive use of male decoys was unconstitutional because the practice discriminated against women.

Wearing a blonde wig, a "tight, tight" sweater and a short skirt, Policewoman Sgt. Carolyn Bailey stood on Kent Street between Selby and Dayton Avenues. Kathryn Steffens, a Ramsey County sheriff's deputy, worked the corner of Arundel and Selby. She wore a navy

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Bait

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blue jacket and a powder blue skirt with black go-go boots.

They stood there from about 1:30 to 3:30 p.m., waiting for men to drive up and make overtures to them as prostitutes. The women then got into the man's car and directed them to the parking lot of St. Paul Technical-Vocational Institute.

HOWEVER, instead of what they expected, the men were confronted by two male police officers who were parked in a van nearby. They made the arrest as the woman identified herself.

"It got to be a regular shuttlebus up there," one officer said.

The policewomen were offered from \$5 to \$15 to perform various sexual acts with customers. Sgt. Bailey said in one report, "It should be noted that at no time did I approach a car until I was called over by the driver. At no time did I suggest or mention any 'services' available or the cost. All of the information was mentioned by the male arrested.

ONE OF THE would-be customers apologized to Sgt. Bailey when he propositioned her, explaining he had only \$7 with which to pay her. Another tried to molest her as they drove to the waiting van, she said.

And another man pointed out all the marked and unmarked police cars in the area to her as he unknowingly drove into the set-up.

The men arrested included a Minneapolis attorney, a St. Paul bar manager, a furniture salesman and a postal official, according to Lt. Robert Anderson of the police vice squad.

Normally, persons arrested for soliciting, a gross misdemeanor, are held in jail on \$1,000 to \$2,000 bail, Anderson said.

HOWEVER, all of the men were released on their own recognizance if they had no prior records. Judge Poritsky ordered the release.

A police report showed that the judge had telephoned the police station to order the release after he was contacted by an assistant Ramsey County attorney who received a phone call from the arrested attorney.

One woman was arrested during the sweep by a male officer patrolling the area. She was held on bail because of prior arrests, Anderson said.

Of the men jailed, Sgt. Bailey arrested six and Deputy Steffens arrested two.

LT. ANDERSON said the police department had gotten complaints from area residents about the prostitution. "We know that when it warms up, they come out like maggots to a garbage can."

The eight men and one woman are scheduled to appear in court Monday.

Policewoman dangled as bait for 'Johns'

By PAUL PRESBREY
Minneapolis Star Staff Writer

Carolyn Bailey and Kathy Steffens were "on the avenue" last week, acting as decoy prostitutes. They agree it is hard, disagreeable work.

The two, mothers and in their late 30s, are policewomen. Mrs. Bailey is a member of the St. Paul police force. Mrs. Steffens is a Ramsey County deputy sheriff.

Both have been posing as street prostitutes in recent weeks in an attempt to curb the propositioning of women in St. Paul's Selby-Dale area.

As a result of their work, eleven persons, including a juvenile were arrested. Nine were to appear in St. Paul Municipal Court today on charges of "soliciting for prostitution."

"It was pouring rain half the time," Mrs. Bailey said the day after her tour of the streets. "I'll tell you something. It (streetwalking) is hard work. I was worn out and I didn't do anything the girls would have to do. "By the time you bring in eight or nine (men), you get tired out," she said.

Mrs. Steffens agreed. "It's no picnic," she said. "It wouldn't be the kind of a job I'd want to be in. Maybe the money is

good, but I'm sure they have to share most of their earnings with their man or whoever they're working with. As far as I'm concerned no amount of money is worth the job," she said.

Mrs. Bailey says that her tours as a "streetwalker" have their humorous side.

Last Thursday, she was picked up by a cab driver who offered her money for sexual favors. When she told him he was under arrest instead, he became so rattled he lost control of the cab and ran into a parked car, she said.

Because he was moving quite slowly, there was no damage to either vehicle, she said.

Increased "police" surveillance of the area was noticeable to residents as well as Mrs. Bailey.

"One guy drove by and shouted, 'You'd better get out of here or you'll get arrested,'" she said.

"Later, when he realized that Kathy and I were police officers he started warning men to stay away," Mrs. Bailey said.

Mrs. Steffens said she was

SOLICIT
Turn to Page 4A

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SOLICIT: A hard, disagreeable job

Continued from Page 1A

"shocked" when she found out how young the street prostitutes are.

"They are all so young. Most of them are 18 at the most. It just makes you sick," she said.

She said she was more afraid of other streetwalkers than the men who accosted her.

"Some of the women told me I couldn't work a certain corner with them because I didn't have a man. I got out of this by telling them I already had one and that he would be along any minute," she said.

"That kind of put them off but they resented me. I guess they figured that if they had to pay their share to a pimp everybody else should."

Although the police department has been criticized for spending time enforcing laws against "victimless crime," Mrs. Bailey and Lt. Robert Anderson, head of the department's vice unit, defend their action.

The residents of the area (a four-block radius centered on Dale St. and Selby Av.) are the victims," Anderson said. "They're concerned about the traffic, prostitutes are causing. They bring men into the

neighborhood and we get calls from parents that their daughters and small children are nearby when a car pulls to the curb and, in very crude language, asks a woman for sexual favors."

Anderson said that often the same car circles a point six or seven times until the driver gets up enough courage to stop and approach a woman.

"Using girls for decoys, we call it 'trolling FOR Johns,' is our only means of stopping the prostitution traffic," Anderson said.

St. Paul Municipal Judge Bertram Poritsky has ruled that St. Paul police must enforce prostitution laws equally against men and women. As a result, police use undercover women officers to make arrests of the men. Vice squad members are used to arrest the prostitutes.

"We'll keep the women up there as long as the traffic continues," Anderson said. "The only way to stop men from coming into the area to seek prostitutes is to arrest them and send them to court. We've found that what they fear most is having their names published in the newspapers."

Mrs. Bailey said that the occupation and all about me."

tions of the men arrested so far "have ranged over the entire spectrum of the population."

"There have been those with previous police records, community leaders and professionals," she said.

Anderson said it appears that St. Paul men "apparently don't want to be seen soliciting in their own community."

"The district squads," he said, "have from time to time stopped the drivers to be from Edina, Robbinsdale, New Hope and some nice communities in and around Minneapolis. They're all driving big cars and are nicely dressed. Only a few times are they the so-called 'bums.'"

Mrs. Bailey said she sometimes "feels sorry" for the men she arrests.

"There was the one from Minneapolis who had a 'good job' with the school board over there," she said. "He cried and cried and pleaded for us to let him go. He was the one who did a lot of talking when I let him pick me up. He wanted to know how I got into the business, how long I had been a prostitute and all about me."

normal person and can be follow you, or if he tries to block or relate to what a child understands. child molesting, urging mothers to Women, Business and Professional Women's Club and the South Minnesota Crisis Service

Rape, from police and attorneys' perspective, is matter of conviction

By Carole Nelson
Staff Writer

Last year in St. Paul 73 rapes committed by force were reported and 18 attempted rapes. And only a small percentage of rapes that take place are ever reported.

Against these introductory facts, three speakers concerned with the victim, prosecution and defense of rape cases addressed the Ramsey County Bar Association monthly luncheon at the St. Paul Athletic Club Wednesday. Sgt. Carolen Bailey of the St. Paul Police Department's sex and homicide division; Thomas Poch of the Ramsey County attorney's office and Doug W. Thomson, a St. Paul defense attorney, each spoke from his or her experience with rape victims, rapists and the courts.

Sgt. Bailey outlined myths that persist in the community mind regarding rape. Some feel that "there's no such thing as rape," asking "have you ever tried to thread a moving needle?" she said. She added that most rapes in St. Paul are accomplished without physical force, but through the threat of such force.

To the idea that "women want to be raped," she said "I don't have to tell you which sex dreamed this one up."

Some believe that certain women "deserve rape," she said, adding that "a theory of justifiable rape" is legally impossible. A Michigan study of a large number of men, asking if some women de-



SGT. BAILEY



THOMSON

served to be raped, produced the answer that they did and listed four categories. Candidates for such "justifiable rape," the men said, included the "stuck-up" woman who "always refuses men"; the woman who is a tease; the woman who says "yes and no"; and "the one who says 'yes' all the time."

These categories include such a range of possible responses, from women who always say "no" to women to always say "yes," said Sgt. Bailey, that she wondered "what women deserve to be raped "is like saying a bank teller deserves to be robbed because she leaves money around," she said.

The most discriminatory rape myth is the idea that all victims are beautiful, she added, saying that rape victims include the old and the ugly.

New state legislation here and across the country is correcting injustices toward rape victims, she said. The last Minnesota Legislature passed a bill which mandated the Corrections Department to set up a statewide pro-

gram to help rape victims and the pilot project will begin in Ramsey, Hennepin, Crow Wing and St. Louis counties.

There's been a dramatic change in the last 10 years," she said. "I have seen convictions that wouldn't have been made 10 years ago."

Members of the Women's Crisis Center in Washington, D.C., visited St. Paul recently to learn why this city had one of the country's most impressive rape conviction rates, said Thomas Poch of the Ramsey County attorney's office. Since 1970, he said, "we've lost three rape cases." Before 1970, the most recent previous rape conviction was in 1966.

Since 1970, he said, the Ramsey County attorney's office has had at least one woman lawyer on the staff and currently has two "who are available to try rape cases," although "we've never received a request for a lady lawyer."

Between 1970-75, 15 rape defendants were found guilty as charged, two others of lesser offenses and three others were found not guilty, he said. Poch credited the county attorney's office policy of "tight scrutiny" of prosecutable cases for its successful conviction rate, adding that they "look for signs of resistance, for fresh complaints, and for corroborative evidence."

"We may interview a victim as much as three times" to insure the case is detailed, he said.

Since 1968, the Minnesota rule has prohibited examination of a rape victim's prior sexual conduct, except in a limited way bearing upon the case, he said. There is "no plea bargaining on a sex case or any other case for probation in Ramsey County," he added.

Those convicted of aggravated rape serve an average of 38 months on a 0-35 sentence, he said.

Throughout the country on a per capita basis there's "an alarming increase in rape and other sex crimes," said defense attorney Doug Thomson. Television shows, he added, have "exaggeratedly dramatized" the rape situation, portraying a "young frail Girl Scout coming home" and being attacked by a lurking brute. Such dramas usually depict no doubt of the rapist's identity, he said, and the evidence is so pat it almost includes "latent fingerprints on all her erogenous zones," he joked.

Defense attorneys, he

Bailey Suggests 'Screaming' as Best Attack Defense

by Debbi White

I could sense someone approaching me from behind! As he grew nearer, I could feel his heavy breathing upon my neck with the odor of liquor lingering about him.

My pace quickened and I started to run, but he was at my heels! As I turned the corner, I stopped abruptly, holding my stance, waiting for him to come. I positioned myself — I was ready for him now.

He turned the corner, I grabbed his shirt, and flipped him upon the ground. He quickly scrambled down the street in terror and disappeared.

Statistics in the 1974 "World Almanac" state that three out of every five people will die of unnatural causes, whether accidental or premeditated.

Since 1965, murder has increased 41 percent, forcible rape 10.3 percent, and aggravated assault has exploded to 82.3 percent within a ten year span.

"More crimes are committed today per population than ever before in our history," said Sergeant Carolen Bailey of the St. Paul Police Homicide-Sex Unit.

"It is increasingly likely that a woman will be robbed, assaulted, raped, kidnapped, and even murdered. Many physical attacks against men are motivated by robbery," she added.

Bailey has been employed in the Homicide Investigation Division for 12 years, and has researched every sex killing within the last 11 years. Her department investigates all crimes against a person except robbery. This involves every assault, and sex crime, as well as murder.

Throughout her many years of experience on the force, Sergeant Bailey has encountered many instances where the assailant claims that the victim had lured him on by her suggestive garb.

"The attitude that girls 'ask for it'



because they wear enticing clothing, is just like saying the bank teller is asking to be robbed because they keep money around!"

"Many rapes are committed by acquaintances during a date. At an appropriate time, tell your date

what your limits are," advised Bailey.

"Know your date well, their attitudes, and what to expect of them."

A great percentage of these attacks could have been prevented if the person had some background skills in the field of self-defense.

The main object of self-defense is to throw the attacker off guard or to incapacitate them long enough to escape. She said never to engage in physical combat unless unavoidable. It is far better, when possible, to run.

"Very few assault victims are injured, even if they resist. I would not advise resisting a person with a dangerous weapon because of the risk involved."

"If there is no weapon involved, you should physically resist unless you are confident you can talk your way out of it."

"The secret of talking your way

out of the situation is to focus on the man as a person. Be sympathetic and accept his problem, and the assailant may respond."

"The women and men of this society need to acquire the skills of self-defense. Once the plunge has been taken into the art, a person will develop an exhilarating control of his body, have some control over his environment in a physical way, and have the self-assurance needed for protection against physical harassment," said Dan Buckley, Midway YMCA Judo instructor.

"There are many basic techniques to break away from the attacker which are very simple and don't require any athletic strength. An immediate blow to the groin area will totally incapacitate a man from further attack, or pressure applied to the nerves behind the ears or along the temples will stun the person long enough to escape."

A few simple rules have been suggested by Sergeant Bailey, and Judo instructor, Dan Buckley, to help guide a person to safety and protection against a potential attack.

1. When on the streets, travel in pairs, preferably with a companion you know well. Many street offenses might never have been committed, if a victim had not been alone.
2. Travel in well-lighted, heavily-traveled areas. Avoid dark streets and secluded parks.
3. Scream! Scream! Scream! If you can learn a loud karate "Yaahl," this may be even more startling. "One-third of all attempted rapes were avoided last year by screaming," said Sergeant Bailey.
4. Many people feel more confident if they have something in their possession that can be used as a weapon, such as a flashlight, whistle, nail file, pen, or a key chain.

Because of the danger and risk involved with the handling of a gun, it is not advisable to carry one for protection. It is now illegal in St. Paul for anyone but a law enforcement officer to carry a gun without a permit.

5. Never carry large sums of money. If the situation is unavoidable, carry the money on your person, rather than in your purse or billfold.

6. Lock your door immediately when entering the car. This prevents anyone from hiding in the back, or jumping in at stop signs. If you are persistently followed or chased, remain in the car, close and lock all the windows and doors, and then blow your horn.

7. Don't hide keys under doormats, or ledges, or over doorways. Do not attach your name and address to house keys in hope of recovery if you should lose them; this could lead the finder to an easy burglary.

8. Avoid the prefix of "Mrs." or "Miss" on mail boxes or in the telephone directory. You are probably letting the potential attacker know you live alone.

9. Report lewd and nuisance phone calls to the phone company. Hang up at the first obscene word or improper suggestion. If it is a repeated caller, click the receiver several times and say, "Operator, this is the call I want traced."

10. Obtain a description of the person whenever possible. Get the license numbers of the car or the vehicle, and report the crime immediately. There are undoubtedly many more crimes committed than are actually reported to the police.

It is difficult to give specific rules for every situation because each must be determined individually and may be handled in a totally different way.

A little serious thought, before hand, however, may just save your life!

...look and act differently from a normal person and can be followed by a crowd you to the curb, persistently follow you, or if he tries to block or stop you, blow your horn. Lean on it! she urged. Remain in your car and child molesting, urging mothers to relate to what a child understands. She advised they know where the Women, Business and Professional Women's Club and the South Minnesota Crisis Surv...

Woman cop on 'most wanted list' Jan. 1979

By LINDA OWEN
Staff Writer

Ten years ago, Sgt. Carolen Bailey was an oddity on the St. Paul police force. One of a handful of policewomen, and St. Paul's first woman homicide investigator, she told a reporter then that new acquaintances always exclaimed, "You don't look like a policewoman."

Ten years later, women in police work still are scarce—despite the addition of nine female patrol officers in St. Paul this year—and people still tell Mrs. Bailey she doesn't look like a policewoman. But since she joined the department in 1961, Mrs. Bailey has outgrown fame as a token woman and pushed on to prominence in her own right.

There is hardly a newspaper story on crimes against women and children—rape, wife beating, child abuse, incest—in which Mrs. Bailey is not quoted as an authority.

She is the Police Department's most sought-after speaker, and her superiors have had to limit her speaking commitments to allow her time enough for investigative work, which includes all types of crimes against persons.

"I turn down nine out of 10 requests, and still speak three times a week," she said. She also gets 30 calls a day from citizens and professional people for advice.

As various social forces have generated a wave of public concern over the plight of women and children as crime victims, the 40-year-old Mrs. Bailey has appeared not just as one of those riding the wave, but one of those making waves.

She was one of the founders of Ramsey County's Sexual Offense Services which offers counseling and other services for victims of sexual assault and has worked to reform the official handling of rape victims. She also helped found the Ramsey County Child Abuse Team, of which she is "an essential part," Juvenile Court Judge Archie Gingold said.

She's also on the Minnesota Advisory Councils for Battered Women, Victims of Sexual Assault and Child Abuse, and this August she became the first woman appointed by the governor to the Minnesota Peace Officers Standards and Training Board.

Her specialty in sex crimes and child abuse began with her experience as a social worker with the Ramsey County Welfare Department. The Police Department first hired her to work in the juvenile division, and one of the prerequisites was experience in social work, she said.

"I was tired of working with families on a long-term basis," she said of her decision to change careers. "I considered it a challenge to work with people in crisis."

As one of the few women on the force, Mrs. Bailey has worked in other investi-

gative areas, often on colorful assignments.

Many times, in disguise, she was able to get into after-hours clubs and gather evidence for a subsequent raid. "I arrested the same guy five times," she said. "Each time he'd say, 'I'll remember you next time.'"

Far from the drama of television police shows, Mrs. Bailey said, her only on-

the-job injury occurred during an after-hours raid. She went to unbolts the door to the club just as an officer broke the door down with a nightstick, and she cut her little finger on broken glass.

She has arrested many "Johns," customers of prostitutes. "For years I said we should arrest customers and cut them down on the trade," she said. Then a judge ruled it was discriminatory for police to arrest only prostitutes and not customers.

"That's when they sent me out," she said. "Most street hookers are in their teens, and (Deputy Chief Bill) McCutcheon said, 'You look a little old, but let's give it a try.'"

The first hour and five minutes I arrested 11. Since then I've arrested over 60."

The Police Department then

Cop: Woman is super sleuth

trained civilian women employees to act as decoys and, Mrs. Bailey said, "we virtually eradicated prostitution in the area we were working (the Cathedral area)."

But the most challenging assignment is "a good whodunit murder," she said. She received a commendation for her work in helping solve the rape and murder of a young baby-sitter on the East Side in 1969. She recognized similarities between the crime and a case a year earlier, she said, and that helped lead police to Robert Pietraszewski, who later was convicted.

Mrs. Bailey's police superiors especially value her skill in investigating child abuse cases and cases of sexual abuse of children. The latter cases have shown a "huge increase" this year, she noted.

Though Mrs. Bailey once handled the bulk of sex and child

abuse cases, the workload has become too heavy and she shares the responsibility with male investigators. However, her colleagues say Mrs. Bailey has a special ability to interview young crime victims, who often are afraid to talk about their experiences.

Gingold said Mrs. Bailey has added a long-neglected dimension to child abuse investigations.

"She is able to uncover the situational facts, as distinguished from the clinical facts medical men discover," he said. "She finds out what happened in the neighborhood, in the home—maybe the neighbors heard the children cry, for example. She gets information on who might be the abuser, possibly a boyfriend of the mother."

When Gingold came to the bench, he said, "these things were found out by accident. Doctors were a little gun-shy (about reporting possible abuse) because they weren't supported by the situational facts."

Several people who have worked with Mrs. Bailey said that as a Police Department representative she has been able to draw police and other Ramsey County agencies together in a close working relationship, benefiting both police and the programs.

"She can look at causes and problems apart from the day to day people she sees and work to eliminate problems closer to their source," said Harriet Lansing, now St. Paul city attorney and a fellow member of the original Sexual Offense Services committee.

Mrs. Bailey looks with satisfaction at some of the changes she has helped bring about. But she still is dissatisfied with the status of women in police work.

"We're still only 2 percent of the force," said Mrs. Bailey, who is secretary of the International Association of Women Police and a past president of the state association. "A police force should represent the community it serves. And women are half the community."

man who is annoying and one who is attacking.

One of the best rules of precaution is to scream if the onset is sudden. "This inherent physical weakness which we women cannot overcome does not apply to our lungs," stated Sgt. Bailey. "This cannot be overemphasized. Many women have avoided or escaped harm by screaming. Even if no one might hear you, this frequently has been known to scare the culprit off," she said. "So SCREAM! SCREAM! SCREAM!"

Many women feel more confident if they have some possession that can be used as a weapon. Sgt. Bailey listed such weapons as combustible whistles, purse sirens, pointed sharp objects such as nail files, small screwdrivers, keys, purse-size hair spray or other sprays, and even long-handled steel combs. All can be effective when jabbed or sprayed in sensitive areas—throat, eyes, and nose.

"But," warned Sgt. Bailey, "keep these weapons in your hand when you anticipate possible danger. If you need them, the offender won't stand by while you search for them in your purse."

For the more ambitious woman, Sgt. Bailey suggests courses in Judo. "But it does require a great deal of practice to become proficient and respond to holds instinctively." Citing an instance in which a woman had used Judo, St. Bailey said the police report read, "The assailant ran hurriedly off with the victim in hot pursuit."

"Do anything in your power to resist," she said. "If your life is in jeopardy, you have a right to defend yourself in any way you want to."

Most women will attempt, in vain, to push their much stronger assailant away or grab his arms. It is much more effective, said Sgt. Bailey, to direct your entire energy to just one finger, preferably the little finger or the thumb, bending it

backward.

Kicking can be effective on the shins or foot. Bringing your knee forcefully against the assailant's groin has also proved effective.

"There undoubtedly will be fewer attacks if every woman squeezed one of the attacker's testicles," she said. "The shock reaction alone will prevent him from chasing after his victim. Many women, however, are reluctant to harm anyone in this manner."

An assault on the attacker's eyes can also be effective. Often when attacked, the victim's hands are in a position to reach up and put a thumb in the attacker's eye.

Should an assailant start choking a woman, Sgt. Bailey suggested the woman swing with her free arm and aim hard for the side of the jaw and for the temple. Or, make a hard fist with thumb on the outside...come down hard on the nose or shove the heel of the hand hard underneath the nose...but concentrate on energy.

Don't depend on "talking your way out of it," but there may be occasions when using your imagination can be effective. If you can gain an attacker's confidence so that you no longer represent a threat to his security, one may increase the opportunity for escape. Rapists are people too and under circumstances may respond to sympathy expressed to him.

Sex offenses sometimes occur when women don't know their escorts too well. It may be to a woman's advantage to recognize the fallacy commonly held by the public in connection with sex criminals. Many people look upon such offenders as strange creatures who will look and act differently from a normal person and can be out-guessed.

If another driver attempts to crowd you to the curb, persistently follow you, or if he tries to block or stop you, blow your horn. Lean on it! she advised. Remain in your car and

keep your doors locked and windows closed. Noise can attract attention and often will scare off the assailant.

Sgt. Bailey offered these precautions for women drivers:

Lock your car, even when you leave it on your own driveway. Lock your doors when you are driving it. Lock your doors immediately when entering the car. Keep your car windows up.

At home—keep all outside doors locked and don't leave them unlocked for even a few minutes while you run out to do a short errand. A light that is left turned on while you are gone may protect your home and may protect you when you return. Light up the outside of your house for the same reason.

Sgt. Bailey talked briefly about child molesting, urging mothers to relate to what a child understands. She advised they know where the

child is whenever possible, to be objective about sex and to teach them that no one has a right to touch his or her body. Should this happen, the child should know immediately to tell parents.

No matter what the offense, notify authorities immediately. Failure to alert the police allows offenders another chance to prey on others.

Sgt. Bailey's visit to Fairmont was sponsored jointly by the Martin County Extension Service, American Association of University Women, Business and Professional Women's Club and the South Minnesota Crisis Service.

Simple caution can prevent crime injury

By LYLE MILLER
Today's Family Editor

Crimes such as sexual assault, rape, murder, robbery and kidnapping could be avoided by common sense caution, according to Sgt. Carolen Bailey, who was in Fairmont Thursday to conduct two women's seminars at the Home Extension Center.

Sgt. Bailey, a member of the St. Paul Police Department for 16 years, focused on what women need to know for their own protection in hazardous situations. She also led a training session with law enforcement employees in the afternoon.

Much can be done, she told her female audience, to protect yourself from crime. "Many cautions can be developed automatically as everyday habits," she said. It is difficult to give hard-and-fast rules for every specific situation. Observe suggestions with your own good judgement.

Travel, when at all possible in pairs, she urged, preferably with a male companion you know well. This is especially true after dark. If victims had been not been alone, many street offenses might never have been committed, she said.

Most women have schedules so that they are often expected at a given time and place. It is wise to call ahead to the destination and let them know when one expects to arrive, so that delays will alert them.

Be aware of the possibility of danger. Plot your course if danger is anticipated. Know where to go if trouble should occur. Notice nearby businesses, such as gas stations or even police stations. Avoid dark streets and secluded parks. Travel in well-lighted, heavily traveled areas. Remain calm and think clearly.

If a woman is convinced she is in immediate danger of her life, it is important to differentiate between a



Martin County law enforcement officials had a training session with Sgt. Bailey



Sgt. Bailey (second from right) demonstrates with Jan Gardner of Fairmont how to break a choking hold. Lorma Bebernes, Valerie Manning and Jan House watch.

criminals resemble the popular conception of them. Many are like the man down the street who is loved by neighborhood children.

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Eileen Keller

Victims urged to prosecute

By CYNTHIA BOYD
Staff Writer

Alice sat with her coffee cup in one hand and the telephone in the other. Hearing a noise, she looked up and saw a man in her house.

"Mabel," she told the woman on the other end of the phone line, "I'll have to call you back."

Politely she asked the man, "What do you want?"

"A drink of water," he said.

"It's in the kitchen. Drink your water and then leave," Alice told him.

Instead, he raped her.

Rape can happen anytime, anywhere. Studies show that one-third to one-half of sexual assaults are committed in the victim's home. In nearly 65 percent of sexual assault cases the victim and offender know one another in some way — even if they have just seen one another passing through the hallways of the apartment building where they live.

In St. Paul, rape cases are as gruesome as anywhere else. There are rape cases like the 92-year-old woman raped in her own bed — twice — the 10-month-old baby with venereal disease ... the hitchhiking coed ... the young woman who was

just beginning to recover from one rape when she was raped again ... the newspaper carrier ... the young mother who thought she was admitting the meter reader into her home.

LAST YEAR in Minnesota there were 795 reported cases of rape. But the FBI estimates that only one of every five to ten sexual assaults are officially reported.

Of those 795 rapes, 618 of them occurred in the seven-county metropolitan area, 165 of them in Ramsey county and 139 in St. Paul.

There are things women can do to discourage rape, such as locking automobile and home

doors, traveling in pairs or with a man they know they can trust in high crime areas and after dark, agree those who work in the rape prevention field.

Sometimes, there are things that women can do to scare off a potential rapist but sometimes the scare tactics won't work or the woman is too frightened to try anything, say two St. Paul women who work with rape victims.

Alice, whose encounter was described above, was too scared, and perhaps too polite. She could have told her friend on the phone to immediately call the police.

See Prosecute, Page 10



Carolen Bailey

Prosecute: rape victims urged to report

Continued from Page 1

She could have yelled, "Get out of my house." Either of those actions might have been enough to scare the rapist away, suggests St. Paul Police Sgt. Carolen Bailey. "I personally am for resisting if there is no dangerous weapon," she said.

Regardless, "No person, man or woman, deserves to be assaulted" says Bailey.

Just because a woman is on the street a 1 a.m. in a high crime area she is not responsible for being a victim, Bailey said.

SOME ARGUE there is a "victim" personality, a person who looks vulnerable. "If you expect that the only person going to be attacked is the one who appears to be a victim, that's totally untrue. That denies the ran-

domness of rape," said Eileen Keller, director of SOS, Ramsey County Sexual Offense Services. SOS works with sexual assault victims and their families to let them know of legal, medical and supportive services available to rape victims. SOS offices are on the fifth floor of the downtown YWCA-Women's Center, 65 E. Kellogg Blvd.

There are women who are cautious and assertive when out alone who still get raped, Keller said.

"It is always so important to remember that ... if I get raped, it does not mean I have not learned to be assertive enough," Keller said.

Keller recommends women read the book "In Defense of Ourselves," to learn some ways

to make their lives safer. She has some reservations about how the book was excerpted for this five-part series, however.

Screaming and being assertive at the approach of a strange man can be effective, she agreed. "But once you get a knife at a throat, a gun pointed at you or a fist in your throat, it makes the most sense to stay alive," Keller said.

A woman doesn't know how she will react in a rape situation. She does not know how fear will affect her. She may not be able to scream or kick. The excerpt series recommends practicing. Telling women to run when they are overweight or out of shape will be ineffective, Keller said.

The "In Defense of Ourselves" series also suggests ramming a

finger into the assailant's eye. Keller asks, "Could you really do that?" especially if the victim knows the assailant. Each woman must decide whether she could blind someone to prevent a rape, she said.

BAILEY SAYS "Aim for the groin," with a fist or a kick. Keller says, if you're out on a date, could you kick him in the groin?

Bailey recalls how one young woman on a date found herself parked in lover's lane with a date who wanted more than hugs and kisses. She argued, then stuck her thumb down her throat and vomited all over him.

Attitudes are changing, but there are still persons who believe a woman "deserved" to be raped because of something she did.

Just this month Bailey had a case where a young East Side woman who had been raped was ready to prosecute the night it happened, but changed her mind the next day. Her family and friends had talked her out of it with the argument she was partly responsible.

The young woman had been sitting up late drinking beer while waiting several hours for her boyfriend. She was drunk when she walked to the corner to look for her boyfriend. She met the rapist instead. Authorities think this rapist has attacked other women. This young woman was the only victim who could identify him.

What good will it do anyone to not report a rape? Bailey asks. "Not because I'm a police officer, but because I'm a woman, I say report. The only way to stop a rapist is to apprehend him." That means a rape victim is reporting and possibly prosecuting to protect other women from rape. Bailey works in the crimes against persons division.

NOT TOO MANY years ago it was nearly impossible to get a rape conviction, Bailey said. Juries wouldn't convict because they were plagued with the "nice girls won't get raped attitude" or attorneys wouldn't prosecute because they didn't feel the case was strong enough to get a conviction from the jury.

Even a 65-year-old nun who had been certified a virgin and had a video tape of the crime might not have won a case, Bailey said.

"We're just more open today about charging cases that used to be difficult," said Daniel Hollihan, Ramsey County attorney in the criminal division. He believes the "major impediment" to prosecution had not been prosecutors, but juries.

Kathleen Gearin, an attorney formerly working with rape victims in the criminal division of the county attorney's office, said

there used to be some "hopeless" cases that would never bring a prosecution. These would be the cases where a man meets a woman in a bar and then they go to her or his apartment, or a case involving a former boyfriend, or a case involving a girl hitchhiker.

Today, the rape involving a couple who had met in a bar would, with proper evidence, and jury members who can understand changing social mores, likely lead to a conviction, Hollihan said.

Said Bailey, unless people report rapes, the system can't work for convictions. "Rapes don't stop until we stop the rapist."

He says:

What's wrong with you? Don't you like me?

I thought we had something going. Look at all the money I spent on you.

All I want to do is leave a message for the guy next door. It's real important.

Let me give you a ride home. I don't want anything to happen to you.

I just need a few minutes of your time to show you this product.

As long as Jim isn't home right now, why don't you let me in so I can wait and we can talk?

This chart is not a script. It demonstrates the difference in the various responses available to us. Each of us must formulate her own responses.

She says:

Non-Assertive
Timid, Uncertain, Insecure

Oh, no, I don't want you to think that.

I'm sorry you spent all that money.

Well, I guess that would be all right.

Well, I guess maybe I'd better not walk alone.

Okay, if it will only take a minute.

It will be a long time before Jim gets back. I'm not sure what to do.

Hostile
Threatening, Heated, Aggressive

Why should I?

What do you think I am, rental property?

Buzz off! You are really bothering me, stupid!

I can get home by myself, jerk.

Who do you think you are, wasting my time?

Why would I want to know you?

Assertive

Confident, Calm, Self-Reliant

No, I don't.

I don't feel we have anything going.

Go to the manager's office (or a nearby store), write your message, and leave it on his door.

No, I am going to walk.

I don't need the product.

I will have Jim call you when he returns. Or: I will let him know you were here. Goodbye.

St. Paul Pioneer Press
3-31-78

Welfare probes report of child's intoxication

By LINDA OWEN
Staff Writer

State welfare authorities are investigating a complaint that children from a St. Paul day care center were allowed to drink wine during a trip with their teacher to a dance performance in Minneapolis Tuesday night.

The parents of a 7-year-old boy who went with the group from Mary's House of Jack and Jill day care center, 142 N. Grotto St., called police after the child was returned home intoxicated, according to police reports.

A patrol officer who went to the boy's home with a portable breathalyzer unit reported the child had great difficulty walking and talking and failed four breathalyzer tests. The machine is set to fail a drinker at .11 percent or higher blood alcohol.

The boy was one of several children taken to a ballet performance at the Children's Theater Company by Mary Stokes, who owns and operates the day care center, Sgt. Carolen Bailey said.

The 7-year old boy and other children interviewed

by police said they drank wine at a reception held after the performance, Mrs. Bailey said.

Mrs. Stokes has been fighting to keep the day care center open since September, when state licensing authorities refused to renew her license, citing inadequate staffing and other deficiencies.

She has appealed the decision and hearings have been continued to May 8, a welfare spokesman said. Meanwhile, the center has been allowed to stay open.

Morris Manning, the licensing consultant assigned to the day care center, said state welfare authorities learned of the alleged drinking incident from police. The licensing section is "investigating reports of the situation," he said.

From information gathered by police, he said, "At this point, we're fairly convinced it (the theater trip) was a center-sponsored activity."

Since the incident occurred in Minneapolis, Mrs. Bailey said, the case also has been turned over to the Hennepin County attorney's office for possible prosecution on charges of furnishing liquor to a minor or contributing to the delinquency of a minor.

Sgt. Carolen Bailey: master of deduction

St. Paul detective fits the pieces together

By KATHERINE SKIBA
Minneapolis Star Staff Writer

"I really enjoy the good homicide where you can put the pieces of your puzzle together and they fit."

The words come from Sgt. Carolen Bailey, a St. Paul homicide investigator and the highest ranking female police officer in the Twin Cities.

"What I like in my work is to use deduction ability," Bailey said. "To take the laws of probability and ask, 'Could this happen and how did it happen and who did it?'"

Bailey, an 18-year veteran, was the first female officer to be assigned to St. Paul's homicide, sex and robbery division, now called the crimes against persons unit. She is also the only female sergeant in St. Paul, where she is one of nine women in a force of 519.

She says hers is a "status job," and she guesses that not more than a handful of women hold such posts in the country today.

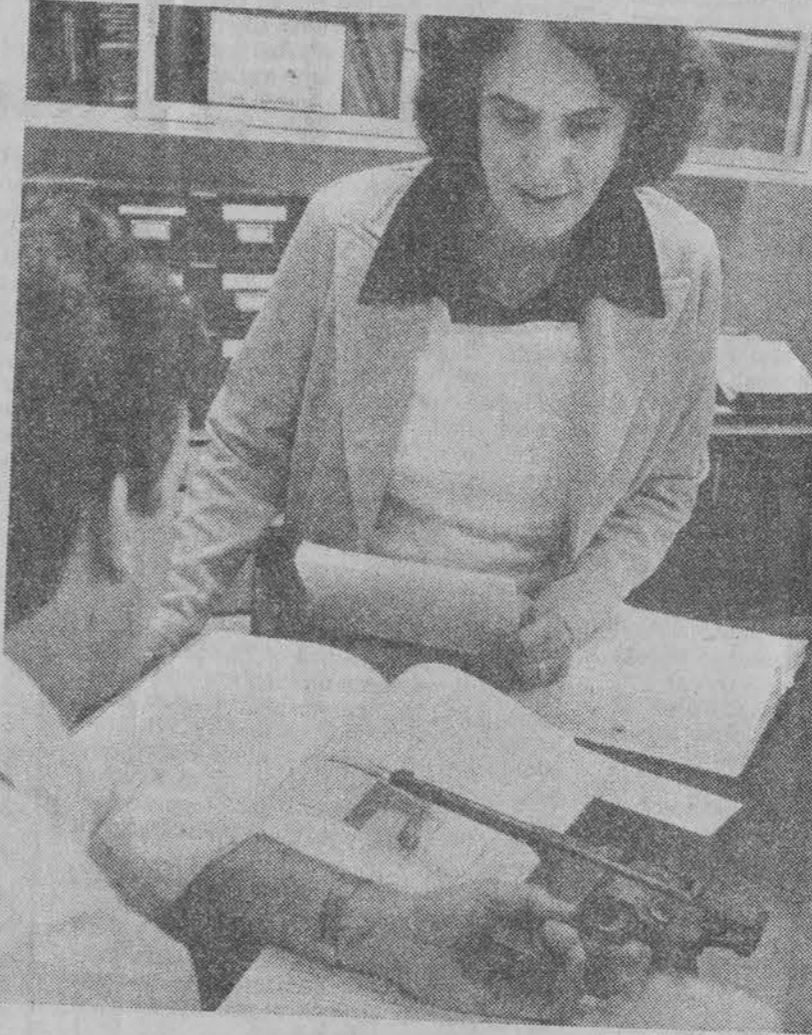
Bailey should know: She's met hundreds of women in law enforcement through the International Association of Women Police, of which she's vice president.

Bailey is a tall woman who's always on the go—in addition to her police duties and activities in the policewomen's association, she teaches law enforcement.

She was especially busy the day she was interviewed. She was heading the investigation of Bethel Care Center, a St. Paul nursing home where drugs, records and four weapons were seized in a police raid in November.

Like many of her female colleagues, Bailey said, she entered law enforcement for the challenge. She was raised by American parents in Rio de Janeiro and her early ambitions were to return there as a social worker. Police work, she recalled, wasn't a career option for women when she was younger.

"The women today are much more fortunate," she mused.



Star Photo by Charles Bjorgen

Sgt. Carolen Bailey inspected confiscated pistol

After graduating from the University of Minnesota with a degree in social work and psychology, she spent four years with the Ramsey County Welfare Department's Child Protection Unit before taking the police department test.

In the police test, Bailey competed with about 25 other women with backgrounds in social work and was the only woman in her group to pass. She joined three other

women in the department.

Like many of the first women to enter police work, Bailey began in the juvenile division, where checking out pool halls for juveniles was among her early assignments. After two years on the job, she joined the homicide, sex and robbery division.

There, Bailey was assigned to undercover work, which included buying liquor sold illegally and

posing as a prostitute. She was the first woman in St. Paul to arrest men for soliciting prostitutes and has arrested about 60 "johns" during her career.

She recalled those early days of working the street corners: "At that time, we were receiving a lot of complaints in a particular area. Most of the girls working that street were 13 and 14 years old. In one hour and five minutes, I arrested 11 men."

It was hard, tiring work, she said. "Now (we're) arresting three, two or one man. When I was doing it we were arresting many, many."

But the work gave her an insight into prostitution. "It's a very downgrading, humiliating position for both," she said. "I had customers begging me for favors. I really felt that it was quite a humiliating thing for men to have to beg, or buy, and women to sell."

The newspapers made a big splash of her first series of arrests, which alerted the customers that female police officers were posing as hookers. Bailey laughed. "The customers would say to me, 'Say, you know they got women officers going out and arresting men.' And I'd say, 'No kidding!'"

"They'd say, 'You're not a woman cop, are you? And I'd laugh and say, 'Do I look like one?'"

"And they'd all walk into the same trap."

Bailey talked about the policewoman stereotype, an image she thinks is being chipped away. "People have this image of this great big, burly, strong, cruel person or something . . . But lately, with Angie Dickinson and all of that, the stereotype is probably changing."

Bailey, 43, talks about police work breezily. She's a good-natured, self-assured woman, but she still gives the impression of being tough.

Bailey said she was easily assimilated into police work for two reasons: She was working under an administration that was enthu-

siastic about women in law enforcement; and as an investigator, she was removed from the prejudice against women on patrol.

Bailey says she's fortunate. "I had an opportunity to prove myself. As I worked more and more, I was given more and more opportunities."

"Some women come on jobs and they're never given the training, they're never given any opportunity to work anything that would be of any great challenge."

As a law enforcement instructor, Bailey teaches in the St. Paul Police Academy and at Metropolitan Community College in Minneapolis. Recently she taught a course in incest investigation at Cornell University for persons in the fields of social service, law, health and law enforcement.

Incest a specialty

Teaching earns Bailey the respect of many new officers in the department. "They get to know me as an instructor, so they will frequently ask me questions about a case they have on the job."

Sexual assault and incest investigations are among her specialties. Reports of incest, she said, have risen at an astonishing rate. "Sometimes we have eight cases a week. The reports are surging, and officers and other professionals have found themselves untrained."

It is in the investigation of incest that women in law enforcement often have special qualifications, according to Bailey. "The incest victim has grown up being very much afraid of her father, if we're dealing with father-daughter incest, which is the most common."

"Consequently, it's very difficult for the victim to talk to a man and many male social workers, police officers and so forth can't get information from these victims. You really do need a woman officer, at least initially."

If the victim is male, chances are he will still converse more readily

with a female investigator, she said.

Despite seeing crime all day, Bailey said she doesn't take it home. "The women have a special problem," she said. "Many of them are maintaining a home and going home and having to keep a husband happy who's mad about the hours that they're putting in. There's still that cultural problem."

But though she believes the stress is greater for women in law enforcement, Bailey said she sees no problem in balancing a police career and a husband and family. Except, she said, when the family officer is involved in undercover narcotics investigations, which require long hours, even days, away from home.

Bailey has earned accolades from others in the field, including Richard H. Rowan, who recently retired as police chief in St. Paul.

Bailey is very motivated and has never lost enthusiasm for the job, Rowan said. "Carolen is an excellent example of what women can do in law enforcement," he said. "If all the women in the field were like her, I think women in police work would be more widely accepted."

Bailey's flaw is that she's spread too thin, said Robert La Bathe, acting chief of police, noting her widespread work in teaching, speaking and women's police organizations.

La Bathe praised Bailey's extensive knowledge of the offenders in the area. Upon reviewing the modus operandi of a crime, Bailey is sometimes able to deduce who the culprit is, he said. "She's worked there so long, she sees the same people, the same offenders."

But even though she relishes police work, Bailey has decided to give it up soon. She said she will retire from her police post in 1981, when her 20-year pension eligibility comes up. After that, she'll continue her teaching and other activities.

St. Paul YWCA Leader Luncheon Outstanding Achievement Award Recipients:

1986
 Arts..... Sarah Solotaroff
 Business..... Margaret Holden
 Community Volunteer..... Ruth Lipschultz
 Education..... Dr. Delores Henderson
 Government/Community Development..... Lurline Baker-Kent
 Human Services..... Rokelle Lerner
 Professions..... Barbara Naiditch
 Judith Healy

1985
 Arts..... Marisha Chamberlain
 Business..... Claudia Tischler-Osterman
 Community Volunteer..... Millie Gignac
 Education..... Dr. Rosa Smith
 Government/Community Development..... Laura Lee Geraghty
 Human Services..... Xia Lor Vang
 Professions..... Harriet Lansing
 Sports..... Judith Mahle Lutter

1984
 Arts..... Hazel Belvo
 Business..... Susan Sands
 Communications..... Deborah Howell
 Community Volunteer..... Margaret Graham
 Education..... Dr. Reatha Clark King
 Government/Community Development..... Kathleen Ridder
 Human Services..... Sharon Vaughan
 Professions..... Kathleen Gearin

1980
 Arts..... Elizabeth Willett Musser
 Business..... Marlene Johnson
 Communications..... Marion Watson
 Community Services..... Mary Bigelow McMillan
 Education..... Elizabeth Shippee
 Government..... Ruby Hunt
 Labor..... Carol Flynn
 Professions..... Willie Mae Wilson

1983
 Arts..... Roberta Bruce Davis
 Business..... Diane E. Arnold
 Communications..... Jean Steiner
 Education..... Dr. Mary T. Phillips
 Government..... Ann Wynia
 Labor..... Renata Ciccarelli
 Professions..... Dr. Carolyn J. Levitt
 Volunteer Service..... Marice Halper

1982
 Arts..... Sally Ordway Irvine
 Business..... Mary E. Pickard
 Communications..... Nancy Peterson
 Education..... Elizabeth Hubbard
 Government..... Diane Ahrens
 Labor..... Tobey Lapacko
 Professions..... Carolen Bailey
 Volunteer Service..... Jean M. West

1981
 Arts..... Thelma Hunter
 Business..... Rosemarie Ramirez
 Communications..... Mary Ann Grossman
 Community Services..... Janabelle Taylor
 Education..... Jane Preston
 Government..... Nina Rothchild
 Labor..... Mary Hayes
 Professions..... Esther M. Tomljanovich

Blond rapist strikes again

By Charles Laszewski
 Staff Writer

A man suspected of at least three rapes last month may have struck again early Wednesday morning, St. Paul police reported.

A 21-year-old West St. Paul woman parked her car in the lot at Sibley Street and Kellogg Boulevard and was walking toward the post office when a man appeared beside her, she told police.

The man grabbed her by the shoulder and whispered to her to get back in her car. He took the woman's keys, unlocked the car, forced her inside and raped her, police said.

Before leaving, the man took the woman's driver's license from her purse and studied it before fleeing on foot. No weapon was seen in the 3:30 a.m. assault, the woman said.

LIKE THE MAN who raped three women and tried to rape a fourth in the Hill district last month, this man was described as young, short — about 5 feet 3 — with blond hair, according to police.

But unlike that man, this one was wearing glasses, was not wearing a cap and did not have a hunting knife.

"It's hard to say," Sgt. Carolen Bailey, a St. Paul police detective in the Crimes against Persons unit, said when asked if it was the same man. "After talking to her (the victim) and showing her pictures, she doesn't select the same resemblances others do. Yet, how many short, blond rapists do we have running around?"

Many leads have come in since a composite sketch of the suspect was released two weeks ago, Bailey said. None of them, however, have led to an arrest and may have prompted the suspect to alter his appearance by wearing the glasses and dropping the cap, she said.

If it is the same suspect, Wednesday's attack was his first since he raped a woman Oct. 12 near 311 Pleasant Ave.

"We are really concerned there might be more victims," she said. "When you have a serious rapist like that, nothing seems to slow him down."

Scene



Montgomery to see more than the current 10 women on the 600-member force.

Bailey joined the department in 1961 after four years as a Ramsey County welfare department social worker. That was in the days when women were mostly assigned to juvenile work and other female-oriented duties and she regrets she never had a chance to be assigned to a patrol car, where most of the St. Paul women officers are now assigned.

She became a sergeant in 1971 and has become one of the city's experts on crimes against persons, especially women and children. Her name turns up regularly in stories about rape, wife beating, child abuse and incest.

Bailey was one of the founders of Ramsey County's Sexual Offense Service and helped to found the county's child abuse team. She has served on the Minnesota Advisory Councils for Battered Women, Victims of Sexual Assault and Child Abuse and was the first woman appointed by a governor to the Minnesota Peace Officers Standards and Training Board.

She is currently assigned to the sex/homicide unit. She and a colleague handle investigations of these crimes, but she also spends time on the telephone advising hospitals and social service agencies and does training and teaching within the department. She is required to appear in court when cases she investigates are tried, and she is a much sought-after speaker, particularly now that women are becoming concerned about defending themselves against attack.

Bailey has written several books and training manuals on incest, and she says it is becoming increasingly common. In two days recently she had six new cases.

"Violence is increasing," she said. "Sexual abuse and incest can be very violent. And so can prostitution. I don't care what consenting adults do, but I never look on prostitution as a victimless crime. The majority of prostitutes are children — 13 years old or so. The punks get them hooked (on drugs), assault them. There's a lot of violence."

But she is not bothered by the grim things her job forces her to see.

"I never had any problem coping," she said. "I care when I'm at work but I recognize what I can and can't do. There are certain frustrations with court decisions but I learned long ago to accept that. The real problem is finding time to do a thorough job."

In her free time Bailey travels around the country lecturing and teaching professionals about how to handle sexual offenses. In six months she's been in 20 states.

When she is on her own time she gets \$500 a day plus expenses for her services. As a sergeant in the St. Paul Police Department she makes about \$23,000 a year — much less than \$500 a day.

She recommends police work to young women, telling them it offers "a lot of satisfaction in being in a position to assist people who need help."

But she warns them they must accept equal responsibility.

"A woman officer wanted the association to back her because her department wanted her to work weekends and she didn't want to. I asked her if the men worked weekends and she said yes. I told her we wouldn't back her."

"Women shouldn't come into this field looking for favors." □

Sgt. Bailey is seeking more female officers

By Mery Ann Grossmann
 Assistant Features Editor

Carolyn Bailey thinks women bring something special to police work, and she wants to help them get the chance to prove it.

Bailey, a sergeant on the St. Paul police force and senior woman in the department, is six months into a two-year term as president of the 5,000-member International Association of Women Police, the only organization uniting women from every branch of law enforcement. Officer Debbie Montgomery, also of St. Paul, was elected coordinator for the seventh region which includes eight states.

"There are 300 members of the Minnesota Association of Women Police," Bailey said. "We're the strongest state group except for California. We've really organized well."

Bailey joined the international organization about 12 years ago. She had joined the state group earlier and promptly rewrote the constitution and by-laws, then began a drive which brought membership from a dozen to 300 in two years. (The membership includes men sympathetic to the women's cause.)

Both the international and state organizations are dedicated to furthering the education and training of women police and encouraging the general improvement of police service. Both groups are dedicated to further use of women in law enforcement and they conduct training conferences where women can learn about developments in police work.

"We're a minority (of about three percent) in a male field," Bailey said. "It's important to support each other, exchange information and provide training to women where they might not otherwise receive it."

She has testified on behalf of women officers in several sex discrimination suits.

One involved a woman who wanted a job in a suburban police department where the men didn't want a woman officer. The department decided that her test would include scaling a six-foot wall in a certain time period. But the men couldn't find a wall that high in the whole suburb, so they had one built. The woman challenged the test as discriminatory. She won, and is "doing great" as a police officer in that department.

In another suburb a woman officer was hired at the same time and for the same work as a man but the male was paid a detective's salary and the woman was given secretary's pay. She also sued and won.

"Despite court rulings and (federal guidelines) there are still barriers to women being hired for police forces," Bailey said. "Let's assume there is no prejudice at all. Even so there is veteran's preference, which is 5 points in Ramsey County, and then there are agility tests which may not even be job related."

"The trouble is that ability to meet agility tests restricts the range of women who can be hired as police officers," she said. "Other talents, like dealing with people, are subservient to these tests."

And talent for working with people may be more important in police work than brute strength. Bailey points out that 85 percent of police work is non-criminal. It's been proven, she said, that in domestic violence situations having a woman officer on the scene is helpful. "Maybe this is because our culture teaches women to be better at interpersonal relationships."

One of the problems faced by women in the law enforcement field, Bailey said, is that test requirements vary from place to place. Some places use a grip test, for instance, which some women cannot pass. Bailey is proud of the fact that the St. Paul Police Department modified the grip test for women applicants some time ago.

"Chief (William) McCutcheon has been very supportive of women," Bailey said. "He got me started in the international association when he sent me to a training program."

She also gives high marks to Minneapolis Police Chief Anthony Bouza, who is currently fighting to hire more women and minority officers.

Of the St. Paul police force she says, "we are by far the most progressive." But she would like

ST PAUL DISPATCH
 2-17-81

St. Paul gets first female police lieutenant

St. Paul police awarded lieutenants' bars Thursday to a woman for the first time.

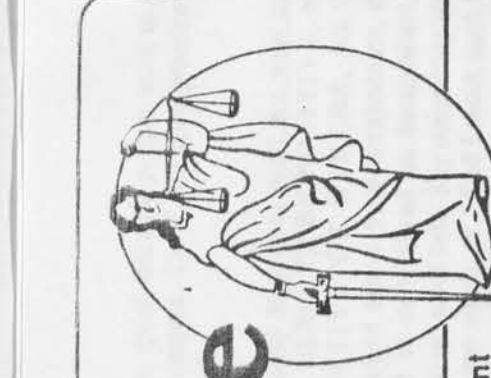
Carolyn Bailey, 49, became the first woman in the department's history to be promoted to lieutenant. She placed first in the promotion exam.

Bailey was appointed to the force in 1961 and was promoted to sergeant

in 1971.

She has been a detective in the sex-homicide unit for the past 14 years and was an investigator in the juvenile division for 10 years before that.

Bailey will be the second-in-command in one of the department's patrol sectors.



Balancing the Badge

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. Carolyn Bailey of the St. Paul, MN, Police Department, frequently sits on interview/promotion boards. Carolyn 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

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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.*

about which is 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 are 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 questic was, "According to O. W. Wilson ..." she had to answer wh she didn't personally believe to be true. Following t interview, the woman officer submitted a written challer 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.

St. Paul gets first female police lieutenant

St. Paul police awarded lieutenants' bars Thursday to a woman for the first time.

Carolyn Bailey, 49, became the first woman in the department's history to be promoted to lieutenant. She placed first in the promotion exam.

Bailey was appointed to the force in 1961 and was promoted to sergeant

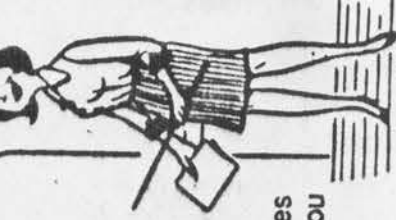
in 1971.

She has been a detective in the sex-homicide unit for the past 14 years and was an investigator in the juvenile division for 10 years before that.

Bailey will be the second-in-command in one of the department's patrol sectors.

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.

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 "Samoff 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 T 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!

WOMENPOLICE

The Official Publication of the International Association of Women Police Spring 1990, Volume 24, Number 1

75TH ANNIVERSARY



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EXECUTIVE DIRECTOR'S NOTES

Recently I attended a management seminar on "Problem-Oriented Policing". The title seemed to be a euphemism for "targeting" (hit the problem with all the resources you've got). However, it also encompasses the re-emergence of the philosophy of community policing as it was originally intended to be, that is, police should represent and facilitate the work of the community. To be an accurate representation, the police must fully encompass the diversity of the community it serves. We know that is not yet the case. Women represent about 50% of the police force but approximately 50% of the community. Traditionally, the police have decided what is important, and it is not necessarily what the public thinks is important. Community policing tells us the right things to do, and problem-oriented policing directs us in how to get

those things done right. One thing this philosophy is saying is that police work is changing, and it is likely to change dramatically. As the traditional views and methods are challenged, the opportunities and horizons of WOMEN are likely to dramatically increase. As I left the seminar, I felt excited and optimistic for the new women coming on the job. The challenge will continue to be yours!

In moving forward with IAWP, it is important (and well justified) to maintain a positive outlook. There is a difference between mean gossip/complaining and constructive criticism. There will always be a few in every organization who are dissatisfied and disruptive, regardless of all efforts. Coincidentally, the facilitator at the club retreat yesterday pointed out, "you can't keep everybody happy, but we women seem to expect this of ourselves."

Learning to separate the meaningless from the meaningful is a skill we all need to cultivate. It is far less stressful and more productive when we can do this. The IAWP Board has been working hard and competently for all of us and needs our support, assistance, as well as suggestions during this time of transition and growth. The IAWP Fall Conference in St. Paul will celebrate IAWP's 75th Jubilee Anniversary. Julie Brunzell, Co-Director, reports the Conference is "shaping and firming", and "be ready for razzle, dazzle, and sparkle". The Committee is very excited about the social events and workers are volunteering in mass. The training will emphasize the future in policing and what it means for women. This is a Conference you won't want to miss, so get registrations in early for reduced rates!

Carolyn Bailey

Spring 1990
WOMENPOLICE

WOMENPOLICE

The Official Publication of the International Association of Women Police Spring, 1991, Volume 25, Number 1

IAWP Welcomes Back the Women & Men who Served in Operation Desert Storm



POLICE OFFICER MEMORIAL DAY MAY 15

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EXECUTIVE DIRECTOR'S NOTE

When I began the police department, I was mad that I was required to join the pension program in which you forfeited your money contributed if you did not remain at least twenty years. I could not imagine myself staying in "one job" that long. I still remember when I thought age thirty was really old, when I was not really aware that things change and thought somehow my life would never reach that stage (it's sure better than the alternative!).

Twenty-nine years later, I have just retired. Part of the reason I was very wrong is that police work is not just "one job". It is a challenging and fascinating combination of sales work, public relations, counseling, legal and psychiatric evaluations, investigation, enforcing rules, teaching, event organizing, author, supervisor, manager, chauffeur, race car driver, and much, much more. Each assignment offers something

new, and the job incorporates almost all professions.

Through the last twenty years, the International Association of Women Police has provided me support, networking, training, and close social relationships. Much has changed in police work, but women still remain a small minority. Most of us have been a "first" in some aspects of our jobs (the first women on patrol - in higher rank - in SWAT, etc.), and it's still happening today. IAWP encourages and assures us that we can do it when we are the first!

It's important to plan for retirement, no matter how remote it may seem. Years increasingly speed by. Suddenly you're not a cop anymore, and friendships, hobbies, and other interests become more highly valued. There are those who are convinced I won't be satisfied with retirement, saying, "You'll be back at it." "You

have too much energy to retire." "You're too young to retire (that one I do like)". I have mixed emotions - sadness in leaving a "family" and excitement. There is no pleasure in having nothing to do; the fun is having lots to do and not having to do it. At least for now, it's wonderful - and I still have IAWP!

As I think about you "out there":

*May the road rise to meet you ...
May the wind be always at your back,
May the sunshine warm up your face,
The rains fall soft upon your uniforms,
And until we meet again,
May God hold you in the palm of his hand.*

Carolyn Bailey

REGION 7

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

Hello!

The associations of the 7th Region are busy working on their upcoming spring conferences.

The Wisconsin Association of Women Police will be holding their 10th Annual Spring Training Conference May 5-8, 1991 in Milwaukee. The theme will be "Violence in Our Neighborhoods...The Uniform at Work". For more information, contact Kay Hanna at 414-282-3342.

Lt. Carolen Bailey, our IAWP Executive Director, has retired from the St. Paul Police Dept. Frankly, I don't know of any other woman who has had the impact on my career as she has had. Carolen had been a policewoman for about ten years when she sued the department to be allowed to take the promotional exam for sergeant. She placed number one on the list in 1971. I was able to take my promotional test because of her. In 1985 when she scored number one (again!) on the lieutenant's list, she was promoted and received a patrol assignment. Although she had never worked the patrol aspect of the job, she learned quickly and won the respect of the officers working the street. After Carolen had been transferred to the Vice unit, I was assigned to the district where she had worked. There is no doubt in my mind that I was more readily accepted in a supervisory role due to Carolen's success there.

Carolen has always been an advocate for women in law enforcement, from encouraging women to join the MAWP and IAWP, to fighting discrimination herself, to assisting the women following her in taking promotional exams. Thank you Carolen. Enjoy your retirement.

Mary Beth Berg has resigned her position with the Eau Claire Police Department after 17 years. She was the first woman patrol officer on that department and was also a board member of the WAWP. She will work toward a Master's degree in Native American Studies and is employed part time by the Eau Claire Board of Education as the Native American facilitator in the Eau Claire School district. Best wishes as you take this new road, Mary Beth!

Linda Cherry (Iowa) has declared her intent to run for the position on the IAWP Board as

2nd Vice President. Julie Brunzell (Minnesota) has declared her intent to run for Sgt.-At-Arms. And I have declared my intent to run for a second term as the 7th Region Coordinator. I hope you will join me in supporting Linda and Julie in their bids for these board positions during the election which will be held in San Antonio in September. Both of these women will bring energy, new ideas and hard work to the board.

Beverly Hall

LIEUTENANT CAROLEN BAILEY, St. Paul (MN) Police Department has been in the headlines lately because on January 31, 1991, she hung up her gun and retired from law enforcement. Bailey was a first—first woman homicide investigator, first woman police lieutenant, first woman patrol commander, first female prostitution decoy (in Minnesota). But, her leading strides actually were secondary—enforcing the law was Carolen's priority. She led ground breaking investigations in vice against saunas, call girls and gamblers. She made great progress in the department's dealings with sexual assaults, child abuse and incest cases. She authored training manuals for the state and has taught courses throughout the world.

One of Lt. Bailey's toughest cases was the investigation of the death of a young retarded woman who mysteriously died in a nursing home owned by a respected superintendent of the Union Gospel Mission. The investigation revealed the young woman had been sexually assaulted with more allegations directed towards the religious and philanthropic empire of the Mission. The superintendent was eventually sentenced to prison after successful prosecution for theft, embezzlement, tax evasion and possession of drugs and a sawed off shotgun.

The fun side was when she was "challenged" by her Chief that she was too old to be a decoy in prostitution investigations. After donning spiked heels, short red skirt and a blonde wig, she arrested 11 johns in the first hour and five minutes on "her" corner.

Kudos to Carolen on a job well done for a long time—maybe now she'll have even more time to dedicate to IAWP!

SERGEANT DEBBIE MONTGOMERY, a 15-year veteran of the St. Paul Police Department, was sworn in as Assistant Commissioner of Public Safety on Monday after-

Have you ever asked yourself why...

the junkiest, filthiest, most cluttered houses are where you have to execute search warrants?
bad guys walk around smiling with bullets in their heads while good guys die or are crippled by wounds in their legs?

the most needy and vulnerable are the most victimized?

good cops are frowned on when they tell the truth about bad cops?

the last call of the night lasts six hours?

the longest calls are the ones outside when it's -30° or pouring rain?

the only time the guy isn't carrying contraband is when you have cause to arrest?

the most vocal "supporter" of equal rights is often the hidden chauvinist?

you wait outside a courtroom to testify for three days, then the guy negotiates a plea?

the evidence keeps pouring in on a case you already have air-tight?

the only usable fingerprint the lab gets at the big scene turns out to be another cop or elderly Aunt Matilda who visited three weeks ago?

when you really, REALLY have to go to the bathroom, you get an emergency call?

after you do a rain dance the night before the Hell's Outcasts "picnic", it turns out sunny?

you've seen most protest marchers at previous demonstrations for other causes?

there aren't enough jails?

there aren't more women in law enforcement?

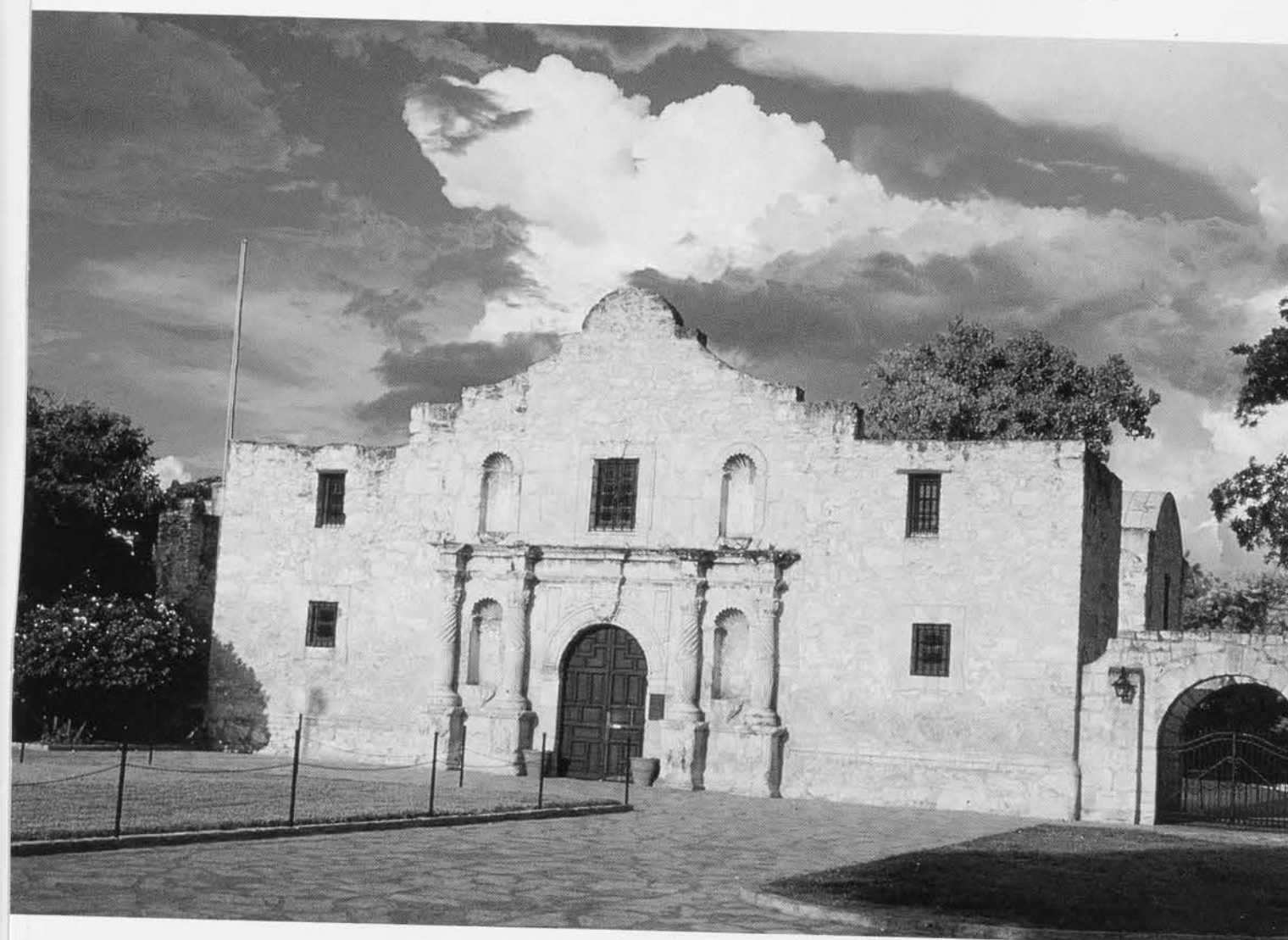
...just some thoughts after 29 years on the job and retiring...bet you can add lots more...

Carolen Bailey

WOMENPOLICE

The Official Publication of the International Association of Women Police Fall, 1991, Volume 25, Number 2

IAWP 1991 CONFERENCE



SEPTEMBER 9-13, SAN ANTONIO, TEXAS

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EXECUTIVE DIRECTOR'S NOTE

It's almost time for rejuvenation! Those of us who have attended IAWP conferences have found out quickly what this means. It's much more than superior training. The networking, support, programs and comradery have a special way of renewing our enthusiasm and confidence. Many of us are isolated on the job, even with many other women on our departments. It's a time to share ideas with others who have similar experiences and for expanding friendships. September 9-13, 1991 is the 29th Annual IAWP Conference in San Antonio, Texas. Anna Zuniga, Arline Trusty and the hard-at-work Conference Committee have organized a superb conference with dynamite speakers and exciting activities. **PLAN NOW TO ATTEND!**

A new law enforcement career brochure specifically aimed for women has been printed by IAWP and will be available at the Conference or you may contact me for copies of this or other IAWP materials.

As IAWP expands international horizons, there are thrilling opportunities for exchange with women police in other countries. The Citizen Ambassador program is organizing a delegation of women in law enforcement to Australia/New Zealand on August 3-19, 1992. IAWP members are also invited by the South African police to meet with them in their beautiful country. Further details will be published later, but if you would like more information now, you may contact me at 11 Eagle Ridge Road, St. Paul, MN 55127; 612/483-1444.

A new Board will be assuming duties in September. It's a good time for YOU to become further involved in IAWP. Think about your interests and expertise and let us know if you can contribute.

See ya'll in San Antonio, the home of the Alamo, where history, hospitality and charm are unsurpassed.

Carolen Bailey

REGION 7

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

Hello!

The associations of the 7th Region had very successful spring conferences, by all accounts.

The Wisconsin Association of Women Police had excellent attendance at their 10th Annual Spring Training Conference, May 5-8, in Milwaukee, WI. Mary Rita Ostrander, former IAWP President and WAWP Board member was honored with a leadership award, which was also named for her.

The Iowa Association had their conference in March at Council Bluffs and had a record attendance.

The Minnesota Association had their spring conference April 21-23 at the Minnesota Police Department. Sergeant Laura Goodman-Brown from the Minneapolis Police Department was selected as MAWP's Officer of the Year. Retired Lieutenant Carolen Bailey, IAWP Executive Director, was presented with the first Carolen Bailey Mentoring Award. Esther Unger was awarded the Karen Rice Memorial Scholarship. Lora Setter and Joyce Conley did an outstanding job in putting together an interesting conference.

By the time you receive this, the ballots for the IAWP election will hopefully, have already been distributed. Please consider your vote carefully. I hope you will join me in getting behind Linda Cherry and Julie Brunzell in their bids for 2nd Vice President and Sergeant at Arms, respectively. These women are enthusiastic, but more importantly, they have the ability to get

things done. The executive board desperately needs people of their calibre. Communication, frankly, has been lacking on this board, especially since the last conference. I know with people like Julie and Linda on the board, that will change.

I hope to see a large contingent of 7th Region folks in San Antonio. I wish you all a safe trip there.

Beverly Hall

REGION 8

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

No Report.

Jackie Roberts

REGION 9

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

No Report.

Claudia Morrison

REGION 10

Arizona, California, Hawaii, Nevada and Utah

No Report.

Kathy Nelson

REGION 11

Manitoba, Ontario, Quebec and Saskatchewan

No Report.

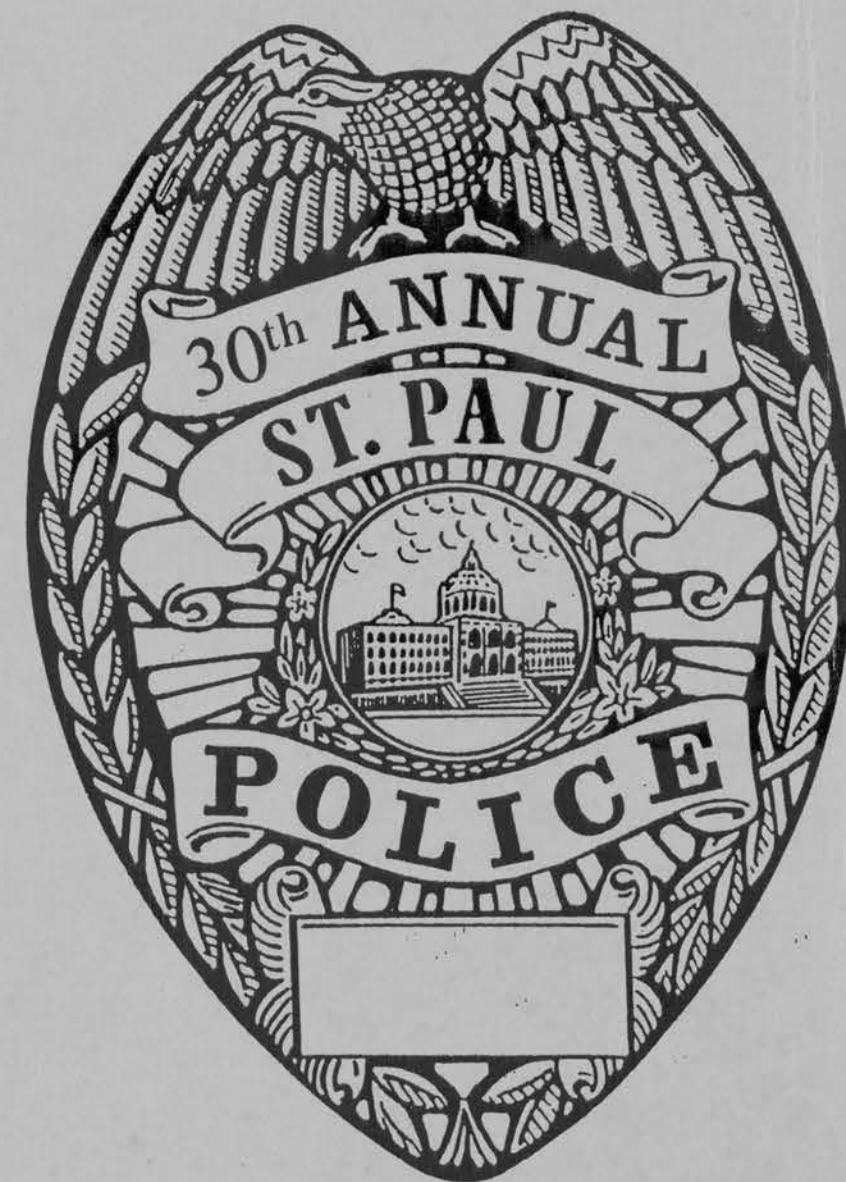
Joanne Tawton

REGION 12

International representation outside of the United States and Canada

I hope that on this occasion I can reach you and that the Region 12 notes will be of interest to you. The void in the last edition might indicate to you that I too, receive my copy of WP belatedly.

Retirement Dinner



A top cop bows out after blazing trails for 30 years

By Conrad deFiebre
Staff Writer

The list of Lt. Carolen Bailey's Minnesota law enforcement firsts goes on and on: first woman homicide investigator, first woman police lieutenant, first woman patrol commander. She was even the state's first — and probably most successful — female prostitution decoy.

When she fought for and won a chance to compete with men for advancement on the St. Paul force,

she placed — you guessed it — first on the promotional exams.

But today, after a pioneering police career that spanned nearly 30 years, Bailey will hang up her blue uniform for the last time. She's retiring, at least for now, from a job that she says was so much fun she barely noticed she was making history with each gender barrier she crossed.

"She was a great advocate for women

Bailey continued on page 8A

Thursday/January 31/1991/Star Tribune

Bailey Continued from page 1A

in law enforcement," said Debbie Montgomery, a former St. Paul police sergeant now Minnesota's assistant commissioner of public safety. "I'm just glad she was there before me. She made my road a lot easier," she said Wednesday.

In fact, Montgomery said, Bailey's dedicated example and activism paved the way for most of today's law enforcement women. "I've seen a lot of cases where a mother's health was jeopardized or in cases of rape or incest," she said. "Bailey was the first woman to be appointed as a House committee member, voting 5-4 against the bill, which would have outlawed abortions except in cases where a mother's health was jeopardized or in cases of rape or incest." Bailey was the first woman to be appointed as a House committee member, voting 5-4 against the bill, which would have outlawed abortions except in cases where a mother's health was jeopardized or in cases of rape or incest.

Legislation that would have made Wyoming's abortion law the most restrictive in the nation was killed by a House committee.

Members of the Judiciary Committee, voting 5-4 against the bill, agreed that the proposal was too much, too soon. The bill would have outlawed abortions except in cases where a mother's health was jeopardized or in cases of rape or incest.

A soldier who was discharged because he is gay, said the Army has agreed to give him about \$135,000 in back pay and full retirement benefits in a settlement that concludes years of court battles. Sgt. 1st Class Perry Watkins of Tacoma, Wash., who was drafted, underwent three Army investigations after he told superiors about his sexual preference, but after each he was allowed to re-enlist.

A national health insurance plan has been introduced by Rep. Fortney (R-Ind.). The plan, which Stark calls Medicaid, would cover all Americans except for Medicare beneficiaries, who would continue to be covered by that system. Medicaid would replace private health insurance and provide benefits similar to those in the Medicare package, but would be enlarged to cover the needs of pregnant women and children. Various taxes would be used to pay for the plan.

helped Keating, a major political donor to them, are Dennis DeConcini, D-Ariz.; John McCain, R-Ariz.; John Glenn, D-Ohio; Donald W. Riegle Jr., D-Mich., and Alan Cranston, D-Calif.



Lt. Carolen Bailey

Despite all her investigative comps, for 10 years she was not allowed to take a promotional exam because of department policy regarding policewomen. Then she threatened a discrimination complaint, and quickly every woman on the force was on the same career track as the men. Bailey scored No. 1 on the sergeants' exam in 1971 and the lieutenants' test in 1985.

With her history-making distinction, she has repeatedly cut its budget.

But already there are rumblings of disapproval on Capitol Hill, with some members of Congress seeing old for the task.

Bailey, nearly 40, volunteered to be a female decoy. McCutcheon, eyes twinkling, told her she might be too old for the task.

Defense Initiative.

Defense Initiative.

Defense Initiative.

Defense Initiative.

Defense Initiative.

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Defense Initiative.



Carlyn Barber
Pos



Photos of Carlyn
Barber as
Prostitute Decay,
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