

*National Center for Women & Policing  
Presents*



**THE LEADERSHIP  
CHALLENGE:**

*Redesigning  
Law Enforcement*

*Sixth Annual Leadership  
Development Conference*

WEDNESDAY, APRIL 4 –  
SUNDAY, APRIL 8, 2001

*Riviera Resort & Racquet Club  
Palm Springs, California*

*in partnership with*



## THE CONFERENCE CURRICULUM

The Conference Curriculum emphasizes the imperative for women law enforcement leaders to use their vision and influence to increase the numbers of women in policing at all ranks and to address the critical issues facing law enforcement today. The current and worsening crisis of police corruption and excessive force scandals nationwide presents an unprecedented opportunity to promote the significant positive impact greater numbers of women make on the culture, operations and efficacy of law enforcement. Through this challenging leadership development program participants will explore how women leaders can use research, technology and training to increase the role of women in law enforcement and to address these serious problems.

## THE PARTICIPANTS

Sworn and non-sworn participants in this leadership development program must have been promoted at least once. We encourage women leaders who work in federal, state and local law enforcement within all fields of criminal justice to attend, as well as criminal justice researchers and educators, prosecutors, psychologists, elected and appointed public officials and others working to improve law enforcement.

## THE SETTING

Palm Springs and the surrounding desert resort cities of the Coachella Valley is an international oasis, known for its world-class golf and tennis events, hot springs, shopping and fine dining. Part of the grand Colorado Desert, the area is bounded by lush mountain ranges and lies only 110 miles outside of Los Angeles. Conveniently located 4 miles from Palm Springs International Airport and adjacent to downtown Palm Springs shopping and dining, the Riviera Resort & Racquet Club offers a home-like ambiance that is unmatched in the Coachella Valley. The central point of the resort is the main pool, in addition to the full range of recreational facilities. Nine tennis courts, an 18-hole championship putting course, sand volleyball, half-court basketball, an exercise center and two pools are available to resort guests.



## BENEFITS OF THE PROGRAM

### *To the Participant*

- *Exposure to critical law enforcement issues shaping our future*
- *Opportunities to undertake new leadership roles in law enforcement nationally and locally*
- *Development of critical leadership skills*
- *Opportunities to meet top opinion leaders in law enforcement*
- *Membership in a growing national network of women police leaders from across the U.S.*

### *To Law Enforcement Agencies*

- *National recognition as a leading agency for women*
- *New ideas on increasing the numbers of women in policing and in providing quality service to the community*



*The Riviera Resort & Racquet Club is unmatched in Palm Springs. The central point of the resort is the main pool, in addition to the full range of recreational facilities.*

# Conference Agenda

## WEDNESDAY, APRIL 4

8:00am – 9:00pm  
REGISTRATION

2:00pm-5:00pm  
OPENING GENERAL SESSION

*The Leadership Challenge: Redesigning Law Enforcement*  
*Changing Opportunities for Women*  
*Making Change: Case Studies in Leadership*

7:00pm  
RECEPTION  
*Breaking the Glass Ceiling Awards*

## THURSDAY, APRIL 5

8:00am – 6:00pm  
REGISTRATION

9:00am-12:30pm  
GENERAL SESSION  
*Lessons Learned from Police Misconduct Investigations*  
*Excessive Force and Gender*  
*“Up Against the Wall” – Challenging Discriminatory Hiring Practices*

2:00pm-4:00pm  
GENERAL SESSION  
*Innovative Strategies that Work to Increase Women in Law Enforcement*  
*Changing the Culture: Reports from the Frontlines*  
*Recruiting and Retaining Women:*  
*The Self-Assessment Guide for Law Enforcement*

4:30pm-5:30pm  
BREAKOUT SESSIONS  
*Using the Self Assessment Guide to Increase Women in Policing*

- *Agilities Tests: Challenging the Wall*
- *Redesigning the Selection Process*
- *Redesigning the Training Academy*
- *Promotions and Job Assignments*
- *Redesigning Internal Affairs*
- *Designing and Implementing Effective Sexual Harassment/Retaliation Policies*

### **Start Your Day With Water Aerobics**

For an additional \$10 per class  
you can sign up for a one hour water aerobics class.  
Classes will be held in the Main Pool of  
the Riviera Resort and Racquet Club.

Thursday, April 5, 2001, 7:00am  
Friday, April 6, 2001, 7:00am

Water Aerobics classes have limited space availability  
and are on a first come basis.  
Please include an additional \$10 per class with registration payment.

## FRIDAY, APRIL 6

9:00am-12:00pm  
GENERAL SESSION

*Critical Issues Confronting Law Enforcement Today*

- *Racial Profiling: Patterns, Practices, and Reforms*
- *The War on Drugs: Broadening the Debate*
- *Community Policing and Peacekeeping: The Gender Factor*

1:30pm-3:30pm  
GENERAL SESSION

*New Strategies for Ending Violence Against Women*

- *How We Became a City of Shelter: The Riverside Experience*
- *Philadelphia Story: The Missing Sexual Assault Files*
- *It's the Law: Women's Right to Non-Discriminatory Police Services*
- *Trafficking in the US: The New Slavery*

4:00pm – 6:00pm  
*Using New Technology in Law Enforcement:  
Challenges and Benefits*  
*Roundtables and Tour of the Technology Vendor Area*

9:00pm  
AN EVENING OF COMEDY

## SATURDAY, APRIL 7

10:00am-4:00pm  
SPECIAL TRAINING PROGRAMS

- *Becoming a Chief*
- *Developing Women Leaders in Federal Law Enforcement*
- *Preparing for Assessment Centers*
- *Innovative Techniques in Investigating Sexual Assault*

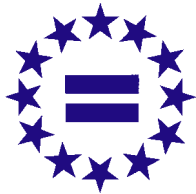
7:00pm  
LIFETIME ACHIEVEMENT AWARDS  
DINNER BANQUET

## COMEDY NIGHT

*Join us for an evening of Comedy.  
With talented comedians that are  
guaranteed to make you laugh  
until you cry as they talk about life  
and being a woman in America.*

*Friday Evening 9pm*

*Comedy Night is free to all conference attendees!*



# NATIONAL CENTER FOR WOMEN & POLICING

## *6th Annual Leadership Development Conference*

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### *Special Training Opportunities*

*Open to All Conference Attendees*

SATURDAY, APRIL 7, 2001 – 10:00AM - 4:00PM

*Choose One of the Following  
Capacity Limited – Register Today*

#### *Becoming a Chief*

With new retirement laws being implemented, many more Police Chiefs positions will open up nationally for those who are prepared and qualified, particularly women. What does it take to be selected as a Police Chief? What does it take to be a successful Police Chief? If becoming a chief law enforcement executive or rising within your own organization is in your career plans, you are urged to attend this important session. Chief Peter Herley (Tiburon PD), past president of the California Police Chiefs Association (CPCA) and coordinator of California POST's very popular "Role of the Police Chief" course, will host a panel of successful Police Chiefs who will present their candid views of what it takes to not only obtain the position of Police Chief, but, equally important, what it takes to be effective in the position. Panel members include Chief Penny Harrington (Portland PD - Ret.), Chief Lucy Carlton (Los Altos PD), and Chief Susan Manheimer (San Mateo PD), former Captain in San Francisco PD.

#### *Developing Women Leaders in Federal Law Enforcement*

Assistant Director Margaret Moore, Monica Blodgett, President of WIFLE, and other women leaders in federal law enforcement will present ideas and strategies to increase the numbers of women at the federal level and to assist federal women in attaining their career goals. Learn Strategies to strengthen your communication skills and become a more effective manager and colleague. Focus will be placed on organizational communication skills, including leadership, team building, managing time, negotiating conflict, and communicating in a culturally diverse workplace.

#### *Preparing for Assessment Centers*

Many law enforcement agencies are using Assessment Centers as a promotional tool. Instead of relying on the standard multiple choice test and an oral interview, assessment centers use role play techniques and other methods to test for skills necessary to be successful in the new job. Our training program, presented by Sherry Fox, Director of Sales & Marketing, CWH Management Solutions, will help prepare you for taking an assessment center or for becoming a rater in assessment centers. Learn how to successfully compete in skills such as the In-Basket, Cooperative Group, Competitive Group and One-on-One role plays. Women who have taken this type of training report that they increased their scores on assessment centers.

#### *Innovative Techniques in Investigating Sexual Assault*

The National Center for Women & Policing, in cooperation with the Violence Against Women Office of the Department of Justice, has developed an exciting new training curriculum in sexual assault investigation. Participants will learn innovative techniques for investigating sexual assault cases, with a special emphasis on acquaintance rape. Included in the program will be instruction on: how to adapt cognitive interviewing techniques for use with sexual assault victims; innovative strategies for investigating drug-facilitated sexual assault; effective guidelines for conducting pretext phone calls with suspects; new techniques for gathering evidence to support successful prosecution; and up-to-date information on rape trauma syndrome and coordinated response systems. Training will be delivered by national experts to conference attendees interested in learning these new techniques for sexual assault investigation.



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## *Highlighted Speakers*



**CHIEF PENNY E. HARRINGTON**  
*Director  
National Center for  
Women & Policing*



**ELEANOR SMEAL**  
*President  
Feminist Majority  
Foundation*



**CHIEF CHARLES MOOSE, PhD**  
*Montgomery County  
Police Department*



**SHERIFF MARGO FRASIER**  
*Travis County Sheriff's Office*



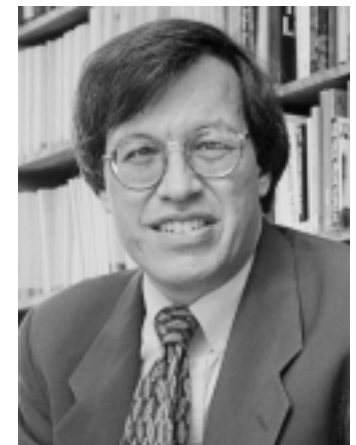
**KAY BALDWIN**  
*Chief  
U.S. Department of Justice  
Civil Rights Division  
Employment Litigation*



**BONNIE TISCHLER**  
*Asst Commissioner  
US Customs Service*



**IDA GILLIS**  
*President  
NOBLE*



**ERWIN CHEMERINSKY**  
*University of Southern  
California Law Professor*

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**DAVID BEJARANO**, *Chief, San Diego Police Department*

**MERRICK BOBB, ESQ.**, *Special Counsel to Kolts Commission*

**JENNI GAINSBOROUGH** *Senior Policy Analyst, The Sentencing Project*

**SAIC MARGARET MOORE** *Assistant Director, National Center for Women & Policing*

**ANDREA SHERIDAN ORDIN, ESQ.** *former U.S. Attorney, member Christopher Commission*

**STEVE ROSENBAUM** *Chief, U.S. Department of Justice, Civil Rights Division, Special Litigation*

**KATHERINE SPILLAR** *National Coordinator, Feminist Majority Foundation*



# NATIONAL CENTER FOR WOMEN & POLICING

## 6th Annual Leadership Development Conference

### *The Leadership Challenge: Redesigning Law Enforcement*

April 4-April 8, 2001 - Palm Springs, CA

Name \_\_\_\_\_ Rank/Title \_\_\_\_\_

Agency \_\_\_\_\_

Business Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Business Phone ( \_\_\_\_\_ ) \_\_\_\_\_ Fax ( \_\_\_\_\_ ) \_\_\_\_\_

Residence Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Residence Phone ( \_\_\_\_\_ ) \_\_\_\_\_ Send mail to  Business  Residence

#### *I plan on attending the Special Training Sessions:*

- Becoming a Chief
- Developing Women Leaders in Federal Law Enforcement
- Preparing for Assessment Centers
- Innovative Techniques to Investigating Sexual Assault

#### *Will you be participating in the Water Aerobics for an additional \$10 per class?*

- Thursday, April 5, 2001 7:00am
- Friday, April 6, 2001 7:00am

#### *Please include Registration fee:*

- \$395 Conference Fee
- \$345 Early Registration Conference Fee  
(Register by January 1, 2001 for Discount)
- \$325 Prior attendees and Members

#### *Group rates for entire conference:*

- Groups of 5 – 20% discount (\$315 per person)
- Groups of 6-10 – 25% discount (\$295 per person)
- Groups of 11-15 – 30% discount (\$275 per person)
- Groups of 16 or more – 35% discount (\$255 per person)

*Only one discount will apply. All Group Registrations Must Be Received Together.*

*Cancellation Policy - \$25.00 processing fee per registrant.*

Payment options: Total Enclosed: \$ \_\_\_\_\_

Personal check enclosed  Agency check enclosed

Please bill credit card:  Visa  MC Card # \_\_\_\_\_ Expir.Date \_\_\_\_\_

#### **TO MAKE HOTEL RESERVATIONS:**

##### **Call Riviera Resort and Racquet Club at 800-444-8311**

When making reservations, specify you are with the *National Center for Women & Policing* or *Women in Federal Law Enforcement (WIFLE)*. Special group discount rates: \$129 for a single/double and \$219 for a Petite Suite. These rates will be available for three days before and three days after the conference. Room rates do not include state and local taxes, currently 10.8%, and a resort service fee, \$5 per room per day. Reservations must be made by March 3, 2001 to obtain the group rate. The hotel is located at 1600 North Indian Canyon Drive, Palm Springs, CA 92262.

#### **TO MAKE TRAVEL RESERVATIONS:**

##### **Call International Travel Associates, Inc. at 800-741-4384 or email at [intltravel@mindspring.com](mailto:intltravel@mindspring.com)**

Ask for the *National Center for Women & Policing* Conference Desk. They offer discounts on airfare and car rentals. If you would like to travel on a vacation before or after the conference, they provide high quality service with maximum savings. International Travel Associates is a women-owned business.

*Complete and return conference registration form to:*

*National Center for Women & Policing, 8105 W. Third Street, Los Angeles, CA 90048  
Telephone 323-651-2532 or FAX to 323-653-2689*