

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
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COLLECTION:

Clinton Presidential Records
First Lady's Office
Speechwriting
OA/Box Number: 8169

FOLDER TITLE:

HRC [Hillary Rodham Clinton]/NYPD Women 8/11/94 [1]

2012-1004-S

ms511

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

Freedom of Information Act - [5 U.S.C. 552(b)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

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FIRST LADY HILLARY RODHAM CLINTON
REMARKS TO THE NYPD WOMEN IN POLICING CONFERENCE
NEW YORK CITY
AUGUST 11, 1994

DRAFT

Thank you, Deputy Commissioner [Elsie] Scott for that warm introduction. Thanks too to Mayor Guiliani, who has worked extremely hard during a very critical period over the last few weeks on the Crime Bill. Commissioner Bratton, we appreciate your national leadership and innovation as we work together to devise new strategies to fight crime. And, finally, thanks to the Police Foundation, for sponsoring this conference on behalf of women in policing.

It's an honor to be here with all of you who give so much of yourselves every day to make our communities safer. I'm particularly glad to join you at such an historic moment in our nation's fight against crime. You are the reason the House will vote today on the toughest, smartest, largest attack on crime in American history. It was you -- the law enforcement officers across our nation -- who demanded action more than six years ago. And we would not have come this far without your leadership.

It was exactly 80 years ago that a woman became a New York City police detective for the first time. It was only 20 years ago that women officers were recognized as equals and assigned to patrols with men. Today, after lawsuits and political struggles and women proving their abilities and being commended for them, there are women in every unit, in every precinct, and in nearly every rank of this police force.

At every stage of progress there was skepticism among those who believed women could not and should not be police officers. But you and your predecessors never doubted your abilities or the value of what you were fighting for. And today, nobody doubts that the policing profession is better for having women in it.

Today -- at this very moment -- we are at a defining moment in our history when we have another opportunity for progress. This time we have the opportunity to improve -- almost immediately -- the lives of millions of American families and thousands of American communities.

Right now, Congress is in the midst of two historic debates -- one on crime, one on health care reform. The outcomes of these debates will affect your fathers, your mothers, your children, yourselves -- and the job you do as police officers every day.

What's at stake is not just a crime bill, or a reformed health care system. What's at stake is our vision of ourselves as a nation and as a society and whether we really care about restoring a sense of personal security for our people.

The President has said many times that his Administration's overarching goal is to renew the American Dream. But we can't accomplish that if we fail to make Americans feel secure about their lives and their futures.

As you know, I've had the privilege over the last year of traveling around the country, hearing people talk about their fears and concerns about our health care system. More often than not, I've heard from women, because women are the primary caregivers in this country and they have the most frequent contact with our health care system.

I've heard mothers worry about the health care of their children. I've heard wives worry about the health their husbands. I've heard single women worry about caring for aging parents, siblings, and friends.

I've heard people say they don't feel safe about their futures because they're worried that their insurance will disappear when they switch jobs. I've heard people say they don't feel safe because a family member has asthma or cancer or some other pre-existing condition and they can't get insurance. I've heard people say they don't feel safe because after one serious illness their lifetime limits had run out on their health insurance policy. And I've heard people say they don't feel safe because they can't afford health insurance at all.

That's why the health care crisis is such a threat to our individual and collective security and why reform is an opportunity that cannot be wasted.

Unfortunately, that's not the only threat to our security. Today, people don't even feel safe in their own homes, in their own neighborhoods, in their schools.

Every day, you and hundreds of thousands of police officers in Atlanta and Kansas City and Denver and Portland and hundreds of other cities go out on the streets and risk your lives so that families and children can feel safe wherever they are. We all know the story of Officer Mary Clare Capotosto [Cap-oh-toast-oh], who was shot in the head and nearly killed while saving her partner during an altercation with a drug suspect last year. And we all know about Arlene Beckles and what happened to her in the hair salon not long ago.

It's a story is worth repeating.

Officer Beckles was off-duty and having her hair done when three armed men tried to rob the salon. She told them she was an officer. When they refused to respond, she emptied her five-clip revolver and struck all of the men. But one of the robbers managed to put a gun to her temple. Twice he tried to shoot her. Twice his gun jammed. So Officer Beckles struggled with the third gunman until another officer arrived to help her.

As a result of her courage and dedication, more than 20 patrons' lives were saved in that salon, even as Officer Beckles' own was in great peril.

This is not a Hollywood drama, not a new episode of NYPD Blue. It's a real story of what happened in the course of Officer Beckles' -- now Detective Beckles' -- day.

It's a real story that we saw on the news and read about in the papers. But there are many stories we don't hear about. We don't hear about it every time that a police officer's life is in danger. We don't hear about the horror, tragedy, and grief that you encounter in your jobs every day. We don't always appreciate the sacrifices you make so that we have a greater sense of personal security.

There was a time in this country -- not that long ago -- when people didn't think about locking their doors when they left home. They didn't worry about getting car-jacked at a stoplight. They didn't worry about students bringing guns to school. And police officers certainly didn't have to worry about being outgunned by criminals with high-powered assault weapons.

Today, there are between 1 and 2 million handguns on the New York City streets alone. There are more than 1,500 homicides committed with handguns in this city each year, compared to 75 in 1960.

These troubling statistics are mirrored elsewhere across our country, where 65 people are murdered daily in violent crimes. Where seven children are murdered daily by violent crime. Where 40 people are killed daily by firearms -- firearms that were not in those instances being used for hunting or sport. Where 2,300 juveniles are arrested every day for criminal activity. Where 7,000 women over 12 are raped, robbed, assaulted, or threatened with such crimes every single day, according to FBI estimates.

And while this mayhem continues, there are special interests doing everything in their power to derail a crime bill that is now on the verge of passing after a very long and deadly delay.

Consider this: It has taken six years for Congress to get this far on the crime bill. But the average violent criminal walks in four. Something is terribly out of whack. And that's why

we can't ruin this historic chance to give the American people the security they want and deserve.

Nor can we ruin this opportunity to give law enforcement officers the tools you need to do your jobs.

No matter how courageous, how brave, how dedicated you are, as police officers you cannot solve the problem of crime in America alone. You have a President who wants to walk beside you as we try to fight crime together.

The President's crime bill will:

- add 100,000 officers to the streets
- make "three strikes and you're out" the law of the land
- ban deadly assault weapons that too often are used against police officers
- ban handgun ownership by minors
- provide tougher sentences for violent criminals
- end the false choice between prevention and punishment; we need both.
- enhance community policing efforts that get officers into the neighborhoods and help restore a sense of community.

When I think about our families, our communities, the future of our nation . . . and when I think about the opportunities we have to restore a sense of personal security for all Americans . . . I can't help but think about the example of Deputy Chief Gertrude LaForgia [La-For-ja].

Deputy Chief LaForgia has been a member of the New York City Police Department for 28 years, beginning on patrol in 24 Precinct in 1966. Today she is the highest ranking woman in the department [one of 21 deputy chiefs]. That's an extraordinary accomplishment, but even more so when you consider that she has also raised a family, been married for 34 years, and now has a daughter who is a sergeant on the force as well.

Deputy Chief LaForgia is not only a caretaker for her family. She is also a caretaker for her community. And those two sets of experiences give Deputy Chief LaForgia a unique view of the world.

As women and as police officers, you also bring a unique perspective and a unique vision to your jobs. And I hope you will use that perspective and that vision to help us restore our sense of security, rebuild our communities, and define ourselves as a nation that truly cares about its people.

Thank you very much.

CRIME INDEX

Number of years since the United States was founded: 218
Number of years the country existed before homicide was among the top ten causes of death: 213

Number of people killed last year by violence: 50,000
Number of AIDS-related deaths last year: 30,000
Number of deaths last year caused by drunk driving: 18,000

Percentage change in the number of 15-year-old males charged with murder from 1985 to 1991: +217
Percentage change in the number of teenagers murdered by guns since 1985: +100

Number of hours that go by before another child under 19 is killed by gunfire: 2

Leading cause of death among young African-Americans: Homicide

Percentage of privately-owned guns in America that are semi-automatic: 0.5
Percentage of firearms-related crimes which involved semi-automatic weapons: 10

Percentage of increase in the last five years in handgun-related murders: 59

Number of unsupervised, elementary-school age children who have access to a gun in their home: 1.2 million
Number of guns carried to school every day: 270,000

Number of crimes committed every day in, or near America's public schools in 1993: 16,000

Chances that a violent offender will commit another crime: 1 in 2

Percentage of Americans who see the influence of drugs as one of the most important causes of crime: 94

Increase in the juvenile arrest rate for violent crime from 1970 to 1992: 90%

Percentage of Americans who are willing to pay higher taxes to get more police on the street: 80

Rank of the United States among all other countries in percentage of citizens incarcerated: 1

Number of Americans injured by criminals in the past 20 years: 37 million

Estimated cost of crime to the American people 1991: \$19 billion

Daily Crime Statistics (most numbers are from 1992 data unless otherwise indicated)

Each day in the United States:

- * 65 more people are murdered by violent crime
- * 7 more children are murdered by violent crime (ages 0-17)
- * 40 more people are killed by firearms (1991)
- * 832 prisoners are paroled
- * 38,630 individuals are arrested
- * 2,300 juveniles are arrested
- * Nearly 7,000 women over 12 were raped, robbed or assaulted or were the victim of a threat or an attempt to commit such a crime
- * 10 people have been killed by drive-by shootings in Los Angeles
- * 8 more gang-related criminal cases are brought in Orange County, CA
- * 57 Texas prisoners are let out of jail on parole
- * 122 more offenders are admitted to a Texas prison (# has doubled since 1985)

In Texas, from 1984 to 1990, the design capacity of state prisons rose 52% to 541,568 beds, but the actual number of inmates in state prisons increased 67% to 658,828, according to the Bureau of Justice Statistics. Under such pressure, states have had little choice but to grant parole more often.

Median time actually served by offenders in Texas decreased by 27 percent during the six-year period. In 1991, prison inmates served a median of 11.2 months in custody (or 13 percent of their sentences). For every year of sentence, violent offenders served a median of 95 days, property offenders served 44 days, and drug offenders spent 40 days in state custody.]

In Michigan: A Detroit News search of state records revealed that 80% of the second-degree murderers paroled in the first six months of this year had not even served their minimum sentences.

Daily Talking Points On Anti-Crime Legislation Thursday, May 12, 1994

ENHANCING LAW ENFORCEMENT'S ABILITY TO FIGHT CRIME

- The Clinton Administration's Crime Bill is a blueprint for the effective reduction of crime in both the short- and long-term. Part and parcel to the bill are specific authorization requests that will give law enforcement the resources it needs to successfully implement the President's comprehensive anti-crime plan. Crime Bill authorizations supported by the Administration include:
 - * Nearly \$9 billion to put an additional 100,000 local police officers on the nation's street -- a twenty percent increase in the current number of local cops nationwide;
 - * Funds to hire more prosecutors for gang prosecutions, as well as the support staff and resources new prosecutors require;
 - * Additional funding to hire more Drug Enforcement Administration (DEA) agents to curb drug trafficking on our streets;
 - * Additional funds for law enforcement components and functions of the Treasury Department to help meet their increased law enforcement responsibilities;
 - * \$250 million targeted for rural law enforcement grants to reduce drug trafficking in rural areas;
 - * A comprehensive grant program with increased funding for criminal justice and law enforcement assistance in sexual and domestic violence cases;
 - * \$300 million in increased judiciary funding for effective crime bill implementation;
 - * Grants administered through the Gangs and Juveniles programs to local prosecutors who are trying to deal with the serious and growing problem of juvenile violence;
 - * \$3 billion for state grants to construct prisons, build boot camps, and otherwise expand their capacity to ensure that criminals do their time;
 - * Authority necessary to increase the number of Border Patrol agents by 6,000 over the next five years; and
 - * Grants for computerized automation and other technological improvements in law enforcement, as well as for an expansion of federal training programs for state and local law enforcement officers.

See Talking Points - May 24

Daily Talking Points on Anti-Crime Legislation Tuesday, March 15, 1994

VIOLENCE AGAINST WOMEN

- As part of the President's overall anti-crime strategy, the Administration supports new federal efforts aimed at curbing gender-motivated violence and improving restitution to victims of such crime. The Crime Bill's Violence Against Women provision creates a federal cause of action for violence perpetrated against an individual because of their gender.
- Under the Violence Against Women proposal, victims of a felony crime of violence may bring a civil suit for damages or equitable relief in federal or state court, provided that the crime they suffered was committed because of gender and due, at least in part, to animus based on the victim's gender.
- The Violence Against Women provision is both fair and smart. It's fair because it addresses those situations in which victims are without redress due to inadequate state remedies, and allows victims improved access to federal courts. The proposal is smart because it does not clog federal dockets by automatically labelling whole categories of offenses as gender-motivated; proof of the perpetrator's animus is a prerequisite to recovery.
- The proposal also creates new federal offenses, such as fleeing across state lines in violation of a stay away or protection order.
- The Violence Against Women provision funds grant programs aimed at reducing and preventing violence against women, as well. Programs provided for include:
 - * State grants (\$870 million over three years) to: expand and strengthen victim services and programs, such as rape crisis centers, battered women's shelters, and rape and family violence programs; train law enforcement officers to more effectively identify and respond to violent crimes against women; and expand law enforcement units specifically to target violent crimes against women.
 - * Victim Counselors (\$1.5 million) to help victims and witnesses in sex and domestic violence cases.
 - * Safe Colleges, targeting \$20 million to rape and violence prevention and education on college campuses.
 - * Help for the Homeless and Runaways, which provides \$10 million to help alleviate the problem of homeless and runaway women and girls through street-based education and outreach programs and counseling and treatment for runaway, homeless and street youth who are at risk of being subjected to sexual abuse.

Daily Talking Points on Anti-Crime Legislation

Tuesday, May 24, 1994

PROTECTING AGAINST GENDER-MOTIVATED VIOLENCE

- Protecting women against gender-motivated violence and improving restitution to victims of such crime is part of the President's overall, anti-crime strategy. Conferees from both Houses have the opportunity to ensure that the Crime Bill includes a strong Violence Against Women provision, one which creates a federal cause of action for violence perpetrated against an individual because of their gender.
- Under the Administration-backed Violence Against Women proposal currently in the Senate bill, victims of a felony crime of violence may bring a civil suit for damages or equitable relief in federal or state court, provided that the crime they suffered was committed because of gender and due, at least in part, to animus based on the victim's gender.
- The proposal would also create new federal offenses which protect victims of gender-motivated violence, such as fleeing across state lines in violation of a stay away or protection order.
- Such victim-protection measures are both fair and smart. They're fair because they address those situations in which victims are without redress due to inadequate state remedies, and allow victims improved access to federal courts. They're smart because they do not clog federal dockets by automatically labelling whole categories of offenses as gender-motivated; proof of the perpetrator's animus is a prerequisite to recovery.
- Also supported by the Administration are Violence Against Women grant programs aimed at reducing and preventing violence against women through state grants expanding and strengthening victim services and programs, funds to train law enforcement officers to more effectively identify and respond to violent crimes against women, and resources to prevent rape and violence on college campuses through education.

Daily Talking Points On Anti-Crime Legislation

Wednesday, June 8, 1994

PROTECTING THE RIGHTS OF VICTIMS OF CRIME

- Just as the President's comprehensive anti-crime program ensures the punishment of those who commit crimes, it also remembers crime's victims. Strong, pro-victim measures are one of the hallmarks of the Administration-supported Crime Bill.
- The Crime Bill encourages states to empower victims by giving them the right to be heard in sentencing; a victim of a violent crime or sexual abuse would have as much voice as an offender in sentencing and parole hearings.
- Victims would gain greatly expanded restitution rights and increased access to victim counseling and other assistance. Under Administration-supported provisions of the Senate Crime Bill, restitution for victims of sexual assault includes the cost of lost income, child care, transportation and other expenses related to the investigation and prosecution of sexual assault offenses.
- In addition, victims of gender-motivated violent crimes may seek redress under a new Federal civil rights remedy in the Senate Crime Bill. Victims of domestic violence and sexual abuse are protected under several other Administration-supported Senate Crime Bill provisions, including:
 - * Creation of a Federal remedy for interstate domestic abuse and a requirement that protective orders issued in one state are recognized and enforced in other states;
 - * Extension of the Victim Shield Law and other prohibitions against the introduction of evidence to show provocation or invitation by a victim of sexual assault; and
 - * Coverage of the cost of HIV testing and counseling for victims of serious sexual assault.

Daily Talking Points On Anti-Crime Legislation Monday, June 20, 1994

HELPING AMERICANS LIVE "FREE FROM FEAR": PRESIDENT CLINTON AND ATTORNEY GENERAL RENO URGE CONFEREES TO PASS THE CRIME BILL

- In an effort to help the American people reclaim their communities from the plague of violence, drugs and crime, the President and the Attorney General both spent time this weekend urging Congressional conferees to take swift action and pass President Clinton's comprehensive Crime Bill. Passage of the President's anti-crime legislation is crucial to an effective offensive against crime.
- On Saturday, President Clinton travelled to Chicago where he visited a gang-ridden housing project and underscored the need for Congressional action on the Crime Bill. The President's balanced anti-crime plan will give children the chance to grow up safe and free from fear, give young people "something to say 'yes' to," and give families the "chance to live in safety."
- Reiterating the President's message, the Attorney General on Sunday spoke to a morning congregation at the Mt. Olive Baptist Church in Arlington, Virginia. As Attorney General Reno noted, the focus of the President's Crime Bill is helping communities, both large and small, all across the nation.
- Safer streets, safer schools, real partnerships between local citizens and local law enforcement, job opportunities for young, tough punishment for career offenders -- these can be the reality for America's communities. But only with Congress' help. Congressional conferees must act swiftly and Congress must pass President Clinton's Crime Bill if America is truly to be "free from fear."

LAW ENFORCEMENT FACTS

- 1) There are approximately 604,000 sworn law enforcement officers now serving in the United States. About 10 percent of them are females.
- 2) In 1992, there were a total of 33,649,000 total crimes committed in the United States, including 6,621,000 violent crimes—an average of one crime every two seconds.
- 3) Crime fighting has taken its toll. Since the first recorded police death in 1794, there have been more than 13,500 law enforcement officers killed in the line of duty.
- 4) A total of 1,669 law enforcement officers died in the line of duty during just the last 10 years, or an average of 167 police deaths per year. There were 147 police deaths in 1993.
- 5) On average, more than 62,000 law enforcement officers are assaulted each year and some 20,000 are injured annually. However, in 1992 (no stats yet available for 1993) those figures skyrocketed to more than 81,000 officers assaulted and nearly 30,000 injured.
- 6) The deadliest year in law enforcement history was 1974 when 268 officers were killed. The deadliest decade was the 1970's when a total of 2,170 officers died, or 217 each year. That figure has dropped dramatically in the 1990's to 148 per year.
- 7) New York City has lost more officers in the line of duty than any other department, with 518 deaths. California has lost over 1,100 officers, more than any other state. The state with the fewest deaths is Vermont with 13.
- 8) There are 780 federal officers on the Memorial, 254 correctional officers and 12 military law enforcement officers.
- 9) There are 86 female officers listed on the Memorial, only five of whom were killed prior to 1970.
- 10) More officers have been killed in December (1,275) and January (1,269) than during any other months of the year.
- 11) During the last 10 years, more officers were killed on Tuesdays than on any other day of the week. The fewest number of fatalities occurred on Sundays.
- 12) More officers were killed between 8:00 to 10:00 p.m. than during any other two-hour period over the past decade.

(All statistics above include the new names that are being added to the Memorial in 1994.)

Women reps from all depts

C 500 from all areas • Commissioner who is

v. progressive → Bill Bratton

→ Head of PERF - Police Exec. Research Firm -

v. savvy, politically astute

In Boston before that

Also was ex head of NY Transit Police

- He is a big supporter of ours - helped

launch crime initiative last yr -

Brady bill signing

Women police v. organized - annual conf. foundation

- women promoting policy issues

- promoting women in policing

(*) NY Police Officer who posed for Playboy - she's in trouble

Rena Sampson 833-3305

ex cop, lawyer, expert on community policing

(Sgt in NYPD) - now in S. Diego married to police chief

① 100,000 cops → effort for expanding diversity

② Assault weapons

③ Law Enf. scholarships

④ Police Corps →

(NY runs one of biggest cadet programs)

1 m. officers in 1991 in NYC

27,000 NYPD

10% of all p.o. in states are female

Crime Bill - watered down version of dom. violence

↑ shelters; training for cops

NYDD Women

Progress/

Vests for women

1

0880

Pregnancy uniform

1

1972: 300 police women

Today: 4,500

MAURIE/

Caretaking
and
community

Women are caretakers in most societies

Caretakers of families & communities

→ Personal security for children & parents

Some of what you want for your children is
what your parent had:

a tradition of order & security

They're an ~~important~~ part of this

Care bill helps you do what you do beyond
your courage & commitment

Bill gives you a policy backbone -
complements what you bring

Bruce/
Reed

Any cop guy - it's good to set aside false choice
btwn prev & punishment

Has had sd line art - c.b. always poopooing prev stuff -
Came from law enforce. not from us

Bratton = big comm. policing guy -

\$9M. → don't shy away from it

Concept is sound - get ppl into neighborhoods

Leon used line:

Takes Congress 6 yr. to pass

Avg. violent criminal weeks in Y

Cops - supportive of Brady bill & assault
weapons ban.

Thurs: TV vote on NRA

We're not afraid to take on the NRA

Have to be willing to get called a few names

Reason we're getting this far is the cops cared, not politicians

OUTLINE

PERSONAL SECURITY

- Theme of Conf: "Empowerment Through
Prog'l. Dvlpt."

COSTS OF VIOLENCE/CRIME

Domestic violence - solutions do not lie entirely
w/ the police

→ attn of O.J. Simpson is not what it should be

→ abuse of children

→ Surg. Gen - 30% of women ER visits

NYPD - 1979 - "must arrest" procedure

only 12,000 arrests out of 178,000 complaints

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8/7/44 Rana Sampson - Community Policing 833-3305

Giuliani has upset comm'y policing - Therefore difficult to navigate

Avoid compartmentalizing women and police work
They want to hear about her

① 20 yrs ago - (21) Women started on patrol - weren't let out on patrol before then

1st time they worked w/ men

May comm' abuse of men - male officers protested

Prog'n has transformed incredibly

Women in nearly every unit

Notions of S - joining together - S as individuals;

S as indiv depts, S communities

Pregnancy uniform - make you feel then ASAP to get you off the street

Women still wearing men's pants; men's vests;

In every prog'n there is still room for it

Add'l officers → NYC already high %

TOTAL BROAD -

PSB/6

Asst. to Comm'r

Officer Jett - NYPD Officer - sent next to HRC det St of Union

His efforts struck -

"Comm pol is not soft on crime. It's abt officers

Wly of comm - members to address crime, dis order
& fear problems"

Women as a barrier -

prob
shd
stay
only
from it

Bruce /
Reed /

(Cont)

Stobber over Guiltion for help on crime bill

Bratton we love

→ Chief in Austin - used to be Chief in Houston -

she called Pres - did sth nice for Pres.

Not only the highest law enf.

Throughout country at justice - top 2 are women

more than half of ranks are women

Thursday a.m. August 11, 1994

TO: HRC
FROM: Lissa Muscatine
RE: Women in Policing Speech

A few added thoughts about the speech:

- 1) A year ago today was when Commissioner Bratton came to the White House to help the President launch the crime bill
- 2) In the section of the speech about the crime bill (page 4), you probably ought to mention the Violence Against Women provision.

Specifically:

-- More money (\$870 million over three years) to expand and strengthen victim services and programs, such as rape crisis centers, battered women's shelters, and rape and family violence programs.

-- More training for law enforcement officers to identify and respond effectively to violent crimes against women

-- More legal tools (civil suits) for women who can show they were victims of gender-motivated violence

-- Creation of new federal offenses, such as fleeing across state lines in violation of a protective order

- 3) I'm also enclosing a story from The New York Times about Arlene Beckles.

August 10, 1994

TO: HRC

FROM: Lissa Muscatine

RE: Remarks for the women in policing conference

A few things you need to know about this speech:

- 1) I've inserted something nice in the acknowledgments about Guiliani, who has helped on the crime bill the last few weeks and should be patted on the back.
- 2) You'll have to amend parts of the speech if the crime bill has passed the House. It may come to a vote in the morning. Melanne says she will keep you updated.
- 3) The whole issue of community policing is tricky in the department right now, so we should acknowledge the importance of it as a movement (and as an emphasis of the crime bill) without getting too specific.
- 4) What I've tried to do in general with this speech is weave together health care and crime under the larger heading of "restoring personal security." I think it works for this group.
- 5) I may need to alert you of minor changes after Rahm and other crime gurus read the draft.
- 6) Arlene Beckles (the officer in the hair salon anecdote) was at the White House and met the President earlier this year.
- 7) You may want to mention somewhere that the top two women in law enforcement officers in the country are women.

Hope it goes well.

Cheers.

**FIRST LADY HILLARY RODHAM CLINTON
REMARKS TO THE NYPD WOMEN IN POLICING CONFERENCE
NEW YORK CITY
AUGUST 11, 1994**

DRAFT

Thank you, Deputy Commissioner [Elsie] Scott for that warm introduction. Thanks too to Mayor Guiliani, who has worked extremely hard during a very critical period over the last few weeks on the Crime Bill. Commissioner Bratton, we appreciate your national leadership and innovation as we work together to devise new strategies to fight crime. And, finally, thanks to the Police Foundation, for sponsoring this conference on behalf of women in policing.

It's an honor to be here with all of you who give so much of yourselves every day to make our communities safer. I'm particularly glad to join you at such an historic moment in our nation's fight against crime. You are the reason the House will vote today on the toughest, smartest, largest attack on crime in American history. It was you -- the law enforcement officers across our nation -- who demanded action more than six years ago. And we would not have come this far without your leadership.

It was exactly 80 years ago that a woman became a New York City police detective for the first time. It was only 20 years ago that women officers were recognized as equals and assigned to patrols with men. Today, after lawsuits and political struggles and women proving their abilities and being commended for them, there are women in every unit, in every precinct, and in nearly every rank of this police force.

At every stage of progress there was skepticism among those who believed women could not and should not be police officers. But you and your predecessors never doubted your abilities or the value of what you were fighting for. And today, nobody doubts that the policing profession is better for having women in it.

Today -- at this very moment -- we are at a defining moment in our history when we have another opportunity for progress. This time we have the opportunity to improve -- almost immediately -- the lives of millions of American families and thousands of American communities.

Right now, Congress is in the midst of two historic debates -- one on crime, one on health care reform. The outcomes of these debates will affect your fathers, your mothers, your children, yourselves -- and the job you do as police officers every day.

What's at stake is not just a crime bill, or a reformed health care system. What's at stake is our vision of ourselves as a nation and as a society and whether we really care about restoring a sense of personal security for our people.

The President has said many times that his Administration's overarching goal is to renew the American Dream. But we can't accomplish that if we fail to make Americans feel secure about their lives and their futures.

As you know, I've had the privilege over the last year of traveling around the country, hearing people talk about their fears and concerns about our health care system. More often than not, I've heard from women, because women are the primary caregivers in this country and they have the most frequent contact with our health care system.

I've heard mothers worry about the health care of their children. I've heard wives worry about the health their husbands. I've heard single women worry about caring for aging parents, siblings, and friends.

I've heard people say they don't feel safe about their futures because they're worried that their insurance will disappear when they switch jobs. I've heard people say they don't feel safe because a family member has asthma or cancer or some other pre-existing condition and they can't get insurance. I've heard people say they don't feel safe because after one serious illness their lifetime limits had run out on their health insurance policy. And I've heard people say they don't feel safe because they can't afford health insurance at all.

That's why the health care crisis is such a threat to our individual and collective security and why reform is an opportunity that cannot be wasted.

Unfortunately, that's not the only threat to our security. Today, people don't even feel safe in their own homes, in their own neighborhoods, in their schools.

Every day, you and hundreds of thousands of police officers in Atlanta and Kansas City and Denver and Portland and hundreds of other cities go out on the streets and risk your lives so that families and children can feel safe wherever they are. We all know the story of Officer Mary Clare Capotosto [Cap-oh-toast-oh], who was shot in the head and nearly killed while saving her partner during an altercation with a drug suspect last year. And we all know about Arlene Beckles and what happened to her in the hair salon not long ago.

It's a story is worth repeating.

Officer Beckles was off-duty and having her hair done when three armed men tried to rob the salon. She told them she was an officer. When they refused to respond, she emptied her five-clip revolver and struck all of the men. But one of the robbers managed to put a gun to her temple. Twice he tried to shoot her. Twice his gun jammed. So Officer Beckles struggled with the third gunman until another officer arrived to help her.

As a result of her courage and dedication, more than 20 patrons' lives were saved in that salon, even as Officer Beckles' own was in great peril.

This is not a Hollywood drama, not a new episode of NYPD Blue. It's a real story of what happened in the course of Officer Beckles' -- now Detective Beckles' -- day.

It's a real story that we saw on the news and read about in the papers. But there are many stories we don't hear about. We don't hear about it every time that a police officer's life is in danger. We don't hear about the horror, tragedy, and grief that you encounter in your jobs every day. We don't always appreciate the sacrifices you make so that we have a greater sense of personal security.

There was a time in this country -- not that long ago -- when people didn't think about locking their doors when they left home. They didn't worry about getting car-jacked at a stoplight. They didn't worry about students bringing guns to school. And police officers certainly didn't have to worry about being outgunned by criminals with high-powered assault weapons.

Today, there are between 1 and 2 million handguns on the New York City streets alone. There are more than 1,500 homicides committed with handguns in this city each year, compared to 75 in 1960.

These troubling statistics are mirrored elsewhere across our country, where 65 people are murdered daily in violent crimes. Where seven children are murdered daily by violent crime. Where 40 people are killed daily by firearms -- firearms that were not in those instances being used for hunting or sport. Where 2,300 juveniles are arrested every day for criminal activity. Where 7,000 women over 12 are raped, robbed, assaulted, or threatened with such crimes every single day, according to FBI estimates.

And while this mayhem continues, there are special interests doing everything in their power to derail a crime bill that is now on the verge of passing after a very long and deadly delay.

Consider this: It has taken six years for Congress to get this far on the crime bill. But the average violent criminal walks in four. Something is terribly out of whack. And that's why

we can't ruin this historic chance to give the American people the security they want and deserve.

Nor can we ruin this opportunity to give law enforcement officers the tools you need to do your jobs.

No matter how courageous, how brave, how dedicated you are, as police officers you cannot solve the problem of crime in America alone. You have a President who wants to walk beside you as we try to fight crime together.

The President's crime bill will:

- add 100,000 officers to the streets
- make "three strikes and you're out" the law of the land
- ban deadly assault weapons that too often are used against police officers
- ban handgun ownership by minors
- provide tougher sentences for violent criminals
- end the false choice between prevention and punishment; we need both.
- enhance community policing efforts that get officers into the neighborhoods and help restore a sense of community.

When I think about our families, our communities, the future of our nation . . . and when I think about the opportunities we have to restore a sense of personal security for all Americans . . . I can't help but think about the example of Deputy Chief Gertrude LaForgia [La-For-ja].

Deputy Chief LaForgia has been a member of the New York City Police Department for 28 years, beginning on patrol in 24 Precinct in 1966. Today she is the highest ranking woman in the department [one of 21 deputy chiefs]. That's an extraordinary accomplishment, but even more so when you consider that she has also raised a family, been married for 34 years, and now has a daughter who is a sergeant on the force as well.

Deputy Chief LaForgia is not only a caretaker for her family. She is also a caretaker for her community. And those two sets of experiences give Deputy Chief LaForgia a unique view of the world.

As women and as police officers, you also bring a unique perspective and a unique vision to your jobs. And I hope you will use that perspective and that vision to help us restore our sense of security, rebuild our communities, and define ourselves as a nation that truly cares about its people.

Thank you very much.

2ND STORY of Level 1 printed in FULL format.

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The New York Times

February 8, 1994, Tuesday, Late Edition - Final

SECTION: Section B; Page 2; Column 1; Metropolitan Desk

LENGTH: 559 words

HEADLINE: Police Honor an Officer Who Escaped Death

BYLINE: By GEORGE JAMES

BODY:
Arlene Beckles walked into a crowded beauty salon in downtown Brooklyn Saturday to get her hair done and emerged a hero.

A police officer who was off duty at the time, Officer Beckles emerged from under a hair dryer to shoot and wound three robbers and to face death.

Yesterday, at a City Hall ceremony to honor her valor, Police Commissioner William J. Bratton promoted her to detective; Mayor Rudolph W. Giuliani promised to officiate at her wedding to a retired housing police officer on Valentine's Day, and a reporter asked her what it was like to see a gun aimed at her head and hear it misfire, not once but twice.

"I really counted myself out," she said calmly to a room packed with department brass, politicians and reporters. "And I said to myself, I'm going to do this. This is the job that I took, not just to save myself but to save everyone. And I said, 'If I get out of this, God, thank you.' "

Emptying Her Revolver

Ms. Beckles, 30, a Police Academy instructor, was sitting under a hair dryer when the three armed men came in about 5:45 P.M. and announced a robbery. She stood up, she recalled, announced she was a police officer and opened fire. After she emptied her five-shot, off-duty revolver, a gunman who had been shot in the hand rushed her, knocked her down and put his gun to her head.

She said it all happened so quickly.

Click.

He tried to unjam the weapon and pulled the trigger again.

Click.

"I really didn't think I had a chance," she said. "There were three of them and there was just me."

She added quickly, "I should say, me and God. And we won."

The gunman ran away, followed by a companion whom Officer Beckles had shot in the elbow and buttocks. They were arrested later when they showed up at

85
-12
76

The New York Times, February 8, 1994

hospitals.

But then the third gunman, who had been shot in the nose and was lying on the floor, jumped up and began to scuffle with her.

A transit police sergeant, William O'Brien, who was walking by on a meal break and heard the commotion, ran into the salon and helped Ms. Beckles make the arrest.

Ms. Beckles, 5 feet 7 inches tall and weighing 110 pounds, has been an officer for six years, with the housing police and then with the city Police Department. She had never before fired her gun in the line of duty.

The Department's Best

"I don't expect to hear in my time as Police Commissioner another remark directed toward the suitability of women in policing," Mr. Bratton said. "This woman exemplifies the best in the New York City Police Department."

Officer Beckles's mother, Ethel, praised her as "nervy." Her father, Cuthbert, said that "even the perpetrators would commend her for what she has done."

Officer Beckles said she had been frightened at first, but then "I thought to myself, 'Arlene, remember your Academy training, take your time, take a deep breath, think about what you're going to do.' "

In contrast to Officer Beckles's composure, her fiance, Steve Imparato, showed his emotion.

"I was just glad, glad she was alive," he said. "She only had five shots, and if you're not a cop, you don't really understand. Three guys. Two or three guns. She thought she was going to die."

He turned away abruptly from the lectern, and they embraced. She had said she was not a Dirty Harriet. But with police officers, she said, "there's a hero inside all of us."

GRAPHIC: Photo: Arlene Beckles being honored yesterday at City Hall. (Don Hogan Charles/The New York Times)

LANGUAGE: ENGLISH

LOAD-DATE-MDC: February 8, 1994

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NEW YORK CITY
AUGUST 11, 1994

Thank you, Deputy Commissioner [Elsie] Scott for that warm introduction. Thanks too to Mayor Guiliani, who has worked extremely hard during a very critical period over the last few weeks on the Crime Bill. Commissioner Bratton, we appreciate your national leadership and innovation as we all work together to devise new strategies to fight crime. And, finally, thanks to the Police Foundation, for sponsoring this conference on behalf of women in policing.

It's an honor to be here with all of you who give so much of yourselves every day to make our communities safer. I'm particularly glad to join you at such an historic moment in our nation's fight against crime. You are the reason the House will vote today on the toughest, smartest, largest attack on crime in American history. It was you -- the law enforcement officers across our nation -- who demanded action more than six years ago. And we would not have come this far without your leadership.

Eighty years ago, the first woman became a police officer on the basis of a civil service exam. More than 20 years ago, women were first assigned to go out on patrol with men. At the time, these advances were greeted with skepticism -- indeed howls of protest. But women police officers persevered against the odds, and today the policing profession is better for it.

Today, there are women in every unit, in every precinct, and in nearly every rank. There are maternity uniforms for pregnant officers and female vests. There are legal means to protect women officers who are discriminated against and denied promotions. And these are not symbolic victories. They are real, lasting victories that the entire department should be proud of.

Progress did not come easily here or elsewhere, and there is still progress to be made. But your efforts prove that it's worth fighting for what is right and what you believe in, even when there are those who resist what you are trying to do.

That's an important idea to reflect on today, as we find ourselves at a rare, defining moment in history when we have an opportunity to make progress on the most important social issues in a generation.

Right now, Congress is in the midst of two historic debates

Today
at this
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for our
families
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give almost
immediately

-- one on crime, one on health care reform. The outcomes of both will affect millions of Americans for generations to come -- and will also affect the job that you do, as police officers, every day.

you father, mother, child

you

what really is at stake

just

What's at stake is not simply a crime bill, or a reformed health care system, but our vision of ourselves as a nation and as a society. The question Congress must answer in the coming days and weeks is this: Do we, as Americans, care about restoring a sense of personal security for our people?

and whether or not we really care about

The President has said many times that his Administration's overarching goal is to renew the American Dream. But we can't accomplish that if we fail to make Americans feel secure about their lives and their futures.

As women and as police officers and civilian police employees -- you have a more direct connection to these battles in Congress than almost anyone else. Like most women, you are probably the primary caregivers in your families. If you are mothers, you have to worry about the health care of your children. If you are married, you have to worry about the health of your spouse and yourself. If you are single, you have to worry about caring for aging parents, siblings, and friends. And that's why health care reform is so crucial to all Americans, but particularly to women, who have the most frequent and most direct contact with our health care system.

On top of your caregiving roles in the family, you also are members of the New York City police force, and that makes you primary caregivers for your community.

And people don't feel safe in New York City.

Every day, you and hundreds of thousands of police officers across the nation go out on the streets and risk your lives so that families and children can feel safe in their homes, in their neighborhoods, and in their schools. We all know the story of Arlene Beckles, who saved at least 20 peoples' lives in a beauty salon last winter when she confronted and subdued a group of robbers. We all know the story of Officer Mary Clare Capotosto [Cap-oh-toast-oh], who was shot in the head and nearly killed while saving her partner during an altercation with a drug suspect last year.

These are the stories we have heard on the news and read about in the papers. But there are many more heroic deeds performed by women police officers every day that are not publicized but are simply part of your daily ritual.

As family caregivers, and as community caregivers, your roles are about providing security for your families and the people of New York that you serve. In both capacities, you have to have great dedication and great strength to succeed.

you're going to be a police officer

over the years you're going to be a mother

you don't feel safe

work report is not in WPPD Blue Not a real story or happened is no course her day

as your father

in Kansas in Los Angeles in towns & cities

knows (not his) where people's lives are in feel they do - part of your daily lives Beloved & loved + give you a good evening

I can't help but think about the example of Deputy Chief LaForgia [La-For-ja], who not only is the highest ranking woman in the department, but also has been married for 34 years, has raised a family, and now has a daughter who is a sergeant on the force.

Because of her dual responsibilities, Deputy Chief LaForgia brings a unique perspective and a unique set of concerns to her job. That's true of most women, no matter what profession they are in.

If you're like me, you want health security for your children and your parents as they grow older. You want your children and your family to be able to enjoy life without fear of crime and violence. In short, you want personal security for yourself, your family, and those around you.

There was a time in this country -- not that long ago -- when ~~personal security was not even part of the popular lexicon. It didn't have to be. Social order was the norm. It was a given.~~ People didn't think about locking their doors when they left home. They didn't worry about getting car-jacked at a stoplight. They didn't worry about students bringing guns to school. And police officers certainly didn't have to worry about being outgunned by criminals with high-powered assault weapons.

Today, ~~that order has given way to disorder in too many parts of our country.~~ Today, there are between 1 and 2 million handguns on the New York City streets alone. There are more than 1,500 homicides committed with handguns in this city each year, compared to 75 in 1960.

These troubling statistics are mirrored elsewhere across our country, where 65 people are murdered daily in violent crimes. Where seven children are murdered daily by violent crime. Where 40 people are killed daily by firearms. Where 2,300 juveniles are arrested every day for criminal activity. Where 7,000 women over 12 are raped, robbed, assaulted, or threatened with such crimes every single day, according to FBI estimates.

And while this mayhem continues, there are special interests doing everything in their power to derail a Crime Bill that is now on the verge of passing after a very long and deadly delay.

Consider this: It has taken six years for Congress to get this far on the crime bill. But the average violent criminal walks in four. Something is terribly out of whack. And that's why we can't ~~let the NRA~~ ruin this historic chance to give the American people the security they deserve.

~~Nor can we let the NRA~~ ruin this opportunity to give law enforcement officers the tools you need to do your jobs.

No matter how courageous, how brave, how dedicated you are, as police officers you cannot solve the problem of crime in America alone. ~~You risk your lives every day, you need help, and the President is determined to give it to you.~~

The President's crime bill will complement your efforts by:

- adding 100,000 officers to the streets
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- providing tougher sentences for violent criminals
- ending the false choice between prevention and punishment and creating a ~~reasonable~~ balance between the two *we need both.*
- enhancing community policing efforts that get officers into the neighborhoods and help restore a sense of community

[ending to come]

All the progress you have made in this department -- for women, for policing in general, for your community -- is at risk if Congress fails to pass the crime bill.

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*You have a Pres who wants to work
beside you.*

The Pres' crime bill will

draft 8/10/94 4:30 pm

Maggie —
Any ideas?
Lissa

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families & communities

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To: Lissa
From: Claire
Re: NYPD's Women
Date: August 5, 1994

I. WOMENS' FIRST IN LAW ENFORCEMENT

1. *Alzina Parsons Hayes* (1889)
 - 1st probation officer (male or female)
 - Employment counselor for individuals on probation
2. *Alice Stebbins Wells* (1910)
 - 1st woman to become a police officer based on a civil service exam
 - Spoke to the New York state legislature in 1914 in support of a bill to put 10 women on the New York City Police Force. The bill passed without opposition.
3. *Captain Vittoria Renzullo* (1976)
 - 1st woman to command a New York City precinct
 - Graduated #1 in her class at the Police Academy
 - 1st woman to attend the FBI Academy
 - Described by fellow male officer as having "more guts than most guys on the job"
4. *Deputy Chief Gertrude D.T. Schimmel*
 - 1st woman promoted to Sergeant in the New York City Police Department (1965)
 - 1st woman promoted to Lieutenant (1967)
 - 1st woman promoted to Captain (1971)
 - 1st woman promoted to Inspector (1974)
 - 1st woman promoted to Deputy Chief (1978)
5. *Gael A. Cobb*
 - 1st woman police officer to die in the line of duty (1974)
 - She was 24
6. *Penny Harrington*
 - 1st woman to become a police chief in a major city - Portland, Oregon
 - 1st woman Detective in a major city
 - 1st woman Sergeant in a major city
 - 1st woman Lieutenant in a major city
 - 1st woman Captain in a major city
 - She applied to become a police officer in 1964 with her husband. She was turned down, he was not. In 1971, she filed a civil rights complaint against

the department for sexist language on police documents. She won, and the term was changed from "policeman" to "police officer".

- Throughout her career, she was forced to file 42 complaints against her department

7. *Irma Lozada*

- 1st female officer in the New York City Police Department to be killed in the line of duty.
- She was shot twice in the head with her own gun in 1984.

(Sources: Women's Book of World Records and Achievements, 1979; Encyclopedia of Women's Firsts, 1988)

II. STATISTICS

A. General

1. Of the total number of police employees in the nation, 24% are women; in the cities it is 22.5%.
2. Of the total number of police officers in the nation, 9.1% are female; in the cities it is 8.8%
(Source: Uniform Crime Reports, 1992)

B. New York City Police Department

1. Of the 30,690 officers, 4,453 are female.
2. Of the females, 2187 are White; 1248 are Black; 979 are Hispanic; 32 are Asian; 7 are Native American.
3. Officers
 - a. 1 Deputy Chief -- 21 total
 - b. 3 Deputy Inspectors -- 93 total
 - c. 11 Captains -- 310 total
 - d. 55 Lieutenants -- 1053 total
 - e. 268 Sergeants -- 3,289 total
 - f. 628 Detectives -- 3,611 total

III. PERSONAL STORIES

1. New York City Police Officer *Felecia V. Duke* was named Police Officer of the Year in 1985 by the Northeast Association of Women Police for her heroic capture of a rapist. Spotting the rapist immediately after his crime, Officer Duke subdued the man without firing a single shot. She also received the New York Daily News Hero of the Month award and was the first woman to receive the honor. *PR Newswire 12/3/85*
2. *Ellen King*, a retired detective on the New York City Police Force, has been called a "one woman education movement". She retired in 1989 to begin educating elementary and high school students, women's groups, and police departments about sex crimes and sexual

NYT 3/31/92

assault victims. She was honored by Geraldine Ferraro and Hugh Downs for her work.

3. New York City Police Officer Arlene Beckles was in a crowded beauty salon having her hair done when three armed men entered the salon and announced a robbery. Declaring her status as a police officer, she emptied her five-shot revolver. Although she struck all of the men, one overpowered her and placed his gun at her temple. Miraculously, his gun jammed and his two attempted shots left her unharmed. Ms. Beckles then struggled with a third gunman until other officers arrived. Although she admits her fright, she stated, "This is the job I took, not just to save myself but to save everyone." The Police Commissioner promoted her to detective and said he did not expect to hear another remark about the suitability of women in the police force. Ms. Beckles simply said that with police officers, "there's a hero inside all of us." *NYT 2/8/94*

IV. SEXUAL HARASSMENT/DISCRIMINATION

The New York City Police Department has a long-standing reputation for permitting sexual harassment and sexual discrimination against its female officers. In 1976, dozens of women officers filed suit against the Department. Denied promotions and subjected to abusive language and treatment, the women eventually received thousands of dollars in back pay and numerous retroactive appointments. Notably, Detective Kathleen Burke, having won a million dollar sexual discrimination lawsuit against the department, received her promotion. Insisting that other women see that they too must fight for change, she demanded a public ceremony. After her promotion, she will retire. **(1991 retired)* In hopes of revising its image, the Department has spent the last decade attempting to recruit more women into the force. In order to facilitate the process, they now provide maternity uniforms and a small day care facility. However, the Department still lacks formal training to assist its female officers in responding to sexual harassment.

*NYT 5/31/91 Burke
1976 suit*

To: Lissa
From: Claire
Re: NYPD
Date: August 10, 1994

A HISTORY OF WOMEN IN THE NYPD

Police Matrons

Women first became involved in the New York City Police Department in 1891 as police matrons. Prompted by the concern from women's groups about the treatment of women held in police precincts and the placement of women and men in the same cells, the city created the job of police matron. These women were required to take a civil service exam, search female prisoners and oversee the female cells. Police matrons worked extremely long hours, received one day off per month and were paid 1,000 dollars a year.

The Transition Period

With the onset of World War I and the women's suffrage movement, many New York citizens began to fear that the concentration of young men at the new recruiting centers would lead to the abuse and molestation of young women. To safeguard these girls, Police Commissioner Arthur Woods appointed Sara Douglas and Mrs. Joseph Cook as the first "protective officers". Despite the anger and resentment of the police matrons, who felt slighted and ignored, the new Commissioner continued with this transition and appointed the first six "policewomen" on August 15, 1918. Although these women carried guns and handcuffs, their primary duty was to protect young girls and respond to domestic disputes.

Within the next few years, under heavy pressure from the Police Matron's Association, the New York legislature changed the title of police matron to "policewomen". However, as the title of police woman had been changed to "patrolwomen", inequality still existed.

As a result, resentment between the two groups continued well into the 1930's. Although patrolwomen supposedly had investigative responsibilities and considered themselves the more elite group, the duties of patrolwomen and policewomen had become distinctively similar. Indeed, both were assigned to the first women's precinct, which was established in 1921 by Commissioner Enright. These women's jobs primarily included taking after runaway girls and arresting men who harassed young females. With the creation of the Women's Bureau in 1924, these duties expanded to undercover work, investigation of sexual assault, searches of

female corpses, sheltering of abandoned babies and protection of children at schools and in communities. Despite the obvious success of the women at their positions, newspapers of the day chose to comment instead upon the refurbishing of the buildings with roses and white curtains.

By 1935, the Police Commissioner was advocating the complete merger of the two female ranks. Originating with the creation of a single uniform for both policewomen and patrolwomen, the merger was completed by an official consolidation of the titles in 1937, and a single exam in 1938.

Women as Detectives

Until 1965, the Detective Division was the only division through which women could secure promotions. Although Isabella Goodwin became a detective in 1912, very few other women reached that position. Women assigned to this division were perceived as extremely fortunate, but their work was limited to areas in which a male undercover officer would be noticed. There was considerable resistance towards giving women the coveted detective shield. Led by courageous women such as Theresa Melchionne, the department did eventually increase the number of the female detectives. It was not until 1970, however, that a formal agreement to such an increase was reached between the Police Department and the Policewomen's Endowment Association.

The Modern Era

With the closing of the Bureau of Policewomen in 1973 and the subsequent unification of men and women under the title "police officer", women ironically began to face new difficulties. Although officially recognized as equals, the women faced strong resistance to their presence. Ignored by their fellow male officers, who were convinced that the female element was merely an experiment, and harassed by the wives of male officers who felt threatened by the women, female police officers were forced to deal with great adversity. Furthermore, with the fiscal crises of 1975, 65% of the women were laid-off. The women who remained were assigned to matron duty and foot patrol, thus minimizing their opportunity for experience and advancement.

Today, women constitute 14% of the force. They represent as much as 19% of the classes at the Academy, thus promising a further rise in their official numbers. Moreover, studies have shown that male and female officers on patrol gain and maintain control, use force, and display weapons in a strikingly similar manner. Consequently, communities perceive no difference the ability or acceptability of their police.

Famous NYPD Women (more)

Isabella Goodwin was born in 1865. After the death of her husband, an NYPD officer, she decided to join the force. Proving

her capabilities in a number of undercover operations, she was promoted to First Grade Detective in 1912; she was the first woman to hold that position.

Ellen O'Grady, an advocate for policewomen, was the first woman to serve as Deputy Police Commissioner. (1918)

Mary Hamilton, "America's Joan of Arc", was the first Director of the Bureau of Policewomen. Although she did not push for the integration of women into the Department, believing that they could perform best in their own sphere, she was one of the first six policewomen on the force.

Felicia Shpritzer sued the department for its refusal to permit women to take advancement exams. As a result of her success, she and 125 other women took their exams in 1964. She passed and was promoted to Sergeant.

Sources: Theresa Melchionne's thesis, "Policewomen and their Introduction into the Police Department of the City of New York"; From Matron to Commanding Officer by Lucy Acerra; The Policewomen: Her Service and Ideals by Mary Hamilton and Women in Law Enforcement by Peter Horne

To: Lissa
From: Claire
Re: NYPD
Date: August 10, 1994

The NYPD now has the greatest number of high-ranking women it has ever had. Getrude Laforgia, the Deputy Chief, is the highest-ranking woman in the department. 13 years ago, Getrude Schimmel was also Deputy Chief. However, she had to sue the city in 1961 for the right to take promotional exams.

Arlene Beckles was promoted to Detective after her heroism in the beauty salon. Also, after the incident, the Commissioner authorized the use of a 15-clip gun to replace the 10-clip gun used by Beckles. The Department regards her actions as a good example of the need for police to have sufficient firepower.

"Flying Assignments" refers to the Department's Aviation Unit. Consisting of helicopters, the unit received its first woman, Mary Lowry in the late 1980's. As of 1994, she remains the only female.

To: Lissa
From: Claire
Re: NYPD women
Date: August 10, 1994

1. "From a single crime, know the nation" -- Virgil
Source: Concise Dictionary of Quotations, 1987
2. "Commit a crime, and the earth is made of glass" -- Emerson
3. " . . . so long as children are reared in the brutalizing influences of poverty, so long as the bite of want drives men to crime" -- Henry George
Source: Columbia Dictionary of Quotations, 1993
4. "Silence is the real crime against humanity" -- Nadezhda Madelstam
5. "It could probably be shown that there is no distinctly native American criminal class except Congress" -- Mark Twain
Source: Bartlett's Familiar Quotations, 1992
6. "Man was born into barbarism when killing his fellow man was a normal condition of existence. He became endowed with a conscience. And he has now reached the day when violence toward a human being must become as abhorrent as eating another's flesh" (I know it's too graphic, but I thought the idea might help) -- Martin Luther King Jr.
Source: Harper Book of American Quotations, 1988
7. "He who does not prevent a crime when he can, encourages it" -- Seneca
8. "The only medicine for suffering, crime, and all the other woes of mankind, is wisdom" -- T.H. Huxely
Source: Dictionary of Quotations, 1968
9. "Law is order, and good law is good order" -- Aristotle
10. "Laws and institutions must go hand in hand with the progress of the human mind" -- Thomas Jefferson
11. "Liberty . . . is responsibility and responsibility is duty, and that duty is to preserve the exceptional liberty we enjoy within the law and for the law and by the law" -- William McKinley
Source: Political Quotations, 1990.
12. "There is really no such thing as an 'ex-cop' or a cop who's 'off-duty' or 'retired'. Once trained, once indoctrinated, a cop

is always alert, assessing reality in terms of its potential for illegal acts" -- Sue Grafton

Source: Beacon Book of Quotations by Women, 1992

13. "What we seek is the reign of law, based upon the consent of the governed and sustained by the organized opinion of mankind" -
- Woodrow Wilson

*14. "No civilization . . . would ever have been possible without a framework of stability, to provide the wherein for the flux of change. Foremost among the stabilizing factors, more enduring than customs, manners and traditions, are the legal systems that regulate our life in the world and our daily affairs with each other" -- Hannah Arendt

Source: Columbia Dictionary of Quotations, 1993

15. "Our defense is not in armaments, nor in science, nor in going underground. Our defense is in law and order" -- Albert Einstein

Source: Harper Book of American Quotations, 1988

NYPD Merger

The city of New York is serviced by three different police departments: the New York Police Department, which includes the uniformed officers that patrol xx; the Housing Police Department, which xx; and the Transit Department, which deal with crime in the city's subways. Percents. Although the three departments share training programs and communications systems, they generally operate independently. To cut down on costs and bureaucracy, Mayor Guiliani and Commissioner Bratton have advocated a merger between the three departments which be phased in starting in October. Labor unions, etc. have a problem with this.

New York Crime Statistics

[Compelling statistics make an argument for...]

In 1960, there were 75 homicides committed in the city with handguns, representing a quarter of the total number of murders for the year. In 1992, there were 1,500 homicides (a 1,900% increase) committed with handguns, representing three quarters of the total number of murders (a 200% increase in proportion.)

Over 90% of the illegal guns in New York flow into the city from other states. Estimates of the number of handguns in circulation on the streets of New York vary widely, from 1 - 2 million.

Between 1983 and 1993, the number of 911 calls about shots fired outside nearly quadrupled. While 1,541 people died in 1992 from gunshots, almost 4,000 more were wounded. During fiscal year of 1993, patients treated for gunshot wounds cost city hospitals nearly \$12 million. In

NEW YORK CITY POLICE DEPARTMENT
PROMOTION CEREMONY



Friday, May 27, 1994

11:00 A.M.

First Floor Auditorium

New York City Police Department Headquarters

One Police Plaza, Manhattan

**O INSPECTOR
ERICKSON**

joined the Department in July 1965 and began his career on patrol in the 32 Precinct. He was promoted to Sergeant in December 1981; Lieutenant in May 1984; Captain in August 1985, and Deputy Inspector in June 1990. Inspector Erickson has served in the 19, 25, 30, 32 and Central Park Precincts, as well as the Patrol Service Bureau, Patrol Borough Manhattan North and the Highway District. Inspector Martin served as the Executive Officer in the Central Park and 19 Precincts and has commanded the Central Park and 30 Precincts. He is currently the Commanding Officer of the Highway District. Inspector Martin holds a Bachelor of Science degree in Criminal Justice from the State University of New York. Inspector Martin has been married to his wife, Margaret, for 23 years, and they have one son, Daniel.

**PROMOTED TO INSPECTOR
RICHARD F. MARTIN**

Inspector Richard F. Martin joined the Department in June 1966 and began his career on patrol in the 32 Precinct. He was promoted to Sergeant in December 1981; Lieutenant in May 1984; Captain in August 1985, and Deputy Inspector in June 1990. Inspector Martin has served in the 19, 25, 30, 32 and Central Park Precincts, as well as the Patrol Service Bureau, Patrol Borough Manhattan North and the Highway District. Inspector Martin served as the Executive Officer in the Central Park and 19 Precincts and has commanded the Central Park and 30 Precincts. He is currently the Commanding Officer of the Highway District. Inspector Martin holds a Bachelor of Science degree in Criminal Justice from the State University of New York. Inspector Martin has been married to his wife, Margaret, for 23 years, and they have one son, Daniel.

**O INSPECTOR
L. P. FOX**

Inspector L. P. Fox joined the Department in May 1961 and began his career on patrol in the 42 Precinct. He was promoted to Sergeant in November 1985; Lieutenant in November 1989, and Captain in January 1992. Deputy Inspector Delatorre has served in the 42, 45, 46, 47, 49 and 50 Precincts; as well as the Bronx Task Force, Patrol Borough Bronx, Tactical Patrol Unit and School Program to Educate and Control Drug Abuse. Deputy Inspector Delatorre served as Executive Officer of the 47 and 50 Precincts and is currently Commanding Officer of the 42 Precinct. Deputy Inspector Delatorre holds a Bachelor of Arts degree in Political Science from Lehman College and is currently attending the Police Management Institute at Columbia University. Deputy Inspector Delatorre and his wife, Mary, reside in the Bronx.

**PROMOTED TO DEPUTY INSPECTOR
EDWARD DELATORRE**

Deputy Inspector Edward Delatorre joined the Department in September 1980 and began his career on patrol in the 42 Precinct. He was promoted to Sergeant in November 1985; Lieutenant in November 1989, and Captain in January 1992. Deputy Inspector Delatorre has served in the 42, 45, 46, 47, 49 and 50 Precincts; as well as the Bronx Task Force, Patrol Borough Bronx, Tactical Patrol Unit and School Program to Educate and Control Drug Abuse. Deputy Inspector Delatorre served as Executive Officer of the 47 and 50 Precincts and is currently Commanding Officer of the 42 Precinct. Deputy Inspector Delatorre holds a Bachelor of Arts degree in Political Science from Lehman College and is currently attending the Police Management Institute at Columbia University. Deputy Inspector Delatorre and his wife, Mary, reside in the Bronx.

**O INSPECTOR
HARKINS**

Inspector Harkins joined the Department in December 1965 and began his career on patrol in the 66 Precinct. She was promoted to Sergeant in October 1984; Lieutenant in June 1989, and Captain in January 1992. She has served in the 61, 66, 68, 70 and 76 Precincts, as well as the Police Academy, Patrol Borough Brooklyn South and the Support Services Bureau. She served as the Executive Officer for the 61 and 70 Precincts and is currently the Commanding Officer of the 76 Precinct. Deputy Inspector McGinn holds a Bachelor of Science degree in Social Studies from St. Francis College. Deputy Inspector McGinn is married to Lt. Timothy McGinn and they have one son, Kevin.

**PROMOTED TO DEPUTY INSPECTOR
JUDY J. MCGINN**

Deputy Inspector Judy J. McGinn joined the Department in September 1980 and began her career on patrol in the 66 Precinct. She was promoted to Sergeant in October 1984; Lieutenant in June 1989, and Captain in January 1992. She has served in the 61, 66, 68, 70 and 76 Precincts, as well as the Police Academy, Patrol Borough Brooklyn South and the Support Services Bureau. She served as the Executive Officer for the 61 and 70 Precincts and is currently the Commanding Officer of the 76 Precinct. Deputy Inspector McGinn holds a Bachelor of Science degree in Social Studies from St. Francis College. Deputy Inspector McGinn is married to Lt. Timothy McGinn and they have one son, Kevin.

**PROMOTED TO DEPUTY INSPECTOR
DIANA L. PIZZUTI**

Deputy Inspector Diana L. Pizzuti joined the Department in January 1982 and began her career on patrol in the Bronx, before transferring to the 103 Precinct in Queens. She was promoted to Sergeant in February 1987; Lieutenant in June 1989, and Captain in January 1992. She has served in the 6, 13, 17, Midtown North, 100, 103 and 105 Precincts, as well as the Police Academy, Patrol Borough Bronx, Patrol Borough Manhattan South, Manhattan South Narcotics District and the Patrol Services Bureau. Deputy Inspector Pizzuti has served as the Executive Officer of the 13 Precinct, Commanding Officer of the 17 Precinct and is currently Commanding Officer of the Midtown North Precinct. Deputy Inspector Pizzuti holds a Bachelor of Science degree from the Medill School of Journalism at Northwestern University. Deputy Inspector Pizzuti has been married to her husband, Lt. Robert A. Iovino, for two years.

**PROMOTED TO DEPUTY INSPECTOR
RAYMOND T. POWERS**

Deputy Inspector Raymond T. Powers joined the Department in January 1973 and began his career on patrol in 44 Precinct. He was promoted to Sergeant in December 1981; Lieutenant in March 1984, and Captain in June 1989. He has served in the 44, 63, 67, 70, 75, 77 and 81 Precincts, as well as the Narcotics Division, and Patrol Borough Brooklyn South. Deputy Inspector Powers served as the Executive Officer of the 70 Precinct, Commanding Officer of the Brooklyn South Task Force and 63 Precinct, and is currently the Commanding Officer of the 67 Precinct. Deputy Inspector Powers holds a Bachelor of Science degree in Criminal Justice from John Jay College. Deputy Inspector Powers served in the United States Army from September 1966 through July 1968. Deputy Inspector Powers has been married to his wife, Kristine, for 25 years and they have three children: Kasey, Raymond and Sean.

**PROMOTED TO DEPUTY INSPECTOR
KATHY E. RYAN**

Deputy Inspector Kathy E. Ryan joined the Department in September 1980 and began her career on patrol in the Manhattan North Area. She was promoted to Sergeant in October 1984; Lieutenant in June 1989, and Captain in January 1992. She has served in the 20 and 122 Precincts, as well as the Police Academy, Management Information Systems Division, the Legal Bureau, Patrol Borough Staten Island, Patrol Borough Manhattan North and the Mounted Unit. She served as the Executive Officer in the 20 Precinct and is currently the Commanding Officer of the Mounted Unit. Deputy Inspector Ryan holds a Bachelor of Business Administration degree from Pace University and a Juris Doctorate from St. John's University. She is also a graduate of the Police Management Institute at Columbia University. Deputy Inspector Ryan is single and resides in Manhattan.

PROMOTED TO PROVISIONAL CAPTAIN

William F. Chimento
John A. Klingert
Robert F. Morgan

Kevin F. Gilmartin
Lawrence F. Mannion
Joyce A. Stephen

First African-American Captain (female) ever!

PROMOTED TO LIEUTENANT SPECIAL ASSIGNMENT

Michael J. Brady

PROMOTED TO LIEUTENANT COMMANDER DETECTIVE SQUAD

Edward T. Norris

PROMOTED TO PROBATIONARY LIEUTENANT

Richard Bily
Lee C. Boody
James E. Brady
Carmine C. Cantalino
Salvatore L. Datre
Gerard J. Devlin
Joseph O. Ennis
Joseph L. Ferrara
Reta E. Fields
Karl J. Gabrielsen
Allan J. Goohs
William K. Jantzen

Karen A. Krizan
Louis G. Mancuso
James K. Marron
Kevin M. O'Donnell
Connie M. Phelan
Jose Suarez
John F. Sullivan
Michael J. Tellone
James A. Williams
Peter P. Wolowski
Richard J. Zuvich

PROMOTED TO PROBATIONARY SERGEANT

Yvette Aguiar
Angela Aracena
Timothy Austin
Salvatore W. Bertocci
Robert J. Brower
Stephen Brunetti
Robert W. Buckward
James Buono
John F. Burke
John A. Caban
Patrick J. Cahill
Robert P. Cassin
Anthony J. Chapman
Glenn T. Clark
John J. Clune
James J. Corrigan
Michael F. Cronin

Louis Delligatti
Stephen X. Derrico
Steven J. Dolan
James F. Dooley
James E. Duke
Christopher D. Duval
Steven W. Fehr
William J. Fleming
Walter F. Frey
James T. Fulton
John F. Garrity
Timothy Gee
Gerald J. Genova
Gerard Gribbon
Marc E. Henig
William C. Hennelly
Francis T. Jackson

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ASSISTANT CHIEF O'BOYLE

Boyle joined the Department in 1967 on patrol in the 42 Precinct. He was promoted to Sergeant in November 1971; Lieutenant in November 1973; Deputy Inspector in February 1986; Assistant Chief in 1992. Assistant Chief O'Boyle has served in the 7, 26, 30, and 40 Precincts, as well as the 1st Bureau, Narcotics Division; Patrol Borough Manhattan North, Narcotics Division; Patrol Borough Queens, Patrol Borough Queens South. Assistant Chief O'Boyle served the following commands: Zone 17 Detachment, Manhattan North and Queens Narcotics Division, citywide anti-crack unit (SACU) and the 40 Precinct. He is currently in charge of the Narcotics Division. Assistant Chief O'Boyle holds a Bachelor of Science degree in Criminal Justice from the State University of New York at Albany. Assistant Chief O'Boyle served in the United States Marine Corps before joining the Department. Assistant Chief O'Boyle is married to his wife, Rosemary, for 25 years, and has two daughters, Fiona and Fiona. He is an avid jogger and is in good physical shape.

DEPUTY CHIEF M. CASEY

Casey joined the Department in October 1963 on patrol in the Midtown North Precinct. He was promoted to Sergeant in November 1973; Lieutenant in September 1978; Captain in August 1985, and Deputy Chief in July 1992. Deputy Chief Casey has served in the 7, Midtown North, 30, 34 and 40 Precincts, as well as the 1st Bureau, Auto Crime Division, Narcotics Division, Patrol Borough Bronx. He served as the Executive Officer of the Commanding Officer in the 40 Precinct. Deputy Chief Casey holds a Bachelor of Science degree in Criminal Justice from the State University of New York at Albany. Deputy Chief Casey served in the United States Marine Corps from September 1963 through September 1967. Deputy Chief Casey has been married to his wife, Patricia, for 25 years, and they are the parents of two children: William and Patricia.

PROMOTED TO DEPUTY CHIEF PATRICK J. HARNETT

Deputy Chief Patrick J. Harnett joined the Department in February 1968 and began his career on patrol in the 48 Precinct. He was promoted to Detective in June 1971; Sergeant in September 1981; Lieutenant in April 1983; Captain in August 1985; Deputy Inspector in November 1988, and Inspector in July 1991. He has served in the 25, 28, 30, 43, and 48 Precincts, as well as various assignments in the Detective Bureau, Central Robbery Division, Patrol Services Bureau, Major Case Squad, Emergency Service Unit, Patrol Borough Bronx, Internal Affairs Division and the Office of Chief of Department. Deputy Chief Harnett served as the Executive Officer of the 25 Precinct and as Special Project Coordinator in the Patrol Service Bureau. He served as the Commanding Officer of the Major Case Squad, the 43 Precinct, the Emergency Service Unit, the 7 Division, and is currently the Executive Officer to the Chief of Department. Deputy Chief Harnett holds a Bachelor of Arts degree in History from Iona College and a Master of Arts degree in Criminal Justice from the State University of New York at Albany. He is also a graduate of the F.B.I. National Academy and the Police Management Institute at Columbia University. Deputy Chief Harnett has been married to his wife, Mary Ann, for 26 years and they have five daughters: Kathleen Kennedy, Kristin, Deirdre, Kerry Ann and Tricia.

PROMOTED TO DEPUTY CHIEF GERTRUDE LAFORGIA

highest ranking female

Deputy Chief Gertrude LaForgia joined the Department in March 1966 and began her career on patrol in the 24 Precinct. She was promoted to Sergeant in March 1978; Lieutenant in August 1985; Captain in August 1989, and Deputy Inspector in July 1992. Deputy Chief LaForgia has served in the 24, 26, 43, 45 and 46 Precincts, as well as Patrol Borough Manhattan North, the Police Academy, Patrol Borough Bronx and Civilian Complaint Investigation Bureau. She served as the Executive Officer in the 46 Precinct and Commanding Officer of the 43 and 45 Precincts, as well as the Police Academy's Testing Unit and Recruit Operation Unit. Deputy Chief LaForgia is currently the Commanding Officer of the 43 Precinct. Deputy Chief LaForgia holds a Bachelor of Arts degree in Criminal Justice from the State University of New York. Deputy Chief LaForgia has been married to her husband, Joseph, for 34 years and they are the parents of two daughters: Diane Mitchell and Nancy Barry, a New York City Police sergeant.

DEPUTY COMMISSIONER PUBLIC INFORMATION

NEW YORK POST

NEWSPAPER

DATE APR 21 1993

PAGE 9

2 COPS SHOT IN BROOKLYN STATION HOUSE

BY LARRY CELONA,
MARIANNE GOLDSTEIN
and PAT WILKS

A parolee arrested on a drug charge yesterday managed to get a cop's gun in a Brooklyn station house — and shot two officers with it before killing himself, police said.

Police said the suspect — a prisoner in custody, but not handcuffed — grabbed one cop's gun and opened fire after being allowed to go to the bathroom.

Both wounded officers were rushed to Kings County Hospital in critical condition and were undergoing surgery last night.

Officer Robert Noblin was shot in the neck and chest, but was said to be conscious.

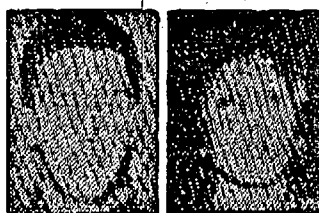
The other officer, Mary Clare Capotosto, was more gravely hurt, with a gunshot wound to the head.

Mayor Dinkins and Police Commissioner Raymond Kelly rushed to the hospital.

The tragic shooting happened at 6:35 p.m. in the 70th Precinct station house at 154 Lawrence Ave. in the Kensington section.

The suspect, tentatively identified as Danny Cooks, was declared dead at the scene.

Police said Cooks, 27, had been arrested by Officer Capotosto at 1:35 a.m. for



NOBLIN CAPOTOSTO

After Capotosto completed her paperwork, she was ready to escort Cooks to Brooklyn Central Booking when he asked to use the bathroom.

Officer Robert Noblin took Cooks to the bathroom, taking one of his handcuffs off — which police say is routine procedure.

Once inside the bathroom, Cooks made a grab for Noblin's gun and they struggled, police said.

"He's got my gun! He's got my gun!" Noblin yelled, before shots rang out.

Capotosto, who was waiting outside the bathroom, heard the fight and rushed in, only to be shot in the head.

Cooks then apparently shot himself in the head, police said.

Police said Cooks was on parole, and had five prior arrests for robbery, assault and burglary.

Capotosto, 29, is a six-year veteran of the force, and works in the street narcotics

married all within a year, he said.

Voehl, who knows both the wounded officers, said "they are very active and dedicated cops."

Noblin, 25, is a four-year veteran and single. His father, Robert, is a retired detective.

"Hopefully the officers will survive," said Dinkins. "They put their lives on the line every day to protect the citizens of this city."

Sgt. Karen Krizan, president of the Police Women's Endowment Association, kept vigil with relatives of the officers at the hospital last night.

"We're here to support the family of both officers," she said.

Eighteen cops have been shot so far this year, one fatally.

There have been several incidents where cops were hurt with their own weapons.

The most notorious incident happened in November 1989.

Two detectives assigned to the Queens District Attorney's squad were returning a murder suspect to Rikers Island when they were brutally gunned down in their car near La Guardia Airport.

The suspect in that case, Tam "Stoney" Henderson, stole

drug possession at the corner of Lenox and Flatbush avenues.

Cook, a low-level drug dealer who lived at 70 Lenox Road in Brooklyn, was allegedly holding a quantity of heroin and crack when arrested.

enforcement unit.

Deputy Inspector Edward Voehl, former commanding officer of the precinct, said Capotosto met her husband, Paul, another officer, while working in the precinct.

The couple met, dated and

the gun from a police locker while taking a lie-detector test in the detective's squad room and was left alone.

Gunsmoke in Brooklyn
/ Editorial: Page 22

Misc. 3799 (6-80)

DEPUTY COMMISSIONER PUBLIC INFORMATION

NEWSPAPER NEW YORK NEWSDAY

DATE MAY 17 1993

PAGE

36

New York
Newsday
EDITORIALS

Newday / Jim Cummins

Mary Capotosto heads for home

The Good Guys
Sometimes Win

In a city where alienation and fear often divide us from one other, where too many of us get in the ugly habit of averting our eyes from the suffering around us, it's reassuring to know that courage and altruism sometimes triumph, and that good guys who lend a hand to their neighbors sometimes win — and live to tell the tale.

That's why the city rejoiced last week at the triumphs of two heroes — police officer Mary Clare Capotosto and Hunter College student Chris Fetterolf — who saved the lives of people near them. If New York has kind, brave souls like these living and working here, then maybe the city isn't the cold and heartless place it's cracked up to be.

Capotosto, 28, was critically injured April 20 when she rushed to help a fellow officer who had been shot by a suspect in a police station in Brooklyn. Doctors at Kings County Hospital doubted that Capotosto, shot in the brain, would survive. But sustained by the prayers and constant vigil of family and friends she made a remarkable

woman who was being mugged as she transferred from the Lexington Ave. No. 4 train to the N train at 59th Street Wednesday night. The woman, Dawn Queally, struggled with the mugger who had snatched a gold chain from her neck, as Fetterolf fought him off. Fetterolf, suffering from four stab wounds, collapsed and the mugger escaped. Queally, 24, credited him with saving her life. Fetterolf expects to be released from New York Hospital this week.

Transit police wisely urge passengers to be careful when confronting criminals. Not everyone is strong enough to fight back against a mugger without risking his or her own life. But the courage of Capotosto and Fetterolf is an inspiration for all New Yorkers.



Fetterolf

recovery. Early last week, grinning broadly and flanked by her husband, Paul, she left the hospital and returned to her Long Island home.

Fetterolf, 25, of Queens, came to the aid of a

Misc. 3788 (8-90)

DEPUTY COMMISSIONER PUBLIC INFORMATION

NEW YORK POST

NEWSPAPER

DATE MAY 11 1993

PAGE 7

MIRACLE COP QUITTING NYPD

*She's out of
hosp & eager
to have baby*

By LARRY CELONA
and MIKE KOLENIAK

Hero cop Mary Capotosto — certainly one of New York's bravest — has decided she no longer wants to be one of New York's Finest.

Capotosto — who made a miraculous recovery after being shot in the head three weeks ago — made two announcements yesterday as she left Kings County Hospital:

"I'm going home."

"I did my time [on the police force] . . . Seven years was enough."

The plucky police-woman — whose remarkable recovery amazed everyone, including her doctors — held tightly onto her detective husband, Paul, as she pulled herself out of a wheelchair and walked into a hospital conference room to talk to reporters.

"I would like to close this chapter of my life and move on," she said, tears welling in her eyes.

"I did my time. I went above and beyond the call of duty. Now I'm looking forward to having children and maybe a new job.

"No offense, but I got shot and I'm scared."



New York Post: Frank Leonardo

BUSS-TED! Mary Capotosto — whom doctors thought might not live — savors kiss from hubby Paul on leaving Kings County Hospital.

tle by little I worked to get better and now I'm going home."

Capotosto saved the life of her partner, Robert Noblin, after a drug suspect grabbed his gun in a Brooklyn station house on April 20



showed a lot of courage and willpower and that has helped greatly in her recovery," Johnson said.

Noblin — shot in the head, neck, back and shoulder and recuperating at his Brooklyn home after being

shot and a fire started, she added.

Smiling at her husband, she added: "Raising kids is a job in itself, so maybe that will be my new job."

Capotosto, 28, who wore a black hat to cover her head wound and had a cast on her right hand, said she originally didn't know how close she had come to death.

"I didn't know how bad off I was — but lit-

Asked if she had any regrets about her actions on the night she saved Noblin, she replied:

"What I did that night, I would do the same thing in a second."

"She's truly amazing," her husband said as he squeezed his wife's hand.

Capotosto's doctor, Richard Johnson, said that while her progress



CAPOTOSTO

has been excellent, she may have some lingering problems with vision in her right eye.

"The prognosis is very good. When she came in here, it was day to day. But she's

released last week — was ecstatic over his partner's release.

"Mary was very anxious to go home. She should be very happy," he told The Post.

Noblin, 25, has had two emotional conversations with his partner since they were both shot at Lawrence Avenue station house by drug suspect Danny Cook, who then took his own life.

Misc. 3799 (6-90)

DEPUTY COMMISSIONER PUBLIC INFORMATION

NEWSPAPER

NEW YORK POST

DATE

FEB 07 1994

PAGE

4

Gutsy cop praised for foiling hair salon heist

By LARRY CELONA,
SANDY GONZALEZ
and DAN JANISON

A gutsy Brooklyn cop was praised yesterday for her courage in thwarting a beauty-salon heist — and congratulated for her miraculous luck when one gunman's weapon jammed.

Officer Arlene Beckles, 30 — who teaches police science at the Police Academy — emptied her five-shot handgun and wounded the three would-be robbers at the Salon La Mode in downtown Brooklyn.

She escaped injury — but just barely.

One of the suspects shoved a gun at her head and pulled the trigger — but it jammed. He then tried to fix it, and fired again, only to have the weapon jam a second time.

"She's a remarkable police officer," Mayor Giuliani said.

"She literally saved the lives of 20 or 30 people."

Because of Beckles' bravery, Police Commissioner William Bratton has ordered that all new 9mm handguns for cops use 15-round clips, instead of the originally proposed 10-round clips.

"It's just because of the grace of God that I didn't lose a cop last night because she only had a five-round clip," he said. "Thank God, she was a good shot."

According to police, the three would-be robbers followed a woman into the Salon La Mode, at 489 Fulton St., Saturday afternoon.

The three herded patrons to the back of the shop, robbed the cash register of nearly \$1,000, and later started to rob the patrons.

When one of them got to Beckles, she drew her .38-caliber revolver and iden-

used herself as a cop.
The three fired — but missed, and Beckles returned fire, hitting Fernando Douglas, 25, in the face.

Beckles then disarmed Luis Medina, 19, as a third suspect knocked her down and shoved a gun to her head. The gun jammed twice.

Misc. 3799 (5-80)

A Transit Police sergeant who heard the commotion and ran inside to help said he saw Beckles wrestling with one of the suspects.

"I can't say enough about her," said Transit Sgt. William O'Brien. "It was very heroic, what she did."

Douglas was in critical condition at St. Vincent's Hospital yesterday. Medina and the third suspect escaped, but were arrested later seeking treatment at a local hospital.

NEW YORK POST

DATE 4/1/91

PAGE 3

NEWSPAPER

COP SAVES MAN FROM JUMPING OFF BRIDGE

By MIKE KOLENIAK

A cop used her own personal battle against cancer to convince a distraught man not to jump off the Verrazano-Narrows Bridge.

"I told him I knew exactly what he was going through and that I had been there, too," said Officer Yolanda Lugo, 24, who took the young man's hand and led him off the bridge after convincing him not to kill himself.

Lugo, who celebrated her first anniversary with the Police Department last June, has been battling Hodgkin's disease for the past several years.

"I told him that there were times I didn't think I was going to make it, but that life was too precious to give up," said Lugo, who has undergone chemotherapy that has made her ill and caused her to lose her hair.

"You have to keep trying," she told the young would-be suicide, whose name was not released.

The drama unfolded at 11 p.m. Tuesday when Lugo, driving home from her job at Brooklyn Central Booking, saw a man in a white Nissan race past her on the upper level of the Brooklyn-Staten Island span.

one cared and no one would listen to him anymore," Lugo recalled yesterday.

"I told him I cared enough to stop for him and would listen to anything he wanted to say."

Lugo kept the man talking until more help could arrive.

"We talked about each other's problems and how they could be worked out. Then, after about 10 minutes, I held out my hand and asked him to come down," she said.

"He asked me if I would be his friend. I said I would be, and he took my hand and walked down."

The 26-year-old man was rushed to St. Vincent's Hospital on Staten Island for psychiatric observation. Lugo visited him there before returning home.

"He thanked me for saving his

The driver abruptly stopped, got out and climbed onto the bridge stanchion on the Brooklyn side.

Lugo, petite at 100 pounds, followed him up the structure. Both were swayed by strong winds.

"When I reached him he was extremely upset and about to throw himself off. He told me he was going to jump because no

one said Lugo, who learned that she had Hodgkin's after she became a police cadet in 1987. The law allows her to stay on the force despite her illness.

Lugo said it was not her first rescue of a would-be suicide. In the autumn of 1987, before she joined the police force, she convinced a man not to leap off a ferry into New York Harbor.

Misc. 3789 (6-90)

NEW YORK POST, MONDAY, NOVEMBER 25, 1991

WOMEN COPS WIN LONG SEX-BIAS CASE

By ANNE E. MURRAY

In one of the biggest — and oldest — sex-discrimination cases in city history, the city's human-rights commissioner has ruled that the Police Department discriminated against women in hiring, assignment and promotion in the 1970s.

The decision comes 15 years after 124 pioneer women cops banded together, raised money and filed complaints in 1976.

The ruling may be the costliest ever for the city. Although the final figure of damages has not been determined, it could be in the millions of dollars, according to sources familiar with the case.

The case took so long that at least four of the women died in the time



FELICIA SHPRITZER
Brought earlier lawsuit.



GERTRUDE SCHIMMEL
First and only woman chief.

POST EXCLUSIVE

It took the Human Rights Commission to reach a decision.

"It's very sad," said Anne Powers, a former sergeant who helped begin the complex case known as "Anne Powers, et al. against Abraham D. Beame, et al." Abe Beame was mayor at the time the complaint was filed.

The women are bitter. "They thought maybe we'd forget, give up or die. It's been very frustrating all these years," said one woman, now a lieutenant, who asked not to be identified.

"Our handling of the case was inexcusable," admitted Dennis DeLeon, chairman of the city's Human Rights Commission, who made the final ruling on Nov. 8.

The discriminatory practices included barring women from assignments given to men, and offering them little chance of promotion and the greatest risk of layoffs.

The city's Corporation Counsel is still reviewing the decision, which was received last Friday, and may appeal it in court, said spokeswoman Lorna Goodman.

If an appeal is filed, "the city could drag it on for an immense period of time," said DeLeon.

Most of the women who filed the original complaint have retired, but some are still working.

The following discriminatory practices were cited in the ruling:

■ Women cops were prohibited

from patrolling in radio cars, were never given steady assignments and not allowed to do plainclothes work. They were not permitted to work in most of the department's elite units.

■ Until 1974, separate exams were held for women who wanted to become cops, and were used to limit them to a quota of 1 percent or 2 percent of the force.

■ During the 1970 fiscal crisis, the city laid off 63.3 percent of the women cops and only 8.4 percent of the male cops.

■ Women were forced to perform "matron" duty guarding female prisoners.

■ Women were barred from entering the Transit and Housing po-



WAY BACK WHEN: In 1975, while women cops were fighting for equal treatment, these male cops' wives protested over their husbands being assigned female patrol partners.

The numbers tell their story

The most current figures available on women in the New York City Police Department are from Aug. 31, 1991. Out of a total force of 27,041 police officers, 3,711 — 13.7 percent — are women.

As the ranks increase, the percentage of women decreases.

- There are 186 female sergeants — 4.3 percent of the total of 4,279.
- There are 48 female lieutenants — 4.3 percent of the total of 1,123.
- There are three female captains — 1.1 percent of the total of 254.
- There is only one female inspector — out of a total of 31 on the force.

In the Detective Bureau, there are 314 women of a total of 3,445 detectives.

- Of 101 first-grade detectives, nine — 8.9 percent — are women.
- Of 413 second-grade detectives, 41 — 9.9 percent — are women.
- Of 2,332 third-grade detectives, 166 — 7.1 percent — are women.

Some still in the Police Department may be given promotions or given special assignments.

Hairs of the women who died may get damages.

DeLeon blamed the delay on his commission's lack of resources. He said that until 1988, it was underfunded and lacked enough lawyers, judges and investigators.

"The city fought the claim 'inch by inch' over the years contributed to the incredibly long delay," he said.

"I can guarantee if it were filed today you wouldn't see near the time this case took," said DeLeon, who took over the commission in March 1990.

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A long way from days of wearing skirts

Many of the stories told by the pioneer police women of their battles for equal treatment seem incredible today.

Less than 20 years ago, women cops still wore dresses and aprons — and were trained in separate Police Academy classes.

In 1973 wives of male cops took to the streets, hoping to keep their husbands from going on patrol with female cops.

As late as 1977, only 203 of 25,000 cops were women.

Until 1974, women were issued a five-shot .38-caliber revolver, a smaller, lighter gun than the six-shot .38-caliber issued to men.

Women couldn't take promotional exams until Felicia Shpritzer sued and won the right to take the sergeant's test in 1982.

Shpritzer — who did not take part in the sex-discrimination case her co-workers filed 16 years ago and won — hailed the victory, but noted it came "at the wrong time for me."

Many women said that no monetary award now can make up for the years they lost.

"We're always David vs. Goliath," said Gertrude Schimmel, the only woman who ever became a deputy chief.

Many women cops would speak to The Post only on the condition they not be identified, because they still fear retaliation.

"Girls today have no idea how easy life is for them," said one lieutenant. "The opportunities they have are so great."

She remembers being told "it's not a girl's job" by all the men in the precinct where she worked as a civilian secretary in the 1970s, waiting to take the police exam.

Another remembered when there were no lockers or bathrooms for women.

"When I was a sergeant, I had to change in the civilian luncheon room," she recalled.

Anne Powers — who led the sex-bias suit — remembers a woman with two masters degrees who was assigned to pump gas in Brooklyn's 64 Precinct in the 1970s.

Detective Lillian Braxton, president of the Patrolwomen's Endowment Association, praised the trailblazers who fought the earlier battles, saying: "They opened the doors for us."

— Anne E. Murray

She beat tough odds and rose to the top

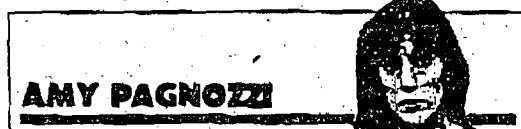
THE Last Chief made it plain: She did not appreciate the interruption.

"Yes, I already talked to you — what?" asked Gertrude Schimmel.

She was cooking Sunday dinner for her husband, two sons, daughter-in-law and four grandchildren — or rather, assembling it.

"That's what the Upper West Side is for, isn't it? Chicken, pot roast, all kinds of side dishes — you buy one thing here, another thing there, you make a few things yourself."

Schimmel, 72, is a dowd, not a talker, and she's done a lot. In 41 years as a police officer, she be-



AMY PAGNOZZI

came one of the department's first woman sergeants, lieutenants, captains, deputy inspectors — and its first woman chief.

That was 10 years ago. There hasn't been another woman chief since.

Which tells you plenty about Gertrude Schimmel — also, about the current state of affairs for women

cops.

"In my day, many men went for 20 years before they even saw [a woman cop]," says Schimmel. But even now, the lack of women in policy-making decisions means "it's a slow climb to the higher ranks at best."

Want to know how slow? Too slow for Lucy Akers, Kay

Goggan, Eileen Clarke and Sonia DaSilva.

The Post's Anne Murray reports that of the 18 pioneer women cops who filed a sex-discrimination complaint against the city 15 years ago, at least four are dead.

Presumably their heirs will benefit by this month's decision in their favor by the Human Rights Commission, which declared the city was at fault.

It was "too long in coming, that's for sure," says Schimmel. "The fact that it took all these years is terrible."

She knows what it's like to wait, having cooled her heels 24 years

before even being allowed to take the sergeant's test, and of course, the city had to lose a lawsuit before even allowing that.

A friend of Gertrude's, Felicia Shpritzer, brought that complaint. Shpritzer, who's now 78, took her fight to take the promotional exam to State Supreme Court, clearing the way in 1982 for herself and Gertrude and every woman thereafter.

There is a trick to waiting so long to achieve your goals, says Gertrude — don't wear yourself out in the meantime.

"Felicia would always try to see Pagnozzi on Page 16

164

NEW YORK POST, MONDAY, NOVEMBER 25, 1991
1991 11 25 NEW YORK POST

She beat odds & rose to top

PARNOZZI from Page 4

argue with the men and I would say to her, 'Look, save your breath.'

"Wait until the lawsuit is settled. Once it happens, it's a fait accompli, the men will accept it. You'll just be the sergeant or the lieutenant or the captain and that will be that."

Or you won't.

Some of the obstacles faced by the women in the complaint seem almost unbelievable. Many were relegated to clerical work or matron duty for women prisoners.

A cop with two masters degrees was kept off the streets and turned into a gas jockey for incoming patrol cars.

Of course, such a thing couldn't happen today. The city couldn't afford it.

But Lillian Braxton, head of the Patrolwomen's Benevolent Association, still deals constantly with sexual discrimination and harassment cases. "We have such a long way to go," she says.

Curious, that one of the only women cops to have her own envelope in The Post's clipping library — and it is by far the fattest — is Cibella Borgea, the cop fired for posing in a porn magazine, who was later reinstated.

Progress is measured mostly in negatives, even now. "Nobody outright rejects you any more, but that's how these things now. In 1973, when I came on the force, we were not wanted, pariahs," says Braxton.

"Women worked foot patrol. They were very reluctant to give you a partner. The men would take me out to go on foot patrol, then 'forget' to come back and pick me up."

"They wouldn't get away with it now, thanks to the pioneers — Anne Powers, who started this complaint, and before them, women such as Felicia and Gertie."

When Gertie Schimmel began her career, the department had a maximum number of women. It would accept — 353 out of more than 77,000. "Now they are a given," says Gertie, even if they don't get much.

Not that she has any regrets about her career. "It turned out to be very satisfying," you're dealing with the stuff of life, which you don't do in most other jobs."

"And I was very successful. Athletics and coordinated."

Gertie was a crack shot at the police firing range. No. 1 in her class at the academy. But odds against women being what they are, being a gambler didn't hurt.

"I was lucky," says Gertie, who gambles nowadays at poker, playing in amateur championships in Las Vegas. "I didn't do too well in the last. Nobody outright rejects you any more, but that's how these things now. In 1973, when I came on the force, we were not wanted, pariahs," she says. "Chancy."

Republican boss: Run by Me would be great for state

GOV. Cuomo has picked up a surprising new backer for the presidential race he's now considering: New York state Republican chairman William Powers.

"I'm hoping the governor runs. I like the idea. I'm keeping my fingers crossed that he'll go for it," Powers told The Post.

"I'm hoping he runs for president because it will be great for us here in the Republican Party," Powers continued. "The national Republicans and a lot of other people nationally will take us a lot more seriously in New York. There will be a lot more focus on us."

Powers, who predicted Cuomo will enter the presidential race shortly, said a Cuomo candidacy would likely pour hundreds of thousands — if not millions — of badly needed dollars into state GOP coffers, helping the party in its local races next year.

But isn't Powers fearful that Cuomo could defeat President Bush?

"He'll be a strong candidate, but Bush will beat him. I have no doubt about it," said Powers. "Meanwhile, the tide of opinion on whether Cuomo will run for president ebbed sharply last week with news of the state's worsening budget deficit."

Insiders, including several sources close to Cuomo, now overwhelmingly predict he won't make the run, although they quickly and rightly confess that only the governor — and not even his son and top adviser, Andrew Cuomo — knows for sure.

Longtime New York political observers saw a familiar Cuomo campaign technique — alleging

FREDRIC DICKER
INSIDE ALBANY



an ethnic slur — in last week's flap over Vice President Dan Quayle's decision to call the governor "Mario."

Cuomo claimed Quayle might have been trying to remind voters of the governor's ethnic heritage with the familiar reference — as if using Cuomo's last name wasn't sufficient.

A similar incident occurred five years ago as Cuomo was facing an easy re-election bid when the GOP candidate for lieutenant governor, Michael Kavanagh, contended Cuomo had "made his bones" in Queens Democratic politics.

Within hours, a paid Cuomo spokesman, William Cuaning, had called reporters to claim Cuomo was a victim of an ethnic slur because Kavanagh's phrase had been allegedly taken out of a Mafia handbook.

But Kavanagh, the Ulster County district attorney, insisted, "I've been prosecuting organized-crime figures for the last 12 years and I didn't know that expression was an ethnic slur."

The governor has also regularly claimed he was the victim of anti-Italian bias from major Manhattan law firms in the mid-1950s, even though he graduated first in his class from St. John's University Law School.

Meanwhile, some political insiders say the real reason for the sur-campaign technique — alleging

a plate Dec. 4 fund-raiser, uncertainty over a pre-but poor ticket sale.

"I was told that Cuomo were afraid they could \$1.3 million (President) at the New York Hilton month," said one influential with ties to the Cuomo's political.

ever, insist sales well. But they say it been wrong to raise a re-election of a governor a matter of days or he running for president.

Former Democratic Majority Leader David L. B. now head of the State Council, has pulled some startling new state's ongoing perspective.

Walsh found that revenues committee haven't a year but actually percent, even as the larger and larger.

Business taxes cost even though are down 17 percent.

State spending is up \$25 million more supposed to be what was approved earlier.

New York is truly frightening counts for one-quarter last nationally during alone.

CUOMO STILL PLAYS THE WAITING GAME

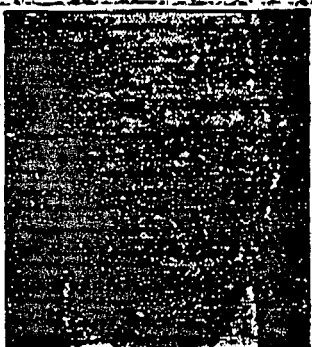
By FREDRIC DICKER Staff Editor

ALBANY — Gov. Cuomo continued to duck questions on a possible presidential race yesterday, repeatedly telling a national television audience that, because of New York's ongoing budget woes, he's still not ready to make a final decision.

But he did call for cutbacks in spending on popular federal entitlement programs for middle-class taxpayers, although he wouldn't provide specifics.

Such politically sensitive programs as Social Security and Medicare fall into that category, and Cuomo's support for their reduction could become an important issue if he enters the presidential race.

"I'm in the middle of [budget]



GOV. CUOMO
Ducking THE question

next year," Cuomo, whose indecision has made him the brunt of a

positive temper, usually long, 30-minute view, although he has at President.

"He's still pretending recession. If you're sick, you're sick," Cuomo said.

Meanwhile, he's for Bush and Congress an anti-recession agenda that would include tax credits, some reductions and a wealthy.

As for New York, sources he aimed at closing a long-plus gap through extraordinary had become bogged down by Assen

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NASSAU QUEENS TILE

NEW YORK CITY POLICE DEPARTMENT

WOMEN IN POLICING

•	UNIFORM	
•	DEPUTY CHIEF	1
	DEPUTY INSPECTOR	3
	CAPTAIN	11
	LIEUTENANT SPECIAL ASSIGNMENT	1
	LIEUTENANT C.O. DET. SQUAD	2
	LIEUTENANT	55
	SERGEANT SPECIAL ASSIGNMENT	4
	SERGEANT SUPERVISOR DET. SQUAD	4
	SERGEANT	268
	DETECTIVE 1ST GRADE	10
	DETECTIVE 2ND GRADE	58
	DETECTIVE	470

•	CIVILIAN	
•	OFFICIALS AND ADMINISTRATORS	209
	PROFESSIONALS	251

NYPD
Women in Policing

Uniform

Total	29,229	
Women	4,192	14.3 %

Civilian

Total	10,042	
Women	7,670	76.4 %

Total Uniform + Civilian

Total	39,271	
Women	11,862	30.2 %

Academy Class

Total	2,234	
Women	342	15.3 %

Total Uniform + Academy Class

Total	31,463	
Women	4,534	14.4 %

Total MOS + Academy Class

Total	41,505	
Women	12,204	29.4 %



*Police Commissioner's
Ninth Annual
Women In Policing
Conference
Awards Luncheon*

1200 Hours

August 12, 1994

Pamela D. Delaney
Executive Director,
New York City Police Foundation



Pamela D. Delaney joined the New York City Police Department in 1971 and worked as Assistant to the Police Commissioner from 1971 - 1979 conducting policy analysis, research and program evaluation. She was a program director from 1979 - 1983 reporting to the First Deputy Commissioner and was responsible for major productivity programs. Ms. Delaney was an adjunct professor of Government at John Jay College of Criminal Justice from 1978 to 1979. She holds a Bachelors Degree from Newton College, Masters Degrees from Rutgers and Columbia University, and is currently a Ph.D. candidate at Columbia. Pamela D. Delaney is the Executive Director of the New York City Police Foundation, Inc.



Deputy Chief Gertrude LaForgia *C.O., Public Morals Division*



Deputy Chief Gertrude LaForgia joined the Department in March, 1966 and began her career on patrol in the 24 Precinct. She was promoted to Sergeant in March, 1978; Lieutenant in August, 1985; Captain in August, 1989, and Deputy Inspector July, 1992. Deputy Chief LaForgia has served in the 24, 26, 43, 45 and 46 Precincts as well as Patrol Borough Manhattan North, the Police Academy, Patrol Borough Bronx and Civilian Complaint Investigation Bureau. She served as the Executive Officer in the 46 Precinct and Commanding Officer of the 43 and 45 Precincts, as well as the Police Academy's Testing Unit and Recruit Operations Unit. Deputy Chief LaForgia holds a Bachelor of Arts degree in Criminal Justice from the State University of New York and is also a graduate of the F.B.I. National Academy. Deputy Chief LaForgia has been married to her husband, Joseph, for 34 years and they are the parents of two daughters: Diane Mitchell and Nancy Barry, a New York City Police sergeant. Deputy Chief LaForgia was promoted to her current rank on May 27, 1994 and is the Commanding Officer of the Public Morals Division.

Detective Arlene Beckles

Police Academy



Arlene Beckles, a Police Science instructor at the New York City Police Academy, joined the New York City Housing Police Department in 1987. During her tenure with the Housing Police, she received six decorations. In 1992, she transferred to the New York City Police Department. On February 5, 1994, while getting her hair done, she heroically fired upon three perpetrators who were attempting to rob the beauty salon. She wounded all three, one fatally, wrestled with two and managed to grab two of their weapons without getting shot or shooting any of the 20 to 30 patrons. In an emotional ceremony at City Hall on February 7th, Mayor Giuliani and Police Commissioner Bratton recognized her exceptional heroism by promoting her to the rank of Detective. When asked to make a statement, Detective Beckles stated that she wanted the public to know that "we are out here for you." She has been recognized by many groups throughout the city, and has been invited to appear on numerous television and radio shows. One of her more memorable recognitions was a ceremony at the White House where she was honored by President Clinton.

Office Aide III Belinda Dixon
Central Warrants Division



Belinda Dixon was appointed to the N.Y.C. Police Department in 1973 as an Office Aide. The mother of three, Ms. Dixon volunteers much of her time to many community organizations: The Cultural Enrichment Reading Program, 120 Pct. Youth Council, Staten Island Dance Ensemble, United Negro College Fund Staten Island Leadership Committee. In addition, she is the Vice-President of Mariner's Harbor Tenants Association. Ms. Dixon has received numerous awards which include: Fellowship Baptist Church Community Service Award, 120 Pct. Council Community Service Award, NYC Womens Advisers 10th Annual Award-Outstanding Role Model. Currently, Ms. Dixon is an Office Aide III assigned to Central Warrants Division.

1994 Women In Policing Schedule (DRAFT)
Thursday August 11, 1994
First Day of Conference

8:00 a.m.	Continental Breakfast
8:30 - 9:00 a.m.	Conference Intro.
9:00 - 10:30 a.m.	20 Workshops
10:45 - 12:15 p.m.	20 Workshops repeated
12:15 - 1:30 p.m.	Lunch (on your own)
1:30 - 2:00 p.m.	Fashion Institute Auditorium (entertainment by Department members until First Lady arrives)
1:30 - 2:00 p.m.	Women's Roundtable/Police Foundation and Command Staff meet/greet First Lady (private room)
2:00 - 3:00 p.m.	First Lady scheduled to speak*
3:00 - 4:00 p.m.	Reception sponsored by Walter Kaye (via the Police Foundation)

*** More details about this event to follow**

WORKSHOP DESCRIPTIONS

1. ASSERTIVENESS: THE POWER TO SAY NO

This workshop deals with the ability to express feelings and to enhance the participants sense of self-esteem via effective learned social behavior. This workshop will afford participants the opportunity to acquire skills necessary to "say no" at the appropriate times.

2. INFORMAL COMMUNICATION:

This workshop deals with effectively exchanging thoughts and ideas through the use of proper communication skills on an informal or one to one basis.

3. MENTORING:

This workshop will stress the importance of mentoring relationships in the work environment. The many benefits of mentoring in regards to a woman's career mobility and success will be discussed.

4. IMPRESSION MANAGEMENT:

This workshop will address the means to create a positive and professional image in the work environment. The importance of appropriate appearance, grooming and body language will be addressed.

5. TIME MANAGEMENT: YOU CAN DO IT ALL

This workshop will define "Time Management," and discuss ways to effectively plan your time, in order to enable the participant to effectively meet the demands of career and family life.

6. CONQUERING YOUR FEAR OF PUBLIC SPEAKING

This workshop will offer an introduction to public speaking and the related skills required to perform an effective speech. Methods to reduce the anxiety involved with speaking publicly will be addressed.

7. VIOLENCE AND DOMESTIC ABUSE

This workshop will deal with the dynamics of violence within the family and discuss possible solutions.

8. RELATIONSHIPS: BREAKING UP IS HARD TO DO

This workshop will address the various aspects of difficult relationships and discuss possible solutions.

9. STRESS MANAGEMENT: STAYING HEALTHY IN A HIGH STRESS ENVIRONMENT

This workshop will address the definition of stress, its causes, and the programs available to reduce it. Stress related issues unique to women in law enforcement will be discussed.

10. SEXUAL ORIENTATION IN POLICING

This workshop deals with the issue of integration of alternate sexual preferences in the workplace. Preventive and proactive actions will be discussed.

11. DIVERSITY: TOGETHER WE STAND

This workshop deals with the interaction among Police Department members of various social, cultural and ethnic backgrounds.

12. COURTESY AND PROFESSIONALISM AT THE FRONT LINE:

This workshop will focus on the complaint room personnel, the importance of first impressions, dealing with the public and professional responses.

19. MONEY MANAGEMENT:

This workshop will help the participants to identify the financial benefits of investments and the various ways they can invest their money on a budget.

20. PARENTING IN THE 90'S.

Since there are increased numbers of women on the job and more male involvement in parenting this workshop was designed to address the many childcare issues relevant to the working parents of the Department.