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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. list	Addressees (Partial) (3 pages)	07/27/1994	P6/b(6)
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FOLDER TITLE:

HRC [Hillary Rodham Clinton] /NYPD Women 8/11/94 [2]

2012-1004-S

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RESTRICTION CODES

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

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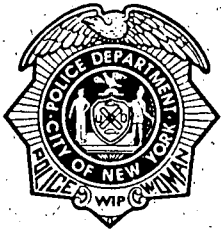
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Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
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Sisters in Law

The Publication for Women in Policing

Volume I No. 1

August, 1994



Empowerment through Professional Development



**FROM
THE
CHAIRPERSON**

**DEPUTY
COMMISSIONER
OF TRAINING**

**DR. ELSIE L.
SCOTT**

This is the inaugural issue of *Sisters in Law*, a publication designed to serve as an outlet for writings by and about the women of the New York City Police Department.

The idea of this publication came from the women of the Houston Police Department who have a similar publication.

I felt that there was a need for such a publication for a number of reasons. First, women have become an integral part of the Department, but because our numbers are still small, we are often not heard from on certain issues. Second, the talents of women are often ignored or overlooked by the majority of male members. Third, due to the size of the Department and the nature of our jobs, many female members of the service do not have the opportunity to interact with other female members.

Sisters was not designed to be a publication devoted to articles on the many problems faced by females on the job, but such submissions were not discouraged. It was initiated as a celebration of our talents, thoughts and experiences. Short stories, poetry and recipes, as well as serious articles, were solicited.

We were not pleased with the response we received. We experienced some difficulty in obtaining enough material to publish this first issue. If we are to continue publishing, we must receive greater cooperation from our "sisters".

I would like to thank the contributors to this inaugural issue. I also commend Staff Analyst Barbara Ann Eanes for coordinating this effort with the assistance of other members of my staff.

If you would like to see this publication continue, let us hear from you. We invite letters to the editor, guest editorials, articles, short stories, etc.

The Policewomen Endowment Association

The Policewomen Endowment Association was founded in 1921. Although it started out primarily as a social organization the P.E.A. has evolved into the forerunner of all the Fraternal Organizations in advocating women's rights in the New York City Police Department.

The organization was responsible for the elimination of the hiring quota system and as a result women were hired in much greater numbers after 1952. In 1972, there were only 300 Policewomen. Today there are over 4,500, many of which serve in the higher ranks of the Police Department.

Over the years the P.E.A. has been responsible for many major breakthroughs for women in this Department. Some of these accomplishments are:

- Establishment of the Office of Equal Employment Opportunity
- Elimination of matron duty and "flying assignments"
- The right of vacation picks with male counterparts
- Assured return to permanent assignment after maternity
- Requested and received duty status change for pregnant uniform members of the Department
- Steady tours and assignments in specialized units
- Increased quota for female Detectives and assignments to units which had been previously denied to women
- Fought for "female" vests
- Made female locker rooms, bathrooms and facilities a reality

These are only a few of our accomplishments as we have also instituted legal proceedings whenever the rights of women have been threatened. This organization established scholarships for the children of Policewomen and for the Policewomen themselves. We are part of the Department's Medal Day and provide a medal for brave performance in the line of duty.

Today the P.E.A. is a strong and viable organization that will continue to ensure that Policewomen are fully accepted as professionals and treated equally.

*Karen A. Krizan
President*

WORK SPACE FOR WOMEN: UNDER THE SAFE STREETS, SAFE CITY PROGRAM

*Judith Dynia, Special Assistant
Deputy Commissioner, Management and Budget*

*Captain John J. Colgan, Commanding Officer,
Administrative Services Division*

As a result of the increased hiring of police officers under the Safe Streets, Safe City Program, the Department has initiated an ambitious program of precinct workspace renovation. Wherever possible, problems created by overcrowding, antiquated utilities, inadequate accommodation of female employees, and insufficient space for community meetings will be addressed in this extensive expansion program. A total of 69 precinct stationhouses will be renovated to create larger, more comfortable locker room spaces, community policing conference rooms and administrative offices, enhanced detective squad offices, adequate staff and public lavatories, and handicapped access ramps.

One of the most challenging aspects of the program is creating design solutions that will afford female members of the service better access to station house activities previously located within or in close proximity to male locker rooms. For instance, in many precincts it has been physically impossible for female members to access gyms or staff lounges without first walking through male locker rooms. Under the Safe Streets Safe City Program, this problem will be corrected to allow every employee the ability to directly access these facilities. In addition, many female locker room facilities which are clearly substandard and overcrowded, are now targeted for substantial renovation and upgrading.

Over the past two years, the Department has been working to implement this expansion program by architecturally designing the best workspace areas to accommodate our growing work force. While the most extensive work will, of course, be performed in

our oldest facilities, many station houses will undergo varying degrees of architectural and construction work that will undoubtedly disrupt normal precinct activities. Hopefully, these disruptions will be minimized as the Department expands to accommodate a uniformed force of 30,951.



IMPORTANT NUMBERS

NYCPD Helpline
(24 Hour Referral and Information Service)
(718) 271-7777

Early Intervention
(212) 374-6730

Employee Relations
(212) 374-5434

Chaplains Unit
(212) 374-6472

Domestic Violence
1-800-621-HOPE (24 Hour Hotline)

Victim Services
(212) 577-7777

Covenant House Nineline
(800) 999-9999

New York Immigration Coalition
(212) 371-1000

Suicide Prevention
(212) 532-2400

use. Both individuals went over the line. There is no such thing as "a little over the line" or "a little greedy." Once the line is crossed and someone sells his/herself and his/her shield for money, there is no question that corrupt is the proper word. This behavior, whatever its form, is unacceptable and must be discouraged by the leaders of this Department.

We each have an individual responsibility to keep the standards high for Police Officers regardless of gender, rank or position in this organization. Mayor Giuliani said it best when he stated that, "standards deteriorate when we allow them to deteriorate". Bravo to Lieutenant Karen Krizan, President of the Policewoman's Endowment Association, for her strong leadership in denouncing this act while praising true heroines on our job. Bravo to Commissioner Bratton for finally deciding that departmental charges are "imminent."

Recently, a police officer, who is also a travel agent, and his wife co-authored an advertisement for a cruise featuring a cartoon of a scantily clad nurse. This ad, which incidentally runs in the current Fraternal Order of Police Journal offended the entire nursing profession. One nurses' union leader commented on what a sad commentary this was, especially due to the struggle of female Police Officers to gain acceptance and equity. When males engage in this type of behavior, it is wrong; but when FEMALES foster the belief that women are sex objects or possessions, it is more than wrong; it is a devastating blow to those fighting these beliefs.

As we are all entitled to our opinions, I unabashedly express mine, though not quite as unabashedly as another has. Each of us will look back on our career and be able to answer questions we have to ask ourselves. One question may be, "Did I compromise my moral character?" I am confident that for an overwhelming majority, the answer will be a resounding **"NO!"** ❧

NEW YORK POLICE DEPARTMENT FEMALE FIRSTS

#1

*Compiled by Ingrid S. Balady
Special Assistant to the
Deputy Commissioner of Training*

1845: First women employed as jail matrons.

1891: *May 20* - First civil service test for Police Matron.

October 5 - First four women hired as matrons - Mary Waldron, D.C. Carley, C.H. LeBourbeau and E. Linner.

1912: *March 2* - Isabella Goodwin became the First female to be appointed First Grade Detective.

1918: *January 28* - Ellen O'Grady appointed First Female Deputy Commissioner.

August 15 - Police Commissioner Richard E. Enright appoints First six Police Women at a salary of \$1,200 a year. They were issued a revolver, handcuffs and a summons book but no uniform. Mary Hamilton who later became the First Director of the Women's Bureau was among them.

1919: Matrons became Policewomen and police women became Patrolwomen, both at same salary, no physical exam, and both were civil service.

1921: P.C. Enright formed the First Women's Police Precinct located at 434 West 37th St. Mary Hamilton was appointed First director and Isabella Goodwin was second in command. Twenty patrolwomen and six policewomen were assigned.

1922: First specialized short term courses for policewomen by the NY School of Social Work and the American Social Hygiene Association.

1924: *May 11* - First woman in the U.S. killed in the line of duty in Wilmington, Delaware - Mary T. Davis.

First Director of the Bureau of Police Women Mary Hamilton from the class of August 15, 1918. She served in that title until 1926. The NYCPD Women's Bureau established.

Mary Bembry - First female shot in the line of duty.

1934: Women have pistol practice with male officers.

1935: *February 7* - P.C. Lewis J. Valentine establishes First uniform for both titles - hat (overseas cap of blue serge, seal of City embroidered in yellow silk on left side), summer jacket (double-breasted blue serge with 3 brass buttons on each side), blouse (blue broadcloth similar to men), tie (same as men), shoes (low, black with medium heel), stockings (silken beige), coats (pocket on each side with flaps held down by brass buttons), jacket and wintercoat (formfitting with shoulder straps), skirt (blue serge, length = ten inches off the ground, top pockets and separate cash pocket).

1938: *May 21* - First Civil Service test for title of Policewoman taken by 5,000 women including a doctor, a boxer, an engineer, an attorney, several dancers, a writer for "True Detective," a newspaperwoman and a private investigator.

1939: *March* - First class of female policemen. Base salary was \$2,000 a year which was then reduced for probationary officers to \$1,200 by Mayor LaGuardia.

1942: First requirement of college degree for female officers.

1943: *September 28* - Mayor Fiorello LaGuardia issued First black combination gun and makeup shoulder bag designed and donated by former P.C. Grover A. Whalen, then Chairman of the Board of Coty, Inc. It contained a holster for a .38 revolver, a lipstick in medium red, a compact with loose powder in soleil d'or shade and a red plastic case of dry rouge. Mayor LaGuardia stated ".....Use the gun as you would the lipstick - use it only when you need it, and use it intelligently. Don't overdo either one. Be quick on the trigger when you have to be."

1964: As a result of a lawsuit, 126 policewomen took the Sergeant's exam for the First time. Among those who passed were Felicia Shpritzer and Gertrude Schimmel.

1965: Felicia Shpritzer and Gertrude Schimmel became the First female Sergeants.

1970: First females allowed to take the test for Police Administrative Aide.

1971: *August 25* - Gertrude Schimmel became First female Captain.

1972: *January 21* - Gertrude Schimmel became First female Deputy Inspector.

Vittoria Renzullo (the last Director of the Women's Bureau in 1973) became the First female in the U.S. to attend the F.B.I. National Academy.

First females hired from Police Administrative Aide list.

1973: First gender-neutral civil service exam for Police Officer.

1974: November 1 - Gertrude Schimmel became First female Inspector.

1975: First Women's Advisor under the Mayor's Women's Advisor Program Lt. Lucy Acerra with Assistant Advisor Ingrid S. Balady.

1976: Captain Vittoria Renzullo became the First female Commanding Officer of a Precinct - the 1st Precinct.

1978: Gertrude Schimmel became the First female Deputy Chief.

1984: First female civilian hostler - Denise Heimerle.

1985: April 29 - First female police officer assigned to the Mounted Unit - Leslie Myers.

First Women In Policing Conference.

1988: First female police officer assigned to the Aviation Unit - Mary Lowery.

First C.O. of a Detective Squad - Sgt. Helen Rinaldi.

1992: June - First female Commanding Officer of the Mounted Unit - Capt. Kathy Ryan.

1994: May 27 - First Black female Captain - Joyce A. Stephen.



TAKE OUR DAUGHTERS TO WORK

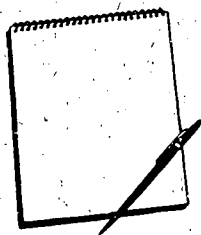
*Judith Dynia, Special Assistant to the
Deputy Commissioner Management and Budget*

On April 28, 1994, the NYCPD Women's Advisors sponsored a special event in recognition of "Take Our Daughters to Work," a national education project designed to encourage parents, relatives and friends of young girls (9 - 15), to bring them to work to introduce them to job opportunities in various agencies and organizations.

The Advisors provided a special, half-day program of discussions and tours at One Police Plaza to familiarize the more than 50 children and relatives of Department employees with the wide range of career opportunities in the New York City Police Department. During the morning discussions, both uniform and civilian women employees offered their insight into personal job experiences and encouraged the girls to think about future opportunities in education and employment. After this session, the Advisors accompanied the girls on tours of various Headquarters commands.

A working group of eight Women's Advisors coordinated the activities and arranged for refreshments and gifts. Judging by the enthusiastic questions and animated discussions, the young guests and our Department employees enjoyed this special day. The Advisors have been encouraged to coordinate an expanded event next year to accommodate an even greater number of spirited participants.





INTERVIEW WITH CAPTAIN JOYCE A. STEPHEN: THE FIRST AFRICAN-AMERICAN FEMALE CAPTAIN

*Barbara Ann Eanes, Staff Analyst
Sophine Charles, Police Officer
Office of the Deputy Commissioner, Training*



On Friday, May 27, 1994, the New York City Police Department promoted six Lieutenants to the rank of Provisional Captain. Among those six was Joyce A. Stephen. She began her career with the Department on January 26, 1981 at the age of 23. Captain Joyce A. Stephen is the first African-American female promoted to the rank of Captain. She is presently assigned to Patrol Borough Manhattan North.

The following is an excerpt from a recent interview with Captain Stephen in which she very candidly described her experiences in the NYCPD, her thoughts on the role of women in policing and her vision for the future.

SISTERS IN LAW: *What do you think are the greatest obstacles faced by Women in NYCPD/law enforcement?*

CAPT. STEPHEN: Trying to filter through the male perception of women in policing, overcoming the "super-woman syndrome," and recognizing the fact that women can be effective executives in the Department.

SISTERS IN LAW: *What does being promoted to the highest Civil Service Rank in NYCPD mean to you?*

CAPT. STEPHEN: A climax to a dream. I knew from the very beginning that I wanted to be an executive officer in NYCPD. I was focused and I believed in the possibility of becoming a Captain.

SISTERS IN LAW: *What advice would you give to African-American women who aspire to become Captains/Executives?*

CAPT. STEPHEN: Set goals, stay focused, you have to be hungry. You have to have discipline. Instead of going to a party, you should read the Patrol Guide. It will require reading of the Patrol Guide from cover to cover, many times. Staying focused is very important. Don't let negative people deter you. When they say "you can't," that should be the motivation to maximize your potential.

SISTERS IN LAW: *How would you sum up your experience in law enforcement?*

CAPT. STEPHEN: Satisfying, not only have I experienced helping my community, but also fellow officers during the past 13 years.

SISTERS IN LAW: *What has been the most rewarding part of your career in law enforcement?*

CAPT. STEPHEN: When I was a Lieutenant working in the Employee Relations Section from 1987 to 1994. During this period, I found out that the Department really does care about its employees. Being there to help other police officers in the last six years has been truly rewarding.

SISTERS IN LAW: *What are your thoughts about being the first African-American woman promoted to the rank of Captain?*

CAPT. STEPHEN: My thoughts go back to 1984 at a detail for a Michael Jackson concert where I saw Margie Lewis, the first black female Lieutenant in NYCPD. I was very proud and this certainly served as a motivating factor. In 1984, I had taken my first promotional exam for Sergeant and I am happy to follow in her footsteps as the first African-American female Captain.

SISTERS IN LAW: *Do you think that racism and sexism are still issues in NYCPD?*

CAPT. STEPHEN: Yes. It would be naive of me to think that they aren't. Sexism and racism are alive and growing in America. The Police Department is a microcosm of the society in which we live. Certainly, racism and sexism exist in the NYCPD but it should not be used as an excuse for not excelling.

SISTERS IN LAW: *There is a chapter of the National Organization of Black Women in Law Enforcement in New York. Are you familiar with it? Is there a need for such an organization?*

CAPT. STEPHEN: Yes, I am familiar with **NOBWLE**. It addresses some of the problems that are unique to us as African-American women.

SISTERS IN LAW: *What are the events that lead you into law enforcement?*

CAPT. STEPHEN: I knew at the age of eleven that I wanted to be in law enforcement, but I was truly inspired during Junior High School by a television program called "**Get Christy Love**." It was very exciting to see a black woman portraying a dynamic law enforcer.

SISTERS IN LAW: *What do you do when you're not working?*

CAPT. STEPHEN: I watch a lot of "**Barney**," go to the circus and visit the parks with my two-year old.

SISTERS IN LAW: *We are approaching the 21st century; where do you see yourself in five years?*

CAPT. STEPHEN: As the commanding officer in a precinct where the personnel are reflective of the community. I want to bring a different perspective in my interactions with the community and hopefully give something back to the community from which I have learned from.



SIXTY MINUTES IN THE TOUR OF A 911 OPERATOR

*Staff Analyst Barbara Ann Eanes
Office of the Deputy Commissioner, Training*

Some would say they are "the first link of the chain, the unit responsible for launching the police into action." They are the anonymous voices at the end of your emergency call, and they are the unsung heroes of the NYCPD. They are Police Communication Technicians (PCTs), trained to initiate appropriate police response to an emergency.

On a recent hot, hazy and humid Friday evening, I sat with PCT Vernetta Warren of the Communications Division on the 8th floor of One Police Plaza. PCT Warren, a 911 operator for almost five years, works the busy 4X12 tour. She is one of 848 911 operators employed by the Department, 77% of whom are women.

After donning a headset, I plugged in and went on a one-hour journey throughout the city with PCT Warren.

2059 Hours: Caller... "*There is a shoplifter in the store.*" **Where are you located?** "*The Wiz....Nobody beats the Wiz.*" **Can you identify the perpetrator?** "*Yes, M.....*"

PCT Warren was typing into the computer as she was speaking with the caller. It occurred to me that this job requires many professional skills.

2100 Hours: Brooklyn appeared on the Meridian System.... "*I am being assaulted.*" (caller was not clear and it was difficult for PCT Warren to determine the location). With a sigh, she said, "This is one thing I don't like about this system," referring to the Meridian System. "Only the boroughs pop up."

The New York City Police Department is the only major police department without an enhanced 911 system to automatically identify caller location

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BUSINESSWOMEN'S ROUNDTABLE - updated list 7/27/94

[001]

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Page:

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07/21/94

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DRAFT

Police Commissioner's
Women in Policing
Conference
IX

August 11-12, 1994



William J. Bratton
Police Commissioner

**Police Commissioner's
Ninth Annual
Women in Policing
Conference**

***“Empowerment Through
Professional Development”***

**Fashion Institute of Technology
227 West 27th Street
New York, New York 10001**

Police Commissioner's photo

William J. Bratton
Police Commissioner

Welcoming letter from the Police Commissioner

Deputy Commissioner of Training photo

Elsie L. Scott
Deputy Commissioner of Training

Welcoming letter from Deputy Commissioner Scott

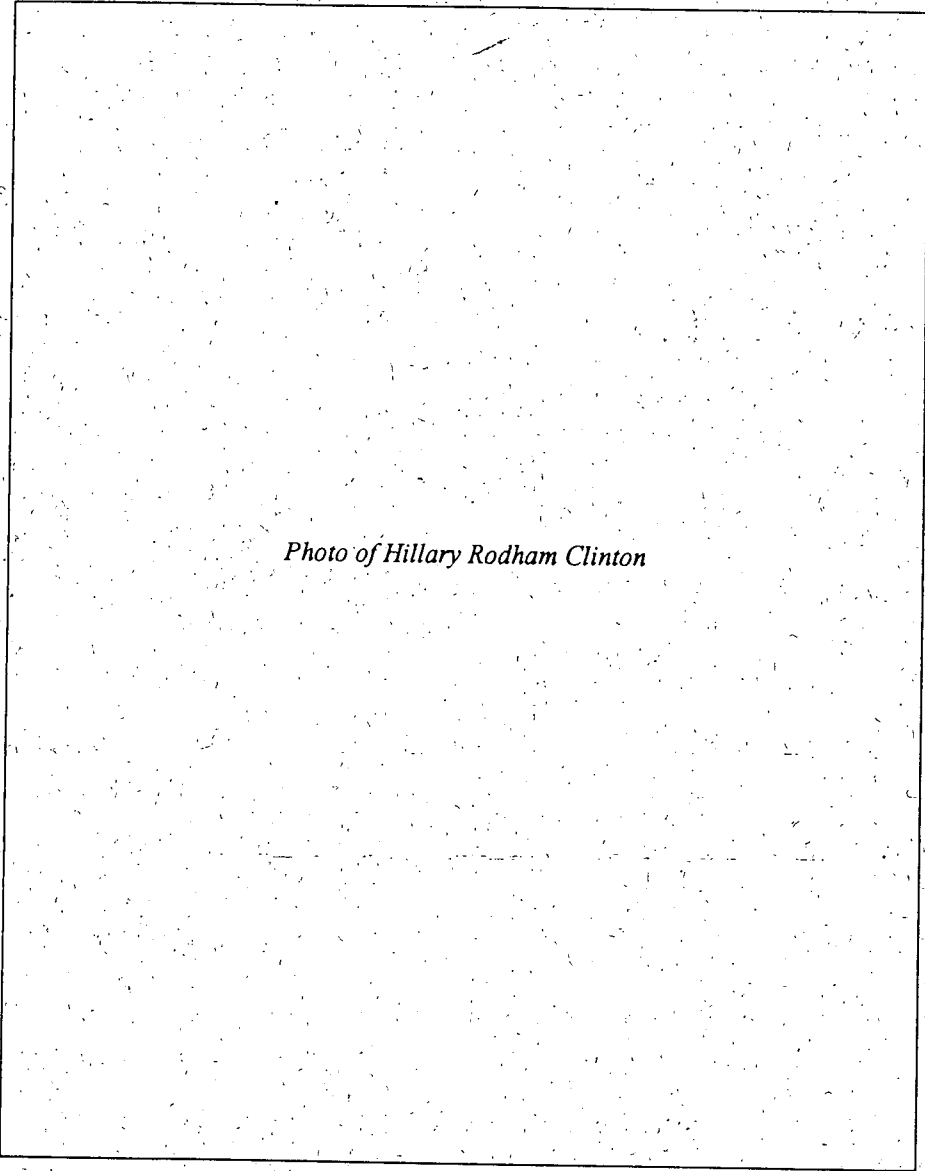
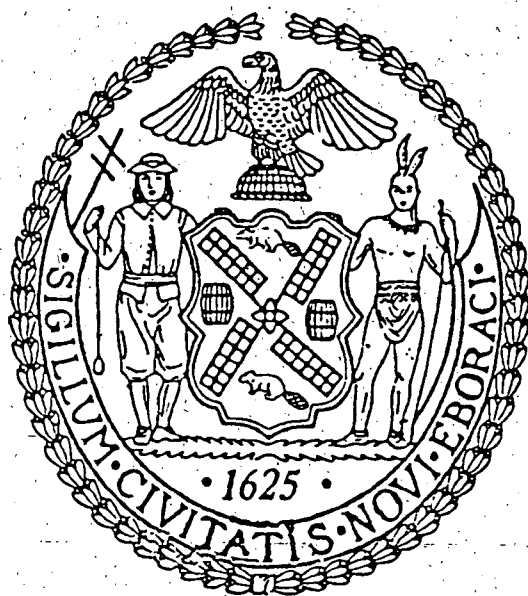


Photo of Hillary Rodham Clinton

Hillary Rodham Clinton
First Lady of the United States

Bio of Mrs. Rodham Clinton



Withdrawal/Redaction Marker

Clinton Library

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002. paper	Birthplace (Partial) (1 page)	n.d.	P6/b(6)
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COLLECTION:

Clinton Presidential Records
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FOLDER TITLE:

HRC [Hillary Rodham Clinton] /NYPD Women 8/11/94 [2]

2012-1004-S

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RESTRICTION CODES

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

- 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]
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[002]

Photo of Ms. Alair Townsend

ALAIR TOWNSEND
Publisher,
Crain's New York Business

Alair Townsend became publisher of Crain's New York Business on February 1, 1989. Crain's New York Business is a weekly newspaper covering the New York City economy and business community and the regional, national and international factors that affect them. This appointment follows a public service career in New York and Washington, D.C.

Ms. Townsend served as New York City's Deputy Mayor for Finance and Economic Development from February 1985 to January 1989. As Deputy Mayor, she was responsible for formulating and guiding the City's policies to encourage economic growth and the creation of jobs. She played a key role in the negotiations to keep NBC and Chase Manhattan Bank in New York City as well as developing incentive programs to retain scores of smaller firms.

Before becoming Deputy Mayor, she served three-and-a-half years as New York City's Budget Director, responsible for managing the City's expense and capital budgets, and was the first woman ever to hold that post.

Ms. Townsend is [REDACTED] P6/b(6) [REDACTED] a Phi Beta Kappa graduate of Elmira College, and holds a masters degree from the University of Wisconsin.

Before coming to New York City, she served in Washington, D.C. Among her posts were: Associate Director of the Budget Committee of the House of Representatives; Assistant Secretary for Management and Budget of the United States Department of Health and Human Services, where she was responsible for the administration of that agency's \$250 billion-a-year budget, and Staff Director of the Subcommittee on Fiscal Policy at the Joint Economic Committee of Congress.

She has written and spoken extensively on federal and local budgeting, national public welfare policy, and local economic development policy. Ms. Townsend has been the recipient of many awards including the 1989 Leadership Award from the New York City Building Congress.

Photo of Mr. Allan F. Hershfield

Letter of Greetings from Mr. Allan Hershfield

Day 1 - August 11, 1994

First Session, 0900 Hours

<u>WORKSHOPS</u>	<u>ROOM NUMBER</u>
1. Assertiveness: The Power To Say No	A542
2. Informal Communication.....	A543
3. Mentoring	A640
4. Impression Management.....	A641
5. Time Management : You Can Do It All	A642
6. Conquering Your Fear Of Public Speaking	A643
7. Violence And Domestic Abuse	B302
8. Domestic Relationships: Breaking Up Is Hard To Do	B303
9. Stress Management: Staying Healthy In A High Stress Environment	B304
10. Sexual Orientation In Policing.....	B306
11. Diversity: Together We Stand	B307
12. Courtesy And Professionalism On The Front Line	B309
13. Women In Command: Beyond The Glass Ceiling	B502
14. Women Working With Women.....	B503
15. Current Women's Health Issues	B504
16. Vocational Assessment: Do You Know Where You Are Going?	B506
17. Developing Leadership Skills	B508
18. Nutrition And Fitness	B731
19. Money Management.....	B734
20. Parenting In The 90's	B736

Day 1 - August 11, 1994

Second Session, 1045 Hours

WORKSHOPS

ROOM NUMBER

1. Assertiveness: The Power To Say No A542
2. Informal Communication..... A543
3. Mentoring A640
4. Impression Management..... A641
5. Time Management: You Can Do It All A642
6. Conquering Your Fear Of Public Speaking A643
7. Violence And Domestic Abuse B302
8. Domestic Relationships: Breaking Up
Is Hard To Do B303
9. Stress Management: Staying Healthy
In A High Stress Environment B304
10. Sexual Orientation In Policing B306
11. Diversity: Together We Stand B307
12. Courtesy And Professionalism
On The Front Line B309
13. Women In Command:
Beyond The Glass Ceiling B502
14. Women Working With Women..... B503
15. Current Women's Health Issues B504
16. Vocational Assessment:
Do You Know Where You Are Going? B506
17. Developing Leadership Skills..... B508
18. Nutrition And Fitness B731
19. Money Management..... B734
20. Parenting In The 90's B736

Working Groups

August 12, 1994

0830-1200

<u>WORKING GROUPS</u>	<u>GROUP</u>	<u>ROOM#</u>
Professional Development, Training And Evaluation Process	A	A542
	B	A543
	C	A640
What Can We Do About Domestic Violence?	A	A641
	B	A642
	C	A643
Differential Treatment, Assignments And Promotions	A	B302
	B	B303
	C	B304
Morale	A	B306
	B	B307
	C	B309
EEO, Discrimination, Sexual Harassment	A	B502
	B	B503
	C	B504
Employee Assistance	A	Haft Auditorium C-2nd Fl.
	B	Haft Auditorium C-2nd Fl.
	C	Haft Auditorium C-2nd Fl.
Child Care	A	B734
	B	B736
	C	B819
Facilities	A	B824
	B	B825
	C	B860
Civilian Issues	A	B506
	B	B508
	C	B731

AWARDS LUNCHEON

August 12, 1994

1200 - 1345

Mistress Of Ceremonies Dr. Ruth Westheimer

Greetings Donna Hanover Giuliani

Musical Selection Det. Kim Royster
P.O. Patricia Keating

Presentation of Awards Police Commissioner Bratton



Community Service Award
Office Aide 3 Belinda Dixon

Heroism Award
Detective Arlene Beckles

Achievement Award
Deputy Chief Gertrude LaForgia

*The Police Commissioner's
Women In Policing Award*
Ms. Pamela D. Delaney

Career Track Discussion

August 12, 1994

1400-1500

Moderators

Janet Tweed

Stephanie Pinson

Panelists

Joanne Jaffe
Captain, 9th Pct.

Robin Birnbaum
Lieutenant, 17 Pct.

Kathleen Cowan
Sergeant, 13 Pct.

Mary Ann Larsen
Police Officer, P.A.

Charina Martelli
Police Officer, PBMS Task Force

Madeline Rivera
Police Officer, 17 Pct.

CLOSING SESSION

August 12, 1994

1500-1600

Introduction Elsie L. Scott
Deputy Commissioner of Training

Guest Speaker Alair Townsend
Publisher, Crain's New York Business

Closing Remarks Elsie L. Scott
Deputy Commissioner of Training

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Rebecca Arliss, Fitness Instructor
Cardiovascular Unit

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123 Precinct

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Police Academy

Julia Bryant, President
Julia Bryant and Co., Public Relations

Normajeon D. Cesario, R.N.
South Beach Psychiatric Center

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Sgt. Roberto Donato
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Cheryl A. Fiandaca, Professor
John Jay College

Maureen Geoglis, Dept. Director
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N.Y.C. Transit Police Department

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Patricia Higgins, Group Vice-President
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Merrill Lynch

Audrey Kurtzman, V.P., Pvt. Client Grp.
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Lolita Lee, Certified Trainer
Fit by Design

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6th Precinct

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M.T. Pct. North

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Richard A. Topp
NYLIFE Securities

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O.E.E.O.

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P.O. Mary Ann Tese
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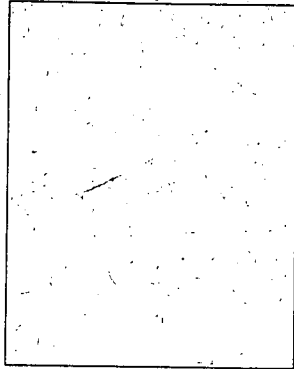
Dr. Mary Tramontin
Health Services Division

Planning Committee

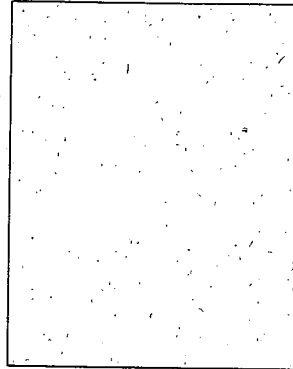
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Gertrude LaForgia Deputy Chief, Public Morals Division
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Judith Dynia Special Assistant to D.C.M.B.
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Jacqueline McShea Sergeant, Police Academy
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Lillian Braxton Detective, Office of Chief of Personnel
Vanessa Ferro Detective, Office of Chief of Department

Advisors

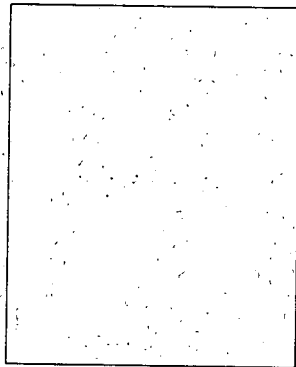
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Janet Tweed Gilbert Tweed Associates



TDS Diane W. Levin



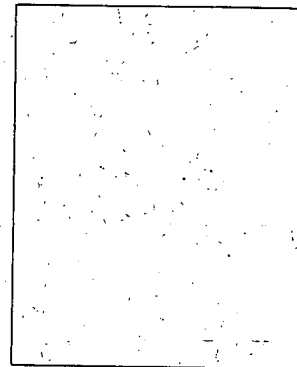
S.A. Barbara A. Eanes



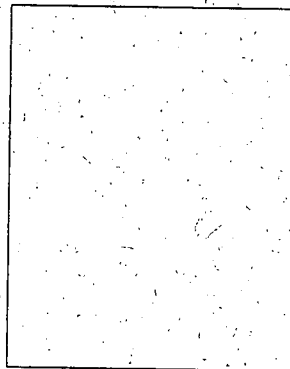
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P.O. Eileen T. McCambridge



P.O. Giovanni Porcelli

**This conference was made possible by a grant from
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**Ms. Pamela D. Delaney
Executive Director**

The New York City Police Foundation, Inc. is a tax-exempt organization dedicated to improving police services in New York City and to strengthening the relationship between the police and the public. The Foundation funds special programs within the Police Department not otherwise possible under the city's budget, undertakes innovative police-related projects, and provides information about police services.

The Businesswomen's Roundtable is designed to educate women executives about public safety issues, provide a networking opportunity for female police executives, and supply ongoing information concerning Foundation programs and objectives.

Special Thanks To:

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Fashion Institute of Technology

- Allan F. Hershfield, President
- Betty Levine, Facilities Coordinator
- Staff

International Association of Women Police

Walter Kaye

New York City Police Foundation

Businesswomen's Roundtable

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- Sally Goodgold
- Evelyn Lauder
- Gail Rosselot
- Carol Ruter
- Valerie Salembier
- Kay J. Wight

Office of the Deputy Commissioner of Training

- Community Policing Task Force
- Fiscal Management Unit
- Training Assessment Unit

Police Academy

- Ceremonial Unit
- Computer Training Unit
- Instructor Development Unit
- Reproduction Unit
- Video Production Unit
- Visual Aids Unit

Police Cadet Corps

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Sergeant Grace A. Telesco

Janet Tweed

Stephanie Pinson

Gilbert Tweed Associates

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New York City Police Department Values



**In partnership with the community
we pledge to:**

- **Protect the lives and property of our fellow citizens and impartially enforce the law.**
- **Fight crime both by preventing it and by aggressively pursuing violators of the law.**
- **Maintain a higher standard of integrity than is generally expected of others because so much is expected of us.**
- **Value human life, respect the dignity of each individual and render our services with courtesy and civility.**

2ND STORY of Level 1 printed in FULL format.

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Chicago Tribune

July 22, 1994 Friday, NORTH SPORTS FINAL EDITION

SECTION: NEWS; Pg. 2; ZONE: N; NEWSMAKERS.

LENGTH: 323 words

HEADLINE: NYPD PUTS UNDER WRAPS BRONX OFFICER WHO TOOK IT ALL OFF

BYLINE: From Tribune Wires.

BODY:

The New York City police department has its version of a fig leaf for the officer who posed with her badge for Playboy. It's called a desk.

Officer Carol Shaya will be taken off her beat in the Bronx borough and transferred to a desk job because other female officers have been catching a lot of flak from the public since the "NYPD Nude" issue appeared.

"(They) complained that they were taking verbal abuse responding to jobs, asking whether they were (Shaya) or if she was going to be coming," Deputy Commissioner John Miller said Wednesday.

The department is considering disciplinary action against Shaya for wearing parts of her uniform in the photos. Penalties range from loss of vacation days to dismissal.

The unabashed officer is busy on the TV talk show and autograph-signing circuit. She has hired a lawyer to fight any department action.

SCULPTOR'S OUTPUT DRAWS COURT ORDER

Rhode Island's Supreme Court ruled sculptor Felix de Weldon must stay out of his cliffside mansion until he can prove his toilets aren't pumping raw sewage into Newport Harbor.

The 77-year-old creator of the Arlington, Va., monument depicting Marines raising the flag at Iwo Jima was found in contempt of court this year after state environmental officials photographed human waste, laundry detergent and other material coming out of a pipe from his estate.

De Weldon appealed to the high court and lost last week. The sculptor is in California seeking unspecified medical treatment and looking for money for the sewage problem, said his lawyer, David Cicilline.

EAVESDROPPING

"I don't think Gene was too happy with some of the characters on the original. In a way, he was a perfectionist."

James Doohan, Scotty in TV's original "Star Trek" series, who thinks he knows why creator Gene Roddenberry covered some of the same ground in early episodes



OFFICE OF THE POLICE COMMISSIONER
ONE POLICE PLAZA • ROOM 1400

MEMORANDUM

To: Patti Solis, Director of Scheduling,

From: Joan Brody, Special Assistant to the Police Commissioner
for Intergovernmental Relations

Date: July 29, 1994

Re: 1994 Women In Policing Conference, August 11, 1994

I am attaching information about the first day of the 1994 Women In Policing Conference. Everyone is thrilled that the First Lady will be attending.

Deputy Commissioner for Training, Elsie Scott, has a large staff planning the conference. Please do not hesitate to contact Commissioner Scott if you have any suggestions or questions. Moreover, please refer all advance staff to her office. Commissioner Scott's office will be able to provide all the logistical details you, the advance team and Secret Service need. Deputy Commissioner Elsie Scott can be reached at (212) 477-9746. (I will continue to work with Jose Cerda on the First Lady's briefing materials.)

Thank you again for your assistance. I hope you will be able to make it up here for the conference. Please let me know if I can be of further assistance on this or any other matter. I will call you next week with a few questions and ideas the Police Commissioner wanted me to run by you. I look forward to seeing you in August or on your next trip to New York City.

New York City Police Department Women in Policing Conference Schedule

Day 1 - August 11, 1994

0888-0900	Registration/Continental Breakfast
0900-1030	Workshops
1030-1045	Break
1045-1215	Workshops
1215-1315	Lunch
1330-1600	Plenary Session and Reception

NINTII ANNUAL WOMEN IN POLICING CONFERENCE NEW YORK CITY POLICE DEPARTMENT

The Ninth Annual Police Commissioner's Women in Policing Conference is tentatively slated to be held on August 11-12, 1994.

This Conference builds upon the tradition that was started in 1985 when Police Commissioner Benjamin Ward sponsored the first Women in Policing Conference. The Department has continued to sponsor the Conference because even though the number of women has increased, women are still disproportionately affected by certain problems or conditions such as sexual harassment. By addressing these concerns and working to fully integrate females, the Department as a whole will be improved.

The Conference will be held over a two-day period with the first day devoted primarily to training and the second day devoted to preparation of an action plan on women's concerns. The training sessions will be facilitated by academics, persons from the business community and law enforcement personnel. The action plan will be based on issues that are identified by women prior to the Conference. It is expected that the issues will be refined during working group sessions on the second day of the Conference. Information from the groups will be used by the Women in Policing Conference staff and one or two members of each working group to draft an action plan that will be submitted to the Police Commissioner.

The purpose of the Conference is to bring together members of the service to discuss issues of concern to women and to lay the groundwork for an action plan on women's issues. The objectives are:

- to share ideas and information
- to encourage skill development and professional growth
- to promote the expansion of the role that women play in the Department
- to promote a partnership between policewomen and women from other occupations.

The theme selected for the Conference is "Empowerment Through Professional Development." Approximately 500 persons--males and females, civilians and uniformed personnel, from all ranks and titles, will be invited. Most attendees will come from the New York City Police Department, but slots will also be designated for persons from the Housing and Transit Police Departments.

A committee, chaired by Deputy Commissioner Elsie L. Scott, has been established to assist the staff with Conference planning. The staff will carry out the daily operations of coordinating the Conference.

THE CRIME BILL CONFERENCE REPORT

Congress has moved one important step closer to passing comprehensive legislation that will help make our neighborhoods, our homes and our families safer from crime. The Crime Bill contains the central elements of President Clinton's balanced anti-crime strategy -- more policing, more punishment, and more prevention. As the President said, it is "the toughest, largest, smartest Federal attack on crime in the history of our country."

MORE POLICE

100,000 More Police

The legislation will put 100,000 new police officers on the streets, walking the beat, working with citizens to prevent and solve crimes. Through "community policing" we can combine an increased police presence with the development of partnerships with communities -- to create safer neighborhoods.

The plan to put 100,000 police officers onto America's streets represents an almost 20% increase in the number of police officers nationwide. Half of the 100,000 new police will go to large cities and counties (over 150,000 persons); the balance will go to smaller cities and rural areas.

Law Enforcement Scholarships

The Crime Bill will improve the training of current and future police officers, and help recruit more officers to work with their communities. The Police Corps, similar to the ROTC program, will provide funds to individuals who are committed to joining police departments after graduation; another program provides scholarships to men and women already serving as police officers.

Assault Weapons

The Bill makes our police officers safer on the street by banning 19 listed weapons, copycats, and other clearly-defined semi-automatic guns, that are weapons of choice of drug dealers, gang members, and mass murderers. The Bill expressly protects over 600 other weapons from being regulated.

Kids and Guns

This provision makes it illegal for kids to carry handguns, except with parental authority.

Federal Agents

The bill funds hundreds of additional Federal law enforcement agents, at the FBI, DEA, and BATF.

Border Patrol

While strengthening immigration laws, the Crime Bill will also provide the resources necessary to enforce them. These measures include funding for an additional 1,000 Border Patrol agents, and funding for reforms to speed alien deportation.

MORE PUNISHMENT

Three Strikes and You're Out

The President's "Three Strikes and You're Out" life imprisonment provision will keep off the streets those career violent offenders who do the most harm to society.

Death Penalty

The Crime Bill will reinstate the Federal death penalty for the most heinous of crimes, such as killing a Federal law enforcement officer.

Prisons

States will receive \$9 billion to help keep violent criminals and criminal aliens behind bars. Measures include a prison grant program which will help states lock up violent offenders quickly and efficiently as well as encourage them to improve their criminal justice systems by adopting "truth in sentencing" provisions. \$1.8 billion of this funding will reimburse states that incarcerate criminal aliens.

Truth in Sentencing

A total of \$6.5 billion in prison funding has some "truth in sentencing" requirements, with 40% of the funds set aside for the states that meet the most rigorous standards for jailing violent offenders for their full sentences (such as insuring that second offenders serve 85% of the time sentenced).

Drug Courts

Drug Court programs will support intensive court supervision of drug dependent defendants to provide the carrot-and-stick approach that can help them beat their addiction.

Youth Crime and Violent Young Offenders

The Crime Bill includes smart incarceration programs and tough alternative approaches, such as boot camps that provide the discipline and training necessary to deter young people from embarking on a life of crime, and discretionary authority to prosecute hardened young criminals, 13-years-old and above, as adults for serious violent offenses. The Bill also funds secure detention facilities for violent juvenile offenders.

Rural Crime

Special provisions will combat rural crime, by putting more police officers in rural areas, and by specifically targeting funds to reduce drug trafficking, gang and domestic violence in rural communities.

Safety Valve

While insuring that violent offenders serve longer terms, the Bill also sensibly insures that non-violent drug offenders do not tie up prison cells that could be used for more dangerous criminals.

MORE PREVENTION

Ounce of Prevention

Prevention programs in the Crime Bill will help steer young people away from crime and drugs and, as the President often says, "give them something to say 'yes'" to. The Ounce of Prevention Council and programs will help effectively coordinate and integrate the delivery of the Federal Government's new youth development and youth oriented crime prevention initiatives.

Y.E.S.

The President's Youth Employment Skills program, "Y.E.S.," will provide young people with job training and work opportunities in hard-hit, high-crime areas.

Community Schools

The Community Schools Program will give grants to community groups to keep schools open after hours and on weekends, so kids will have a place to go and stay out of trouble.

Violence Against Women

The Violence Against Women Act will increase Federal resources available to combat sexual and domestic violence, through education programs, law enforcement training and a national domestic violence hotline. The bill will also mandate higher penalties for perpetrators of gender-motivated crimes and strengthen victims' rights.

Local Partnership Act

The Local Partnership Act will provide grants to thousands of American cities to fund health and educational crime prevention programs.

Model Intensive Grants

The Model Intensive Grant Program will fund comprehensive crime prevention programs in chronic, high-intensity crime areas.

Gangs Prevention

The Gang Resistance Education and Training program ("G.R.E.A.T."), already a proven success, will help kids fight the allure of gang membership. Also, a Midnight Sports Program will prevent youth violence by getting kids off the streets and teaching them sportsmanship, teamwork and conflict resolution.

Police Partnerships

The Police Partnerships for Children program will encourage police officers to make a difference in young lives by becoming involved with children and family services agencies that deal with at-risk children.

PAYING FOR THE CRIME BILL ... AND THE NEED FOR ACTION

By reinventing government and focusing our priorities, we will make the money necessary to achieve these goals -- without increasing the deficit or raising new taxes. With the savings realized by the elimination of more than 250,000 Federal Government jobs, the Crime Bill will set up a \$30 billion Violent Crime Reduction Trust Fund to pay for the comprehensive police, punishment and prevention programs authorized in the anti-crime legislation.

- On Thursday, President Clinton, Attorney General Reno, Secretary Bentsen, Drug Director Brown -- and hundreds of police officers from around the country -- held a rally at the Department of Justice to celebrate the completion of the Crime Bill Conference Report and to urge the House and Senate to swiftly pass the comprehensive anti-crime legislation.

- The President said:

"Let's not forget that the bill is not a law. It has been voted out of a conference committee. The House must vote a rule to permit it to come to the vote. Then the House and Senate must pass it.

"It is urgent that we send the message out of this meeting that not only the law enforcement community, but the American people want a 20 percent increase in the police forces in this country, 100,000 police, that you want the tougher punishment, that you want the capacity for imprisonment, that you want the prevention funds, that you want the assault weapons ban, that you want the ban on teenagers owning guns, that you want the protection for women against violence, that you want the schools to be safer -- that you believe the Crime Bill makes sense because it deals with the problem in a human, intelligent, and firm way. And it gives us a chance to come together again as a people.

"Let's go pass the bill!"

100,000 COPS ON THE BEAT

20% INCREASE IN AMERICA'S POLICE FORCE

The President's 100,000 cops on the beat program will increase the nation's police force levels by nearly 20%.

EXCHANGING BUREAUCRATS FOR COPS

The program authorizes \$8.995 billion over the next 6 years to expand community policing and is paid for by shrinking the federal workforce by about 100,000 positions.

EQUAL SPLIT BETWEEN LARGE AND SMALL CITIES AND TOWNS

The money will be equally divided between large and small cities: half to cities with populations above 150,000, and the other half to cities and towns under 150,000. About 5% of total funds, or approximately \$450 million, will be available for technical assistance and evaluation.

USE OF FUNDS

Hiring and training. At least 85% of the grant funds must go to hire, rehire, and train new police officers. These funds may be used for grants to recruit and hire former members of the Armed Forces to serve as community policing officers, particularly in communities where a military base has closed.

Redeployment -- overtime, new equipment, special training, etc. At the Attorney General's discretion, the remainder -- up to 15% -- can be used to promote community policing in other ways: redeploying existing officers (i.e., through overtime, new equipment, etc.), developing new technologies, offering specialized training to officers, supporting related community group efforts, and coordinating other Federal anti-crime initiatives with local policing plans.

Help for Mayors with special circumstances. For the first three years of the program, cities can use some of the money from the 85% hiring pot for innovative strategies to redeploy existing officers, so long as they can demonstrate that doing so will put more police on the street.

APPLICATION REQUIREMENTS AND GRANT AWARDS

Jurisdictions must file an application with the Department of Justice. Each application must include a long-term strategy and implementation plan. Policing grants will be awarded on a competitive basis for 3 to 5 years, with a declining federal match that will average between 50% and 75%, depending on a city's size and salary levels. The federal share is limited to a total of \$75,000 per officer over the life of the grant. Cities with higher costs or limited resources may apply for a waiver of the federal match.

COMMUNITY POLICING Q&A's

- Q: Isn't the Community Policing component in the crime bill just a "drop in the bucket" proposal that sounds good but has little effect?**

Putting 100,000 police officers onto America's streets is not a token proposal. Community Policing is at the heart of the President's anti-crime strategy because he knows that officers working in partnership with neighborhood residents works. The plan represents a twenty percent increase in the current number of local police officers nationwide. The nearly \$9 billion requested by the President for this program will enable the Administration to assist every needy police department in the country.

- Q: How does 100,000 officers change current law enforcement resources?**

Of the 504,000 police currently in service, up to 380,000 work at the street-level. 100,000 new community police increases the number of street-level cops by more than 25%.

- Q: Will the big states and urban communities wield their influence and win all of the resources to the exclusion of smaller states and cities?**

The plan protects smaller states and communities by guaranteeing each state a significant minimum-level of community police funding. (The House version guarantees at least \$20 million to every state and the Senate version promises \$48 million for new police officers). This guarantees that a small city like Smyrna, Georgia with a total police force of 78 could receive 15 or more officers under the program, and a similar 20% increase in the New York City police force could mean as many as 6,000. All communities will be eligible.

- Q: Even if there is a minimum-level of community police funding, isn't it true that the plan mandates that local jurisdictions match the federal contribution by at least 25% -- effectively eliminating many communities from the program?**

The key to the President's plan is flexibility. The Attorney General is provided with sufficient authority to waive or modify requirements which might otherwise preclude participation by cities which have been hard hit by both crime and economic dislocation and are struggling financially. Not only can the Attorney General choose to waive the matching fund component, but she could also choose to waive the cap on the federal level of funding for salary and benefits per officer. Again, the President's anti-crime strategy emphasizes flexibility to meet the needs of all communities.

- Q: Under the proposal will police actually get to where they are most needed?**

The President's plan is a competitive discretionary program, which means that jurisdictions will be able to request the amount of support for whatever number of additional police officers they actually need to effectively control crime --some may need a 20% increase, some more, some less, depending upon their individual needs.

- Q: What evidence is there to support the Administration's view that**

community policing works and that law enforcement wants such a program?

The Administration has the Policing Hiring Supplement Program in effect. Already thousands of Mayors and Police Chiefs have applied for community policing grants under this program. To date, 250 communities have received grants for 2023 new police officers. But the demand is so great that the Department of Justice cannot accommodate 9 out of 10 applications due to the program's limited funds of \$150 million. Ask most any mayor or police chief if community policing works and they will say yes, and ask where they can sign up. The Crime Bill would allow the Administration to respond to the urgent demand.

Q: How does a state apply for the community policing grant?

The State must file an application with the Department of Justice. Each application must include a long-term strategy and detailed implementation plan that was developed in consultation with community groups and appropriate private and public agencies. The application must further include a number of factors which seek to determine the impact such a program will have on that State or community. Some of these factors include a showing by the applicant of a specific public safety need; it must explain why the applicant cannot address that need without Federal assistance; identify other governmental and community initiatives which complement or will be coordinated with the proposal; assess the impact, if any, of the increase in police resources on other components of the criminal justice system; just to name a few.

Q: Do these requirements apply to every applicant?

If an applicant is a local law enforcement or government entity with jurisdiction over areas with a population of less than 50,000, (and thus may lack some of the resources to do a sophisticated grant proposal) the Attorney General has the authority to waive one or more of the application requirements. She may make special provisions to expedite the submission, processing and approval of such an application.

Q: Are the grants just for hiring new officers, and won't their training and initiation be cost prohibitive?

Not only can grants be used to hire and train new law enforcement officers, but it can also be used to rehire law enforcement officers who were laid off as a result of tough economic times. Furthermore, the President recognizes the tremendous resource we have in the men and women who have served our country in the armed forces but, due to military base closings and the general downsizing of the military, have been let go. They represent ideal candidates to participate in community policing and this further assists those communities who were adversely affected by such base closings. It makes good sense.