

N.A.W.L.E.E

National Association of Women Law Enforcement Executives



OUR MISSION

THE NATIONAL ASSOCIATION OF WOMEN LAW ENFORCEMENT EXECUTIVES (NAWLEE) IS THE FIRST ORGANIZATION ESTABLISHED TO ADDRESS THE UNIQUE NEEDS OF WOMEN HOLDING SENIOR MANAGEMENT POSITIONS IN LAW ENFORCEMENT.

OUR MISSION IS TO SERVE AND FURTHER THE INTERESTS OF WOMEN EXECUTIVES AND THOSE WHO ASPIRE TO BE EXECUTIVES IN LAW ENFORCEMENT.

Leaders are called to stand in that lonely place between no longer and not yet and intentionally make decisions that will bind, forge, move and create history. We are not called to be popular. We are not called to be safe. We are not called to follow. We are the ones called to take risks. We are the ones called to change attitudes, to risk displeasures. We are the ones called to gamble our lives for a better world.

Mary Lou Anderson, House of Delegates Address April 1970.

NAWLEE CONFERENCE 2012

We are pleased to announce that the 17th Annual NAWLEE Conference, "Professional. Powerful. Progressive.", will be hosted by the Austin Police Department, August 1-5, 2012. The National Association of Women Law Enforcement Executives (NAWLEE) hosts an annual training conference each summer that is attended by women from local, state,

federal, and international law enforcement agencies from around the world. Please mark your calendars and "save the date" for a remarkable conference of professional, powerful, and progressive female law enforcement leaders to be held in the vibrant city of Austin, TX on August 1-5, 2012 at the beautiful downtown Omni Hotel.

MESSAGE FROM THE PRESIDENT

“It depends on us. . . Another year lies before us like an unwritten page, an unspent coin, an unwalked road. How the pages will read, what treasures will be gained in exchange for time, or what we find along the way, will largely depend on us.” -Esther Baldwin York

I would like to wish all NAWLEE members a happy and healthy 2012, and take this opportunity to thank you for your support of our organization.

I would like to reflect on and recognize a noteworthy event which occurred for NAWLEE in the latter part of 2011: During the IACP Conference on October 24th NAWLEE hosted the “Women in Leadership Breakfast”. The breakfast was well-attended and included several current members, non-members and sister organizations (Women in Federal Law Enforcement, European Women’s Network, International Association of Women in Law Enforcement). It was our good fortune to have several breakfast attendees sign up on the spot for NAWLEE membership. This opportunity broadened our international memberships from places such as Kenya, the Bahamas and Brazil. Several memberships were also collected from attendees in federal agencies such as the FBI, ATF, and Federal Reserve Bank. We received very positive feedback from those attending who noted the networking opportunities that were built into the program as well as the “NAWLEE Insights” provided by NAWLEE 2nd V.P. Kristen Ziman and long-time member Chief Barbara O’Connor. In addition, I would be remiss if I did not once again recognize Motorola and Jackie Wasni for not only their sponsorship of this event, but for continuing to be our stalwart sponsor and supporter over the years. They continue to amaze, motivate and inspire.

Moving to 2012...*It does depend on us*, all of us, in a collective and collaborative effort, to move this organization forward and to assist others in

reaching their fullest potential. Become involved... through assisting with or volunteering on a committee, participating in the Mentoring Program, or being an overall ambassador for NAWLEE. Our interest in mentoring and supporting each other goes directly to the heart of what our organization is all about: In giving of ourselves, we receive reciprocal support and experience the satisfaction that comes with knowing we are assisting others in discovering their capabilities and reaching their goals, thereby sustaining the continued success of women in executive level positions.



If you haven’t already reached out to someone, there is no time better than the present to encourage and endorse another... *write those pages* and you, too, will reap the rewards commensurate with leaving an important, lasting, and valuable legacy.

This is also a good time to talk about the NAWLEE/Motorola Women Law Enforcement Executive of the Year (WoLEEY) award. This year marks the 10th anniversary of the award, and now is the perfect time to take the opportunity to nominate one of the many amazing and inspiring women who have accomplished great feats in their careers and have made a difference in furthering the interests of women in law enforcement. Please find the nomination criteria and nomination form posted in this newsletter and on the NAWLEE website. Once again, Motorola has offered to commemorate this special occasion by recognizing the 10th award winner at the 17th Annual NAWLEE Conference in Austin, TX, August 1-5th 2012, and inviting the past nine award recipients to join us for the celebration.

This will be a very exciting event which will provide opportunity to share in the moment with our extraordinary pedigree of previous award winners who have inspired and paved the way for all of us as individuals and as an organization:



MESSAGE FROM THE PRESIDENT: CONTINUED.

2011 Chief (Ret.) Val Demings - Orlando (FL) Police Department

2010 Chief Ellen Hanson - Lenexa (KS) Police Department

2009 Chief Jane Castor - Tampa (FL) Police Department

2008 Lieutenant Colonel Genny May - Louisiana State Police

2007 Chief (Ret.) Patty Jaye Garrett Patterson, Sumter (SC) Police Department

2006 Chief (Ret.) Mary Ann Viverette, Gaithersburg (MD) Police Department

2005 Captain Lianne Tuomey, University of Vermont Police Department

2004 Chief (Ret.) Betty Kelepecz, San Diego Port Authority Police Department

2003 Chief Susan Riseling, University of Wisconsin Madison Police Department

I am pleased to share that the NAWLEE Spring Board Meeting will be held in Schaumburg, IL, during the second week of February. The NAWLEE Board will meet to further examine and improve upon our organization's Strategic Plan. We have posted the initial working copy of the NAWLEE Strategic Plan on the website for your review. Some of the items in the plan are already being worked on and implemented, and we will provide updates to this living, breathing document as we forge ahead. I encourage your feedback and participation in forwarding me any ideas or comments you may have in moving the organization forward.

In closing, I do hope that each of you takes the opportunity to become involved in our organization, and I encourage you to make plans now to attend and participate in all the activities, networking and quality training that the 17th Annual NAWLEE Conference has to offer. If you have any ideas or suggestions on how to further the success of our organization, please feel free to contact me at dlayman@lenexa.com.

Lieutenant Dawn Layman

Lenexa Police Department

NAWLEE President



"...OUR DEEPEST FEAR IS NOT THAT WE ARE INADEQUATE. OUR DEEPEST FEAR IS THAT WE ARE POWERFUL BEYOND MEASURE. IT IS OUR LIGHT, NOT OUR DARKNESS, THAT MOST FRIGHTENS US. WE ASK OURSELVES, WHO AM I TO BE BRILLIANT, GORGEOUS, TALENTED, FABULOUS? ACTUALLY, WHO ARE YOU NOT TO BE? YOU ARE A CHILD OF GOD. YOUR PLAYING SMALL DOESN'T SERVE THE WORLD. THERE'S NOTHING ENLIGHTENED ABOUT SHRINKING SO THAT OTHER PEOPLE WON'T FEEL INSECURE AROUND YOU. WE ARE ALL MEANT TO SHINE, AS CHILDREN DO. WE WERE BORN TO MAKE MANIFEST THE GLORY OF GOD THAT IS WITHIN US. IT'S NOT JUST IN SOME OF US; IT'S IN

EVERYONE. AND AS WE LET OUR OWN LIGHT SHINE, WE UNCONSCIOUSLY GIVE OTHER PEOPLE PERMISSION TO DO THE SAME. AS WE'RE LIBERATED FROM OUR OWN FEAR, OUR PRESENCE AUTOMATICALLY LIBERATES OTHERS."

'A Return To Love' (1992) by Marianne Williamson quoted by Nelson Mandela in his inaugural speech

MESSAGE FROM THE EXECUTIVE DIRECTOR



“A Day of Honor”

We're often reminded what an honorable and noble profession law enforcement is. I was reminded of it more than ever last week. I was invited to bring my Dad to the Newark, New Jersey Police

Department to get a new ID card. My Dad Joe is a retired Deputy Chief from the City of Newark, NJ where he served for 28 years prior to his retirement in 1976. He is 87 years old and recently met Newark's Police Director Sam DeMaio who contacted me to invite my Dad to come to get a new ID card because my Dad's card was outdated and obviously worn. My Dad was so honored by Director DeMaio's most gracious invite, so I took my Dad to the Newark Police Department where we were greeted with “red carpet” treatment. My Dad got his new ID and had some photos taken with Director DeMaio. What was most memorable was all of

the officers who came up to my Dad to ask him about his time as a police officer and listened to his stories of the old days. My Dad served proudly and was remembered as a good cop and great leader. Maybe it's a good reminder that we remember those who have retired and set a path for our future. I was reminded what an honorable profession it is to be a police officer and what a class act Newark's finest provided to my Dad who was so filled with pride. It's important that we are reminded of our devotion to duty each and every day and that even in retirement we are still a part of the sisterhood & brotherhood of the law enforcement community. Too often, police departments honor their members when they have passed with honor guards and an overwhelming presence at their funeral, so it's nice to know that someone as thoughtful as Director DeMaio thought to do this for my Dad. Many thanks to Director DeMaio and the fine women and men of the Newark Police Department for honoring one of their own with great dignity and class.

Rosanne “Roe” Manghisi

Executive Director - NAWLEE

HAVE YOU EVER CONSIDERED...

Have you ever considered presenting regional training that is co-sponsored by NAWLEE and your agency? NAWLEE will partner with you and your agency to provide training in keeping with the objectives and goals of the organization. Hosting regional training as a partner with NAWLEE provides your organization the opportunity to seek out available funding through NAWLEE, advertising and name recognition benefits. Hosting quality training is a very rewarding experience and fosters the objectives of NAWLEE in assisting others reach their fullest potential through training, networking and education. To learn more about this opportunity visit the NAWLEE website for NAWLEE Regional Training Protocol <http://nawlee.com/training/training.html>. You may also contact the Professional Development Committee Chair, and/or President Layman at dlayman@lenexa.com

NAWLEE WOMAN LAW ENFORCEMENT
EXECUTIVE OF THE YEAR AWARD

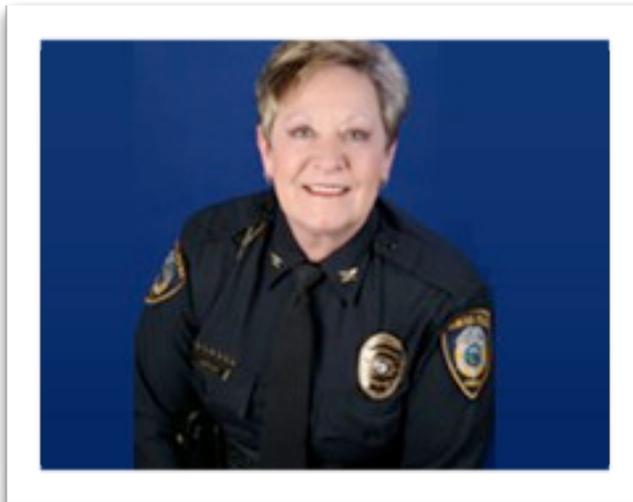
As one of the six founders of NAWLEE, I often talk to women in our profession about our original purpose for starting this organization. Our goal was to provide the support, training and experiences necessary to help develop women members of the law enforcement profession into the ranks of senior management. Our belief has always been that women have all of the tools necessary to compete at any level, but that we also have some special needs and abilities that should be recognized.

When Jackie Wasni and Motorola established the Woman Law Enforcement Executive of the Year award ten years ago, they took this one step farther by establishing a method to recognize women in our profession who have not only succeeded in their own careers, but have dedicated themselves to mentoring and helping develop other women law enforcement professionals. Many of our members are leading agencies through difficult and challenging times

and provide lessons in character, integrity, innovation and leadership to the men and women who they command and these are the members who are deserving of being nominated for this important award.

This year I am serving as the chairperson of the NAWLEE Awards Committee and hope each of you will spend some time reflecting on the amazing women you work with and have contact with professionally. Then, please nominate any who you believe possess the qualifications listed on the nomination form and support the principals that make this such a great organization. This is a wonderful opportunity

to say thank you to them and recognize their contribution to the law enforcement community.



*Ellen Hanson
Chief of Police Lenexa, Kansas*

"Great leaders are almost always great simplifiers, who can cut through argument, debate, and doubt to offer a solution everybody can understand."
— General Colin Powell

"Leaders must be close enough to relate to others, but far enough ahead to motivate them."
— John Maxwell

The key to successful leadership today is influence, not authority.
-Kenneth Blanchard



WOLEEY AWARD CRITERIA

The Award will be presented at the 2012 NAWLEE Conference in Austin, TX August 1-5, 2012. The award is to honor a NAWLEE Woman Law Enforcement Executive who has made sustained and significant contributions to the field of law enforcement over the course of her career. Please take some time to consider the women leaders you have encountered and their special achievements and contributions. Such contributions encompass improvement in the advancement for women in law enforcement, innovation and creativity in problem solving, and the support of NAWLEE goals through leadership, mentoring, advocating and advising.

Nominations must follow the instructions provided and be submitted on or before the deadline of May 1, 2012. Information contained in nominations is subject to verification by the Awards Committee.

Eligibility/Nominating Criteria:

- 1) Active executive member NAWLEE for at least one year from the date of submission.
- 2) Complete nomination and post mark or email (encouraged) by deadline – May 1, 2012.
- 3) Nominated by anyone with knowledge of Nominee's qualifications.
- 4) Special achievements and/or contributions to improving the quality of law enforcement.

Selection Criteria:

The Woman Law Enforcement Executive of the Year is a professional recognition of someone who has exhibited sustained extraordinary professional accomplishments. The nominations are assessed using the following criteria:

- 1) Impact on improving women's career paths and advancement in law enforcement.
- 2) Personal leadership and involvement achievements.
- 3) Innovation and creativity.
- 4) Measurable, observable special achievements and/or contributions to improving the quality of law enforcement.
- 5) Demonstrate support of NAWLEE goals through leadership, mentoring, advocating and advising.
- 6) Balance of results oriented performance with community satisfaction and employee perspectives.



WHEN I DARE TO BE POWERFUL - TO USE MY STRENGTH IN THE
SERVICE OF MY VISION, THEN IT BECOMES LESS AND LESS
IMPORTANT WHETHER I AM AFRAID.

AUDREY LORDE

WOMAN LAW ENFORCEMENT EXECUTIVE OF THE YEAR AWARD NOMINATION INSTRUCTIONS

The NAWLEE/MOTOROLA Woman Law Enforcement Executive of the Year will be awarded to someone who has exhibited sustained extraordinary accomplishment in her career. Feel free to consult others who have knowledge of the Nominee to complete the nomination. Nominations must be post marked or emailed by May 1, 2012 and include:

Nominee's Name:

Agency:

Address:

Title/ Rank:

Phone:

Length of Service in Current Position:

Length of Law Enforcement Services:

NAWLEE Membership History:

Nominator's Name:

Address:

Phone:

Please submit a narrative on the candidate's qualifications commenting on each of the following areas: leading change, leading people, results driven, business acumen and building coalitions and communications. Feel free to consult these definitions to assist you in describing the Nominee's accomplishments and contributions. Please limit your nominations to 10 pages. Electronic submissions are encouraged.

Leading Change: Shows creativity, initiative, flexibility, and innovation to produce results that are important to the service community. Indicate unusual vision in leading organizations or projects that have been successful.

Leading People: Demonstrates success in building and maintaining a Law Enforcement / Police work force that is diverse, well trained, highly motivated, and productive. Indicate how the nominee managed the capabilities of employees and other people to build a shared vision, aligned support for the vision, and motivated and encouraged people to work together to achieve significant results.

Results Driven: Exceptional record of achieving important program or organizational results. Indicate measurable, observable, special achievements and/or contributions to improving the quality of Law Enforcement.

Business Acumen: Has managed the organization's human, financial, material, and information resources in a manner that instilled the utmost public trust and advanced the organization's mission. Indicate specific business decisions and innovations that assisted in achieving or enhancing a departmental goal.

Building Coalition and Communication: Exhibited an unusual level of cooperation and effort with others, whether within the organization, community, or other agencies. Indicate the specific actions that made this possible.



Return to NAWLEE Awards Committee Chair Chief Ellen Hanson via email ehanson@lenexa.com or

Lenexa Police Department, 12500 W. 87th St., Lenexa, KS 66215

BAD ATTITUDES AND GLOWWORMS

COMMANDER KRISTEN ZIMAN | AURORA POLICE DEPARTMENT | 2ND V.P. NAWLEE



In my third grade classroom there was a poster on the wall that read:

*I wish I were a glowworm,
A glowworm's never glum.
'Cuz how can you be grumpy
When the sun shines out your
bum!*

I didn't understand what that poem meant until I was in my 20's, and I had an epiphany about attitude. I was partnered with a veteran officer and two hours into our eight hour shift, I began to realize that that there was not a single thing he enjoyed about his job or his life. Being assigned to ride with me was also a source of contention for him and he wasn't bashful about telling me so.

I found his disdain for life odd – especially given the fact that it was a beautiful summer day and the few calls we answered were relatively uneventful. As we patrolled the streets, I visualized a dark cloud exclusively over his head in contrast to the sunshine surrounding the rest of us and I laughed out loud as the glowworm poem popped into my head. It was at that moment that I started to understand the effect our attitude has on our entire existence.

Throughout my life, I have been bombarded with lessons about attitude. It's not what happens to us in life, but the way we respond that makes a difference. If you can't change a situation, you must change the way you see the situation. I understand these lessons on an intellectual level but conceptually, there are times I find it difficult to find the light when darkness seems to be so overwhelming.

As I gained more experience as a police officer, I began to understand how the metamorphosis from an optimist to a pessimist occurs. I became

distrusting of other human beings though not without reason. I had been lied to, spit on, and physically attacked while doing my job. I saw the evil human beings did to one another and started to become suspicious of motives all around me. There was a moment where I quietly challenged my decision to make this my career and I felt my own dark cloud begin to hover.

Because I've always been very analytical and self-aware [by my own estimation], I started to pay attention to the negativity of my co-workers and it suddenly became clear that the miserable ones seemed to feed off each other like vultures. They gravitated towards one another because they validated each other's thoughts and beliefs. They were always victims and they effortlessly found someone else to blame for all that was wrong. Never did they stop to look in the proverbial mirror and ask themselves if they might be part of the problem.

My favorite book is "Man's Search for Meaning" by Viktor Frankl. In his book, Frankl writes about his experiences in the concentration camps of Nazi Germany. He took particular interest in how some of his fellow prisoners seemed to endure and even thrive, while others gave up and laid down to die. From this, he concluded that, "everything can be taken from a man but one thing: the last of human freedom is to choose one's attitude in any given set of circumstances – to choose one's own way."

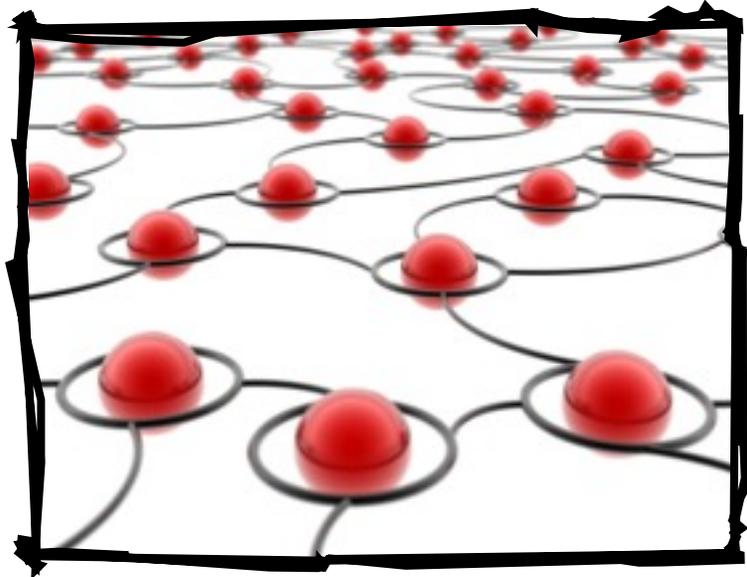
We all struggle in some way with things that are completely out of our control. But the way we gain control over these things – even if only attitudinally – is where our freedom lies. We don't have to experience torture in a concentration camp to apply Frankl's teachings to our own lives. We each have the freedom to make choices that liberate us from our self-imposed prisons.

If Frankl's story doesn't motivate you to choose the way you look at things, maybe you need to surround yourselves with more glowworms.

CAN YOU CONNECT THE DOTS IN YOUR CAREER?

LORI HENNON-BELL (RETIRED) LT. COL. NEW JERSEY STATE POLICE | CHIEF SECURITY OFFICER/VP PRUDENTIAL GLOBAL SECURITY.

“Connecting the dots” is a term I heard quite often after the September 11, 2001 terrorist attacks. As more questions were asked and further investigation was conducted, time and time again, I would hear if different agencies shared information it would have fostered better communication, understanding, and potentially could have disrupted the attacks. The late Steven Jobs presented a profound keynote speech at the Stanford University commencement in 2005. Though he spoke about many different experiences which led him on his life journey, he highlighted “connecting the dots” as a navigation tool to assist throughout life. He referenced looking at experiences and linking them together to provide the thread of progression toward your life goals. Noting that each of these experiences is connected to how you got to where you are and you can use them to plot your future goals.



How do you connect your dots? Are you taking advantage of your knowledge and experience to assist you in

meeting your goals? Have you taken the time to pause and be comfortable in how your “experience DNA” is unfolding? It is important to set your career goal(s) and identify the dots that will guide you towards achieving success.

Now is the time to focus on your strengths and weaknesses. Seek out the necessary steps to improve your areas for development. This is a process you control. You can identify training seminars, networking sessions, higher education opportunities, or any self development activity that will contribute to your personal growth. Another often

overlooked valuable opportunity is involvement in assisting non-profit organizations as a

method to gain additional management, organizational and leadership skills with the added bonus of giving back.

Lastly, always seek out a mentor. Someone who exhibits the qualities you most admire and would want to emulate. A mentor should be someone whom you

are comfortable talking with and can provide “big picture” guidance in preparing for your career advancement. No matter what level you have attained a mentor can give you the confidence to attain higher goals while also helping you to connect the dots.

Keep in mind the leaders that have inspired you as well as the experiences that have moved you. Each opportunity for you to take intelligent risks in stretching your knowledge, experience and self, reinvigorates your inner strength – it creates the path forward and more dots.

WHERE ARE YOU GOING?

CHIEF (RET.) KAREN SULLIVAN MA | CERTIFIED PROFESSIONAL COACH

Last week while having a discussion with a 40 something year old client he told me that he felt stuck. When I inquired a little more about what that actually meant, he told me that he was 45 and he wasn't sure that he was where he wanted to be in his life and career.

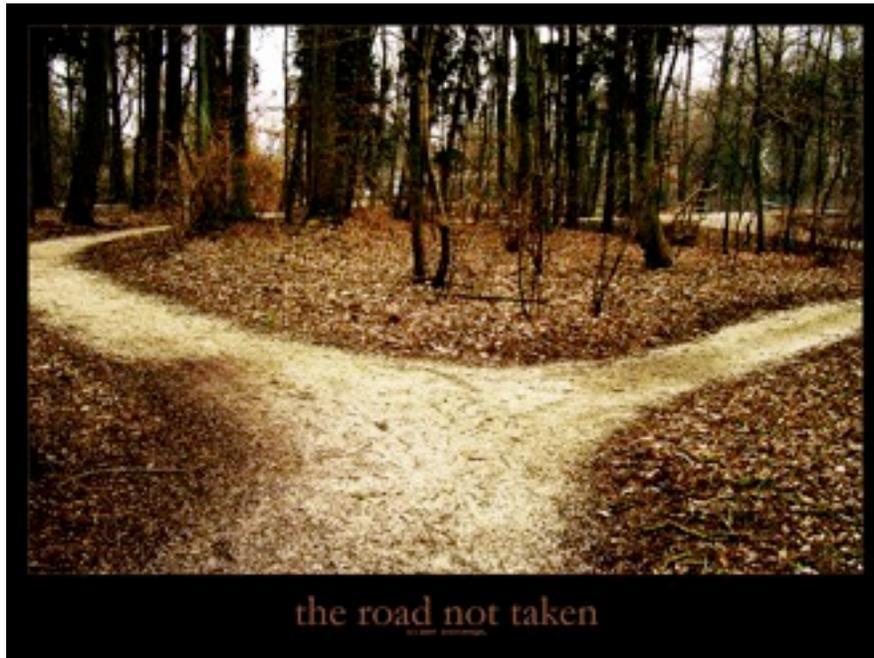
I asked where he thought he would be; there was a blank stare and a pause, he then said "I don't know". At the risk of sounding somewhat sarcastic, I congratulated him, and said "well you're exactly where you wanted to be", and then asked "where do we to go from here?" My

point, where do you want to be? And what are you doing to get there? What are your goals, what is your vision? How do you know the direction of the first step to take if you don't know where you want to go?

How about dreaming about the life you want to live and taking some real action steps to get there? You know the life filled with fun and passion, where you're doing work that matters to you and not just a job. How about

pouring your energy into the people that you love and the things that excite you? What would that look like? What would that feel like?

Instead of chasing the same old things that you don't want how



about going after what you do want. How about waking up in the morning and being grateful and blessed for what you do have, and not focusing on what you don't have. Don't get stressed about the traffic, be grateful that you have a car to get you to your job.

Perhaps the first step for you could be to make a small change, yes I said change and yes, I know the mere sight of change can be one of the scariest realities we face. When you are standing on

the edge of that change, you may have to take that deep breath to find ways to overcome the fear, doubt and apprehensiveness. What does your gut tell you? What works for one person doesn't work for another, that's okay, but one thing is certain, you

have to do something. Inaction will keep you stuck. So what would you do if you weren't afraid? I'm not telling you to quit your job today, to leave your relationship, to become a crocodile wrangler. I'm telling you to take a hard look at what you'd be doing if your fears didn't take over your life.

We all have a purpose. No, not all of us are golf pros's, rock stars, or CEO's. Think about what makes you feel alive. Then take a step in that direction. Then take another one, now another one, you see where we're going here right.... Keep going, even if you're afraid. It will pay off in more enjoyment more energy, and a more purposeful life.

THE DIANE SKOOG HONORARY SCHOLARSHIP



The Diane Skoog honorary scholarship will be awarded to a woman currently serving as Chief for her agency who is attending a NAWLEE conference for the first time.

Diane Skoog is the former Executive Director of NAWLEE who devoted 17 years to our organization. Diane is also the former Chief from Carver, MA where she served 25 years.

The awardee will be given conference fee (which includes 1 year's membership), 3 nites hotel (room & tax only), and airfare/travel credit up to \$400. All reservations will be handled by the Executive Director, Roe Manghisi. Selections will be made by Diane Skoog and other committee members. Interested parties should contact the Executive Director via email Info@nawlee.org along with their resume by May 31, 2012.

NAWLEE COMMITTEE CHAIRS

<p>Awards Committee Chief Ellen Hanson Lenexa (KS) Police Department ehanson@lenexa.com</p>	<p>Legislative Action Committee (Co-Chairs) Inspector Penny Fischer Michigan State University Fische15@msu.edu</p>	<p>Publication Committee Lieutenant Kristen Roman Madison (WI) Police Department Kroman@cityofmadison.com</p>
<p>Organizational Structure Committee</p>	<p>Chief Katherine Perez Assistant Chief – Law Enforcement Unit, Federal reserve Police Board of Governors of the Federal Reserve System Katherine.A.Perez@frb.gov</p>	<p>Commander Kristen Ziman Aurora (IL) Police Department kristenziman@mac.com</p>
<p>Membership Committee Lieutenant June Murphy Brookline (MA) Police Department Murphy521@comcast.net</p>	<p>Nominating/Search Committee Chief Susan Rockett Mexico (MO) Public Safety Srockett201@hotmail.com</p>	<p>Professional Development Committee Chief Barbara O'Connor University of Illinois boconnr@illinois.edu</p>



Please feel free to contact President Dawn Layman dlayman@lenexa.com or Executive Director Roe Manghisi info@nawlee.org or any committee chair listed above if you would like to serve on a committee or would like additional information. Serving on a committee is a great way to become involved in the NAWLEE organization, gain additional networking opportunities and provide insight into the future of the organization.



NAWLEE CONFERENCE, AUGUST 1-5, 2012, IN AUSTIN, TEXAS

LT. GENA CURTIS | CONFERENCE CHAIR



Welcome to 2012! Is your calendar marked for the upcoming NAWLEE Conference, August 1-5, 2012, in Austin, Texas? The conference is approximately 8 months away and will be here before you know it.

Conference Registration

<http://www.regonline.com/nawleeconference2012austintexas> please check out the Conference link and if you have not registered for the Conference please do so. The current cost for registering if you are a NAWLEE member is \$379.00.

The \$379.00 rate will be good through May 1st and then the rate will go to \$459.00. The conference registration fee includes transportation from the airport to the hotel and back again. To ensure that we capture all appropriate information please complete all registration questions.

Conference Curriculum:Thursday:

- ☉ Toxic Leadership with D.I.S.C. “Don’t be the person you hate to lead”
- ☉ Executive Response to Critical Incidents “Don’t just show up, there’s a lot to do”
- ☉ The Three Cultures Model “Explore new dimensions and develop tools”

Friday:

- ☉ Emotional Survival for Law Enforcement “Highs to lows and how to rebound”

Saturday:

(Off-Site Training)

- ☉ Body Farm – Texas State Univ. Forensic Anthropology Center
- ☉ Real Time Crime Center (RTCC) and Combined Transportation &
- ☉ Emergency Communication Center (CTECC)
- ☉ A.I.M. Systems Intermediate Handgun School (weapon provided)

(On-Site Training)

- ☉ Ethics “It’s more than just a healthy environment”
- ☉ Leadership Resources “Think beyond your own boundaries”
- ☉ Supervisory Liability “Know what your troops are doing”

Hotel Registration

If you have not booked your room with the Omni Hotel I strongly suggest you do so immediately. The conference rate is \$135.00 per night plus 15% tax for single or double. This rate is good for the dates of July 26 through August 11, 2012 and has to be booked by July 11, 2012. You can book your room by clicking on the hotel registration link http://www.nawleeconference.org/documents/hotel_registration.html.

NAWLEE CONFERENCE, AUGUST 1-5, 2012, IN AUSTIN, TEXAS

Complete the registration information to include a personal credit card even if your department is going to pay for the room eventually. The logistics of changing the method of payment can be done at a later date. If for some reason you have to cancel you will not be penalized; no cost associated with canceling. Please be aware that in Austin during the first week of August there are other conferences and hotel space is limited in the downtown area so it is best to book now and be safe then to wait until the last minute and not have a room in the host hotel.

This is an exciting year for the NAWLEE Conference. Not only is it being held in Austin, but it's the 10th Anniversary of the Motorola WoLEEY Award. The NAWLEE Motorola Woman Law Enforcement Executive of the Year Award (WoLEEY) has become the highlight of the formal ceremonies at the annual conference. This year on Friday, August 3rd, is uniform day and the formal ceremonies followed by the Motorola WoLEEY Award and Glass Ceiling Awards. Look for the next newsletter and the identities of the 9 previous recipients of this prestigious award. The Motorola evening event will be held at the fabulous Oasis on the Lake <http://www.oasis-austin.com/>.

In addition, Motorola has a huge surprise for some lucky attendees of this years Conference in Austin. Motorola is sponsoring a makeover for two attendees and maybe you will be chosen as a lucky recipient. Look for the next newsletter and more information to follow about this makeover.

For the new members and First Time Attendees there will be an afternoon session on Thursday, August 2nd. During this session the NAWLEE Executive board will speak about the NAWLEE organization, the mentoring program and what the attendee can expect from the conference.

Even if you're not an executive at this time in your department this conference and training will benefit you now and as you move up the organizational ladder. This is a great opportunity to learn, network and compare how your department is similar or different to others around the country. When you return to your department take back something new that you have learned and share it with others.

We look forward to seeing you in Austin, Texas. If you need any assistance please contact Lt. Gena Curtis, at Gena.Curtis@austintexas.gov or nawlee2012austin@yahoo.com .



“WE’RE NOT LEAVING”

KATHERINE A. PEREZ | ASSISTANT CHIEF-LAW ENFORCEMENT | UNIT BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM

On Thursday, November 10th I had the distinct pleasure to represent the NAWLEE Board at the Library of Congress’ American Folklife Center in Washington, D.C. for a lecture by Dr. Benjamin Luft. Dr. Luft, a professor of Medicine at the State University of New York at Stony Brook is the author of a wonderful book that tells the personal stories of 9/11 responders, titled “We’re Not Leaving”. The title of the book comes from the amazing story of one of NAWLEE’s own, Carol Paukner. Carol was in attendance at the lecture and spoke to attendees about her personal experience as one of the first Officers on the scene that fateful day. Carol answered numerous questions and was very moving as she detailed her thoughts and experiences.

For those of you who have not met Carol, she is an amazing woman who served as a New York City Transit Officer, assigned to the area of the World Trade Center on September 11, 2001. Carol was blown out of the building as the tower collapsed while she was trying to usher people out of the damaged structure. Although she was seriously injured and finding it hard to breathe, she continued to pull people from the devastation that surrounded her. Even after being told that more planes were

coming and that she should run, she stated, “We’re not leaving; that’s our job.”

Dr. Luft is the founder of the Long Island World Trade Center Medical Monitoring and Treatment Center which serves approximately 6,000 9/11 responders for a variety of physical and mental issues due to their work at the World Trade Center.

Additionally, Dr. Luft has collected the oral histories of responders for a project that will ultimately end up at the Library of Congress for future generations to hear directly from those who can tell their courageous stories of immense personal sacrifice from their perspective. Dr. Luft has established a website, www.911respondersremember.org where people can view excerpts from the interviews and learn more about this hugely important project. Dr. Luft continues to look for those first responders who were involved in the



events of 9/11. If you know of someone who can contribute to this historical project, please visit the website and let them know.

I know that all of us at NAWLEE are incredibly honored to know Carol Paukner and thank her for her selfless acts. I am honored to know her and to have her consider me a friend.



If you would like to make a submission to the April NAWLEE newsletter, please send contributions to KristenZiman@mac.com for consideration.