

NAWLEE

July 2010

Our mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement.



NATIONAL ASSOCIATION OF WOMEN LAW ENFORCEMENT EXECUTIVES



MESSAGE FROM THE PRESIDENT



Through my association with NAWLEE, I have had many conversations about why people become chiefs and how NAWLEE has helped them. Why they have dedicated their life

to law enforcement. During conferences we all share our experiences and training, what we have been doing in law enforcement, where we have trained, who we are, who we know, with whom we are associated, when we started our careers, and where we are going next. Today, I am asking, why. Why have we chosen law enforcement? Why are we doing this? And how can NAWLEE help in that process?

I have faith in NAWLEE and in the women who comprise the organization. Faith is not just a religious term. We all have faith in machines, like the airplanes we fly in. We have faith in the medical profession. We sometimes get medications from a doctor whose name we cannot pronounce, with a prescription we cannot read, and filled by a pharmacist we don't know. And we take the medicine. We have faith in certain people in our lives, like our children, our spouses, neighbors and friends, city council, or our employers.

We act on things every day on faith in others or machines or circumstances that we can't prove or may never have an answer on. I have faith in NAWLEE. This is a group of women I am proud to be part of, proud to fight for, able to make sacrifices for, and trust

that we are all working together in the best interest of all.

If you ever watched sheep, you will notice they are much focused on eating grass. They LOVE it. They graze constantly barely lifting their head. They graze for hours, moving about wherever they see grass that is nearest to them. They have no plan or goal. When they are full, that is when they finally look up and are shocked (as shocked as sheep get) that they don't know where they are or how they got there or how to get back to the flock or where they should be.

Sometimes people stay in that same head down, grazing rut, without ever asking "where am I?" Is this where I am supposed to be? Are we working as effectively as we could be? Could I be doing something better for myself or for NAWLEE? Is there a change I should be making?

This past year has been full of discovering new routes, making adjustments in our course, and seeking out ways to better serve the organization. We have set goals and attained them. We have done our best to fulfill the mission of NAWLEE with which we were tasked. We hope that we have made a positive contribution to your careers through our work and leadership in NAWLEE. Finally, I challenge each of you to consider how you can use what you learn from NAWLEE to make a positive contribution to your community, your department, or those you supervise.

Thank you for a great year and for the opportunity to serve this great organization! It has been an honor.

Susan Rockett

Executive Director's Report

By Chief Diane Skoog, Ret.



Our annual conference is fast approaching and the Board is anticipating another great conference. Undersheriff Sharon McDonald and her Administrative Assistant Susan Cerniglia have

been working hard all year to put together an educational and fun time for all.

This year's conference is jammed packed with things to do, places to go and people to see – so don't miss it!! You can check out the conference schedule on our web site.

Although the Board has monthly conference calls to conduct NAWLEE's business, we decided not to do a separate strategic planning session this year. We will arrive a few days early in New Jersey to hold the planning session ahead of the official opening of the conference.

This has been a busy year for us – as usual! The Board, with the generous help from Jackie Wasni and Motorola, decided to support the Los Angeles Women Police Officers Association's publication of a book honoring women in policing. The book is called: 100 Years of Women in Law Enforcement. Motorola's generosity enabled

us to take an ad out in this very worthwhile publication. A copy of this book will be mailed to many police agencies and female law enforcement organizations in the United States when completed.

President Rockett attended, among other things in NAWLEE's behalf, Chief Jane Castor's NAWLEE/Motorola Woman Law Enforcement Executive of the Year award ceremony in Chief Castor's hometown of Tampa, Florida.

President Rockett has also been invited to sit on an International Chiefs of Police Association (IACP) panel on gun violence.

NAWLEE is in the planning stages of a joint reception at this year's IACP conference in Orlando in October with host Chief Val Demings. This is the first time an IACP conference has been hosted by a female chief and since Chief Demings is a NAWLEE member we are happy to partner with her to make it a spectacular event. And, of course, one of our corporate sponsors, Motorola, has been the first to step up and offer their assistance!

And, as always, if you are interested in running for a Board position please contact the chair of the Nominating/Search Committee Susan Kyzer at susankyzer@flhsmv.gov.

NAWLEE is on Facebook and Twitter!





Berghuis, Warden v Thompkins: Have we Changed the Standards for the Right to Remain Silent for Waivers of Miranda?

By Margaret A. Fischer, J.D.

On June 1, 2010, the United States Supreme Court in *Berghuis v Thompkins* delivered another interesting decision from a case emanating in Michigan. The Court held in this case that a defendant's right to remain silent is one that needs to be either affirmatively stated or inferred by reasonable conduct. In this case, Thompkins was being interrogated in a homicide case by detectives. The officers advised Thompkins of his Miranda rights as outlined in procedure to which Thompkins did not supply an answer to the waiver question. The detectives continued to speak to Thompkins who only answered with limited responses for three hours. At one point, Detective Helgert asked him if he "prayed to God to forgive him for the shooting," to which Thompkins replied, "yes." This admission by Thompkins of his involvement in the homicide was later used in court to convict him and he appealed the admission alleging his right to remain silent was violated.

The Court analyzed what the meaning of silence was and how a waiver could be presented to police interrogators. They argued that invoking a right to silence and invoking a right to counsel should be met with the same standard. In *Davis v United States*, the Justices held that a waiver of a right to counsel must be unambiguous and this Court determined the standard should be the same for right to silence. Also, in *Moran v Burbine*, the Court

determined that a waiver must be a product of a free and deliberate choice without intimidation, coercion or deception. In addition, the defendant must know the nature of that right and the consequences of his decision to abandon it. In *North Carolina v Butler*, the Court found that defendant's silence that is coupled with his understanding of his rights and a course of conduct indicating a waiver can constitute an implied waiver. By examining the content of these two cases, the Justices inferred that Thompkin's conduct after the Miranda rights were read can infer after the three hours of questioning that he had waived his right to silence. Answering some minor questions, the amount of time that had passed, combined with his actions in the interrogation would lead a reasonable person to conclude he had waived his right to silence. Finally, when Thompkins was asked the question about how God would feel about his actions, he could have chosen to remain silent at that point or verbally invoked his right to silence and the presence of counsel.

The Court relied on precedent from previous cases to uphold Thompkins original conviction. In the dissent that was written by Justice Sotomayor, three other Justices joined to argue that it seemed counterintuitive to say that in order to claim your right to silence one must speak. However, the majority opinion was that a formal statement of invocation of the right to silence is not needed as long as the actions are unambiguous to the police. This case is a good example that when a decision rendered in the Supreme Court is challenged; the Justices will look to the factual differences to determine how to decide the issues raised. Reinforcing the idea that silence may or may not become a waiver based on actions taken will make it easier for law enforcement to conduct interrogations. As with all opinions, you should consult with your local prosecuting official to examine your current police practices related to the waiver requirements for Miranda rights.

A Social Media Incident Commander's Perspective

Chief Bill Boyd of the City of Bellingham Fire Department.

Here is a post from my favorite Fire Chief, Chief Bill Boyd of the City of Bellingham Fire Department. Here he shares his direct experience of how social media plays out in a fire event--one that got him on TV news and the Wall Street Journal. I can tell you from my vantage point, if you are not following the lead of this "with it" fire chief, you are going to get left in the dust:

Recently, my pager awakened me from a deep sleep at 3 A.M., notifying me and my command staff of a large fire downtown. I quickly dressed while listening to the dispatcher's radio transmissions describing three storefronts were on fire. "Here we go" I thought as I drove to the scene. From a couple of miles away I could see the large thermal column and glow in the sky. I listened to the first in size up, battalion chief strategy and tactical communications. All the while, I envisioned what was occurring and what to expect when I arrived. I knew what to expect, large fire, crews "taxed to the max" and large hose streams in use. On arrival I was confronted with two large vacant commercial buildings with heavy fire showing (pretty spectacular if I might say!). The strategy, as expected, was defensive.

I parked my vehicle and suited up. While doing so I was struck by the large group of onlookers all appearing to be using their cell phones to take pictures, shoot video, text and simply do it the old fashioned way-talk. . It was obvious that even as I readied myself for battle these novice reporters were already reporting on the battle and predicting the future. "It's going to burn up half of downtown", "They won't be able to stop this", "The building exploded man!" (A true statement; a smoke explosion blew out the windows and lifted the roof just after the first in engine arrived), "I'm sending you pictures as soon as I hang up", are just some of the comments I heard in my first 30 seconds on scene.

Amateur reporters were sending real time information and opinion about our incident. I had just witnessed a micro view of social media reporting in all its glory.

There was no way we were going to get ahead of the "lookyloos" texting about this event. However, outside of the ongoing superficial accounts of the fire I knew we needed to quickly provide information the amateur reporters did not know; the buildings were vacant, firefighter safety was the number one priority, several fire districts responded to provide fire/EMS protection to the city and crews would likely be extinguishing hot spots throughout the day.



None of this inside information was available to the crowd. However, in my brief time overhearing what was being said, I began thinking about appropriate messaging to validate what people saw and also dispel I inaccurate speculation. Once we confirmed the fire was contained to the buildings of origin, an assistant chief issued a quick media release from the field via PIER, our web-based emergency media messaging tool .

Shortly thereafter, local news reporters arrived and we provided as much information as we could, realizing that given the time of day, they would not be reporting this news for at least a couple of hours.

At the same time, I used my Blackberry to log into my personal Twitter account where I found a direct message from a Seattle T.V. station asking for a phone call to talk about the fire. I immediately returned the call and within minutes was speaking live to the anchors of an early morning news program. This conversation was recorded and repeated an hour later. Ironically, during

A Social Media Incident Commander's Perspective (continued)

subsequent replays of my interview they showed my Twitter profile picture as a background! (I was really glad it was a good picture of me in a tie at a friend's wedding).

Subsequent monitoring of newspaper blogs, Twitter feeds, and other media streams revealed a speculative and rampantly spreading rumor accusing the building owners of setting the fire to collect insurance money and make the property more attractive to potential buyers. A subsequent media release, based on witness interviews, facts and physical evidence addressed these rumors.

By 8 A.M. that morning, pictures of the fire and commentary were already posted on web sites across the country, and the Wall Street Journal had a color picture and caption in the news section the following day.

The lessons learned from this incident are not just related to fire ground strategy or tactics. Equally as important, we noted how fast information is spread in the virtual world and the need to monitor and push out accurate and frequent information as quickly as possible. A well respected emergency response and GIS professional recently commented on one of my blog postings; "Raw information seems to rise, like smoke, from any event. If you're not providing solid information about a situation, digital smoke will fill any space that you don't â" and flash over." Well stated.

For now, I'd be happy if we do not make the Wall Street Journal again.

Some observations from a newbie social media IC; There is a direct correlation between the visibility of the emergency and the number of cell phones/cameras in use.

Social media is not a "kid thing". It is THE THING. Minimize the medium and you may be minimized.

My kids are horrified I have a Facebook account. Using it to provide emergency information does not make them feel any better.

Traditional media will never be as fast as a witness with a 3G cell phone camera and a good signal.

Think "140 or less" and call it "texting", not "typing".

It is hard to give context in 140 characters. Chose your words and phrases carefully. Get it right the first time.

Learn what "hash tag" and "retweet" means.

If you don't have a social media presence before the "big one", your likelihood of social media success in emergency social media communications is just about zero.

Nothing beats a QWERTY keypad on a cell phone.

It is tempting to hire teenagers with texting configured cell phones. No one does it faster or more frequently.

Be prepared for your message to go viral in a heartbeat. This means you need to be ready to keep the messages flowing and point readers somewhere to get detailed information.

It is OK to say "we have no further info right now."

It is Ok to say "we will post more info as we get it."

It is not OK to posting nothing for a long time (a long time in the social media world is minutes-not hours)

A viral message is just one "tweet" away.

If you don't get it right, correct it as soon as you can! Don't linger, or the error will.

Notice and correct rumors ASAP, especially if they are trending.

Use a Twitter monitoring site (I use TweetDeck) to filter tweets and identify trending messages.

Pictures often convey much more than words.

Posting pictures of victims or patients is not cool and may violate privacy laws. Be careful!

You can convey compassion and sound human in less than 140 characters. "We are concerned" packs a punch.

Your audience can be worldwide in less than 30 minutes.

NAWLEE Member Peg Gant Honored by Cambridge Who's Who

ORLANDO, FL, July 07, 2010 /Cambridge Who's Who/ -- Peg Gant, Executive Director of the Commission for Florida Law Enforcement Accreditation, Inc., has been recognized by Cambridge Who's Who for demonstrating dedication, leadership and excellence in her career.

Ms. Gant has served the public for 34 years. For the last five years, Ms. Gant has been the executive director of the Commission for Florida Law Enforcement Accreditation, Inc. Her day-to-day responsibilities include managing technical and operational support for over 164 public safety organizations in Florida striving for accreditation. Her staff is trained in standards compliance, the preparation of client agencies and assessment teams for triennial assessments, and the support of a 13-member commission.

Prior to her current position, Ms. Gant was a program manager for the International Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in Fairfax, Virginia for eight years. In 1976, Ms. Gant became a police officer at the Fort Pierce Police Department after distinguishing herself at the police academy, where she was elected class president and graduated with honors. She earned an Associate Degree from Tunxis Community College, located in Farmington, CT, and a



Bachelor's Degree in Public Administration from Barry University, located in Miami, FL.

Ms. Gant serves on the Cultural Diversity Panel for the International Association of Chiefs of Police; she is a member of the Florida Sheriffs Association, the Florida Police Chiefs Association (where she serves on the Legislative Committee), the Association of Caribbean Commissioners of Police, and the National Association of Women Law Enforcement Executives.

She is on the Board of Directors for The Public Safety Leadership Development Consortium/Police Futurists International. Having co-authored the book, "Does Your Government Measure Up?," printed by Syracuse University Press, Ms. Gant is currently collaborating on a book about women in law enforcement leadership, due to be published by the end of 2010.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

- Adams

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NAWLEE'S 15th Anniversary Conference Update

Sharon McDonald



The Bergen County Sheriff's Office is buzzing with anticipation and excitement at having all of you here for this celebration of NAWLEE'S 15 Years of Excellence! We

have an outstanding training agenda and some wonderful networking opportunities scheduled. We also have a few not to be missed surprises up our sleeves that you will not see listed anywhere in the agenda. If you haven't yet registered for the conference, do so. This is one conference that you won't want to miss.

Here are a few conference reminders:

If you have any problems with registration please call us at (201)336-3513 for assistance.

If you haven't booked your room yet, please do so by July 19th. The hotel will not guarantee the conference rate beyond the 19th. After the 19th you will be charged whatever the regular rate is on the date you book your room. If you book your room prior to July 19th and you are quoted a higher rate please give us a call. The hotel releases one block of rooms at a time. If the block is sold we will contact them and have them release an additional block of rooms for conference attendees.

We need your flight information to schedule airport pickups. Remember to edit your registration when you have your flight information. If we do not have your flight info, we cannot pick you up. You will have to arrange your own transportation to the hotel. We will not be doing random pickups! To edit you must go to WWW.NAWLEE.org and click on the register button, type your e-mail address and click already registered. Enter your password. Your confirmation page will appear, click on registration and go to the travel/lodging page. Enter accurate

information for all travelers. Remember to do this for the return flight also. If you get confused or have any problems doing this please call us. We will assist you

If you plan to participate in the pre-conference yoga class on Thursday 8/5, make sure you register. The first 10 registrants are free. There are still a few free slots remaining.

If you plan to visit Carlo's Bakery (the Cake Boss) you must register. It is free but we can only accommodate a limited number of participants.

**15TH ANNUAL
NAWLEE
CONFERENCE
AUGUST 4 - 8, 2010
Hasbrouck Heights,
New Jersey**

There are a few slots left.

Remember to bring your uniforms for the Opening Ceremonies.

The Pegasus Restaurant overlooks the Meadowlands Racetrack. Bring extra money if you plan to place any wagers.

Whatever you do, don't forget your camera. There are amazing sights to behold!

SEE YOU IN AUGUST!

Sharon McDonald

Conference Host

NAWLEE Mentoring Program

Lt. Dawn Layman
Lenexa Police Department
NAWLEE 2nd Vice President



As the NAWLEE Mentor Program Chair, I strongly encourage all members to become involved in the NAWLEE Mentoring Program either as a Mentor, Protégé or Both. You will find participation in the

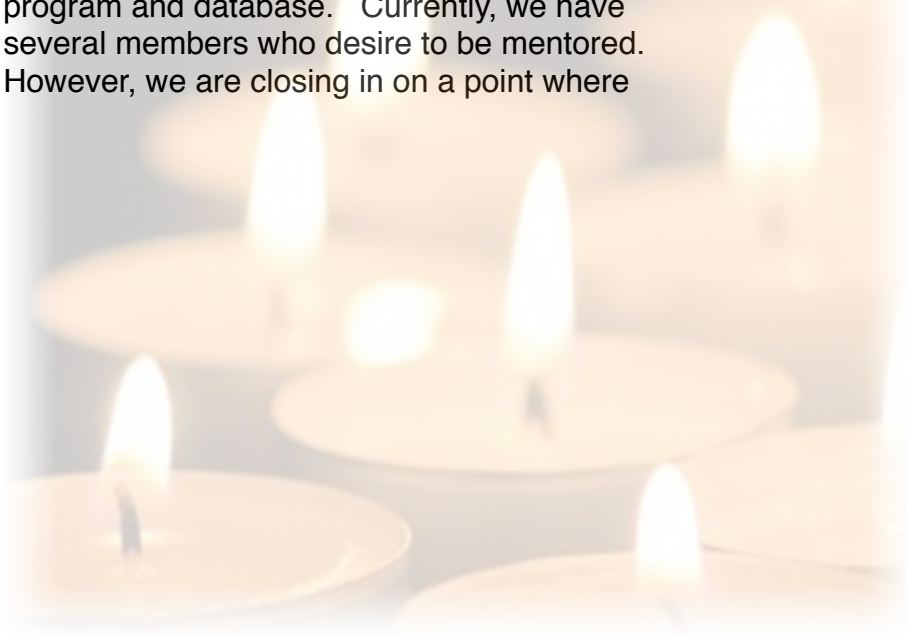
NAWLEE Mentoring Program a special experience which is part of the 'NAWLEE Magic'. Nothing can quite match the satisfaction you get from sharing your experiences to assist others. Mentors can provide specific information regarding important issues facing the profession, promotional preparation, personal rewards as well as sources of frustration. Having a Mentor/Protégé relationship outside your organization affords you the opportunity to experience new ideas, programs and to receive feedback from an impartial and non-evaluative source.

We are in the process of reconfiguring and rebuilding the NAWLEE Mentoring Program with the goal of a future web based program and database. Currently, we have several members who desire to be mentored. However, we are closing in on a point where

we have more protégés than we have available mentors. If you have filled out the NAWLEE Mentoring Questionnaire since the last conference you need not do so again.

If you currently are a mentor and/or protégé within the NAWLEE program we are asking that you respond to dlayman@ci.lenexa.ks.us with your current pairing and role. In addition, if you are not currently active in the program I am asking that you strongly consider becoming a mentor and/or protégé. The NAWLEE Mentoring questionnaire can be found at www.nawlee.org.

"We cannot hold a torch to light another's path without brightening our own."





Milestones

Promotions, Retirements and New Members

PROMOTIONS:

Antoinette Filla from Captain to Lieutenant Colonel at the St. Louis Metropolitan Police Department, St. Louis, MO

Dianna Marshall from Captain to Major/Assistant Director of the Rice University Police Department, Houston, TX

Kristen Ziman from Lieutenant to Commander at the Aurora Police Department, Aurora, IL

RETIREMENTS:

Chief Lynne Johnson from the Palo Alto Police Department, Palo Alto, CA after 34 years of service.

Chief Dolores A. Stafford from the George Washington University Police Department after 26 years of service.

NEW MEMBERS:

Associate Professor Janice Ahmed - University of Houston Downtown, Department of Criminal Justice, Houston, TX

Officer Roberta Bailey - Dayton Police Department, Dayton, OH

Lieutenant Bridget Bertrand - Illinois State Police, Bourbonnais, IL

Captain Judith Canup - East Point Police Department, East Point, GA

Lieutenant Joann Guzek - Pomona Police Department, Pomona, CA

Virginia Fowlkes - US Customs Service, Newark, NJ

Sergeant Robin Henderson - Austin Police Department, Austin, TX

Supervisory Special Agent (Ret.) Lu Lieber - Federal Bureau of Investigation, Englewood, NJ

Captain Karen Lorenzo - Nevada Department of Public Safety, Nevada Highway Patrol, Las Vegas, NV

Sergeant Mary McCauley - Massachusetts State Police, Framingham, MA

Sergeant Yvonne Meyer - Parkland College Police Department, Champaign, IL

Undersheriff Gerlyn Walker - Twin Falls County Sheriff's Office, Jerome, ID

Deputy Chief Barbara Wiedlin - Evanston Police Department, Evanston, IL



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