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Let’s Move NAWLEE Forward!

An engaged membership helps spread the word about NAWLEE while at the same time providing opportunities for members and enhanced member benefits.

If you have an idea for training, research, or articles, please email Kym at executivedirector@nawlee.org or call her at 913-579-0003

President’s Message

As I end my year as the NAWLEE president, I have taken the time to reflect on the past year. It has been a terrific year. After the excitement of the amazing Kansas City conference ended, I quickly realized there was a lot for the NAWLEE Board to accomplish.

One of our main goals this past year was to become more involved in national conversations and programs. To that end, much time and effort was placed on creating those opportunities. In the fall we held our annual Leadership Breakfast at the International Association of Chiefs of Police (IACP) conference in Philadelphia. This event, sponsored by Whelen, was very successful.

We were fortunate to participate in panels on officer wellness and suicide prevention, increase our collaboration with the National Tactical Officers Association and the Fraternal Order of Police, have booths at the Concerns of Police Survivors Conference, and hold several regional events in Kansas and Indiana. I personally was able to attend the National Organization of Black Law Enforcement Professionals (NOBLE) conference this week, where proudly, Vera Bumpers was elected president of NOBLE. Initial conversations with the NOBLE executive director have been held to collaborate on potential joint training programs.

The highlight of the year was certainly the invitation to participate as a partner for the Collaborative Reform Initiative — Technical Assistance Center (CRI-TAC). CRI-TAC provides assistance to agencies of all sizes on topics ranging from wellness to proactive policing, community engagement, and de-escalation. Participating in this effort with the Bureau of Justice Assistance — Office of Community Oriented Policing and the International Association of Chiefs of Police has allowed NAWLEE and its members to contribute to a cutting-edge program that supports our profession.

As I end the year, I want to thank all of our sponsors and partners, the rest of the NAWLEE Board, the City of Indianapolis, and the Indianapolis Metropolitan Police Department, as without this support, none of this would



Val Cunningham, NAWLEE President and Deputy Chief, Indianapolis Metropolitan Police Department

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**Think of the
second "E" in
NAWLEE to mean
Empower
Encourage
Educate
Elevate**

**What other "E"
can you come
up with for our
second "E"?**

**Email
suggestions to
info@nawlee.org**

**The GUIDANCE
DOCUMENT was
developed by
the American
College of
Occupational and
Environmental
Medicine Law
Enforcement Task
Force**

be possible. The women who were the "firsts" in our profession deserve a debt of gratitude for paving the way for our futures. Most importantly, I want to recognize and thank our NAWLEE founders who had the vision and foresight to establish this great association.

I am optimistic about the future of NAWLEE. We have many projects underway and have recently hired an executive director to help with expansion and service delivery. As I transition to my past president role, I look forward to remaining a part of the team.

Remember, each of us is a recruiter for NAWLEE, so reach out and invite someone you know to join us.

I started the year with the mission for NAWLEE to be welcoming and inclusive of all ranks, and I will leave you with the same message. I want us, as an organization, to think of the second "E" in NAWLEE to mean **EMPOWER, ENCOURAGE, EDUCATE, and ELEVATE**. Continue your quests in your career and share the magic of NAWLEE with others.

Together we are stronger.

Stay safe,

Val Cunningham

NAWLEE President

Deputy Chief, Indianapolis Metropolitan Police Department

Guidance Document by ACOEM

Contributed by: Yvonne Meyer, Senior Director of Campus Public Safety/Chief of Police, Aurora University.

The American College of Occupational and Environmental Medicine (ACOEM) LEO Task Force Group recently developed an electronic subscription-based guidance tool intended to assist physicians in making medical qualification recommendations that promote the health and safety of law enforcement officers.

The doctors in this group take the physical needs and demands of all LEOs seriously; they are compassionate about an officer's safety and well-being. The ACOEM LEO Task group is comprised of experts in the occupational medicine field and has spent countless hours working on guidelines, which affect law enforcement officers daily. The task force writes standardized guidelines for occupational medicine doctors across the country with the health and safety of all law enforcement officers in mind.

Guidance Document continued on page 3

Guidance Document continued from page 2

The doctors work for many different agencies and medical facilities across the nation, but they take time out of their busy schedules to volunteer and write these guidance documents. The group meets in person several times per year and also completes a substantial amount of work outside of the meetings through virtual meetings every other month. In these meetings, many hours are spent discussing the physical demands placed on law enforcement officers along with the physical tasks that are required of law enforcement each day. The safety of law enforcement personnel is paramount to this group. It is increasingly apparent to me how passionate they are about safe recovery after illness or injury, and general welfare of those in our profession.

The group also utilizes the expertise of doctors who perform work in specialized areas. By consulting with experts in various medical specialties, the group provides direction and support for occupational medicine doctors, which far surpasses a primary care physician's general understanding of the physical demands of a law enforcement officer. The team strives to provide the best possible guidance for the doctors who treat and release officers back to active duty after an injury or illness. ACOEM also provides guidelines in other areas such as:

- Pregnancy
- Cardiovascular Disease
- Diabetes Mellitus
- Musculoskeletal Disorders/Knee
- Neurology (Seizures)
- Pulmonary Disorders
- Sleep Disorders
- Substance Use Disorders

In the "Members Only" section of NAWLEE, you will find the Pregnancy Guidance Supplement produced by the ACOEM LEO Task Force. Please share throughout your agency with all police officers. This supplement will help officers understand why police officers who become pregnant may or may not be placed on restricted duty during their pregnancy. It is very important for us all to understand why certain restrictions may be placed only at certain times and not others. For more information, please visit: <http://www.acoem.org/>

About Our Newsletter Contributor – Chief Meyer

Yvonne Meyer began her career in the medical field serving as an EMT for fifteen years and a surgical technical for three years. Before attending the police academy in 2003, she was a dispatcher.

Chief Myer then became a police services representative at the City of Champaign, a police sergeant at Parkland College, and a chief of police at Cape Cod Community College followed by Missouri Western State University. Currently she is the Senior Director of Campus Public Safety/Chief of Police at Aurora University.

Chief Meyer is the Director at Large for the International Association of Campus Law Enforcement and was previously a member of the Membership Development Committee. She is also the law enforcement representative to the ACOEM LEO Task Force. Chief Meyer has been a member of NAWLEE since 2007.



Chief Yvonne Meyer, Senior
Director of Campus Public Safety/
Chief of Police, Aurora University

NAWLEE MENTORING SERVICES

To learn more about the mentor / mentee process or to sign up for either role, contact:

Shannon Trump

Deputy Chief
Investigations Division
Noblesville, IN
Police Department
strump@noblesville.in.us



NAWLEE Offers Mentoring

As part of the service to provide professional development, NAWLEE offers a mentoring service. You might be wondering: What is a mentor? Exactly what happens when you have a mentor? Who needs a mentor? Or when to get a mentor.

The fact is everyone can use a mentor and everyone can be a mentor! Mentoring is appropriate for any person—regardless of rank. Mentoring is a process where a relationship is developed to provide support to another person. The relationship allows the mentee to benefit from the knowledge, skills, ability, and wisdom of another. The mentor has experience from which the mentee can learn.

A new officer can be a mentor to young women who are exploring the field of law enforcement and help them prepare for their career. A sergeant might want a mentor to help her attain a position on a special team. The relationship, which requires trust and respect, does not provide specific skills-based training (like firearms or report writing), but rather helps the mentee develop as a person through dialogue, discussions on career goals, and thoughtful reflection on navigating situations. The mentor might suggest reading material or training, but most importantly the mentor provides a confidential forum in which the mentee can ask questions and learn.

Both the mentor and mentee have to dedicate time to the process and be committed to having open and honest discussions. The process can build confidence, empower the mentee, and enhance leadership. The outcomes are limitless.

To learn more about the mentor/mentee process or to sign up for either role, contact Shannon Trump, Deputy Chief — Investigations Division, Noblesville, IN Police Department at strump@noblesville.in.us



NAWLEE Member Profile

Val Cunningham, Deputy Chief, Indianapolis Metropolitan Police Department

If you didn't get the chance to meet Val during her presidency, now is your chance to learn some of the behind-the-scenes information about her.

Val hails from Chicago where she grew up in a military family – her father and three brothers all served active duty. Her dad, a WWII veteran, said no to his only daughter joining the military. Val headed off to pursue chemistry (pre-med)/exercise physiology at Purdue, but her career took a turn when she became an assistant manager for Kinko's while still a full-time student. She stayed with Kinko's after graduation and was responsible for site selection for new commercial locations, which led her to Indianapolis.

While in Indianapolis, she kept seeing the police department on the nightly news and decided it was the career for her. Originally slated to go to the academy in 1991, her process was delayed a year due to political changes, and she had to reapply and go through the entire process again in 1992. Finally, she was off to the academy where she was one of three females in a class of twenty-eight recruits. After spending seven years on midnights in the worst section of the city (and passing up promotions), Val finally accepted a promotion to sergeant in 1999. Originally slated to go back to patrol, she ended up being assigned to internal affairs. Disappointed, she almost refused the promotion — that is until she had a conversation with her mentor. Realizing her commitment was to the job and not a specific assignment, Val took the promotion. Today she sees that as a pivotal learning point of her career. Do your job — in whatever capacity you are assigned — to the best of your ability and with honor. Not only did she grow as a person, but she also attributes this assignment as providing her with a very different insight into department operations.

In 2005, she attained the rank of Lieutenant. During this assignment she was part of homeland security and special events which required her to attain certification to be part of a motorcycle unit. The test for this required the ability to right a fallen 950-pound motorcycle! She was only the fifth female to earn that distinction at the time.

In 2010 Val became deputy chief and has lead the Professional Standards Administration, Training, and Uniform Patrol Divisions. In 2016-2017 she served as interim Chief of Police for the Indianapolis Metropolitan Police Department.

She credits her parents for providing a strong foundation and reinforcing core values such as honesty, integrity, and high moral values with her success.

Her advice to her peers is “don't say it is not fair”, keep your head down, don't get discouraged, focus on what is in front of you, do your best, and achieve greatness.

Her hope for the profession is that we can regain the image of policing being a noble profession in the eyes of community members who have lots trust and faith in police.

In addition to Purdue University, Val has attended the FBI National Academy and the Senior Management Institute for Police. Interestingly, before her entrance into the academy, she had never taken a criminal justice class.

Val's Dad never did get to see her become a police officer – he certainly would be proud.

Board Members

- **Valerie Cunningham**
President
- **Dawn Tondini**
First Vice President
- **Anna Richardson-Griffin**
2nd Vice President
- **Dawn Layman**
Immediate Past President
- **Cris Cunningham**
Member at Large
- **Tammie Reeder**
Treasurer
- **Stacy Simmons**
Secretary
- **Emily Allen**
Ex-Officio
- **Jackie Wasni**
Ex-Officio

Committee Members

- Awards/Nominating
Susan Rockett
- Best Practices
Karen Soley
- Membership
Laurie Clouse
- Mentoring
Shannon Trump
- Organizational Structure
Holly Nearing
Cathy Haggerty
- Training
Anna Richardson-Griffin

NAWLEE Welcomes New Executive Director – Kym Craven

Recently NAWLEE engaged the services of the Public Safety Strategies Group, LLC, and its director Kym Craven to assume the role of NAWLEE Executive Director.

Kym brings thirty-two years of experience to NAWLEE. She has gained national recognition for her work in organizational assessment, facilitation, training, strategic planning, program development, grant writing, training, and management experience in policing.

During her career, she has provided assistance to over 350 municipalities and state agencies. Services she has provided include organizational, vulnerability, and technology assessments, strategic planning, survey development, data analysis, staffing analysis, boundary assessments, grant writing and management. Ms. Craven has also led projects on community policing, highway safety, homeland security, incident command systems, emergency response planning, and leadership training. As a management consultant, she has helped agencies of all sizes to reach their organizational goals. In addition to her work in policing, she is active on community boards, has planned many events and conferences and has experience with several nonprofit organizations.

Kym holds a Bachelor of Science in Criminal Justice from the University of Lowell and Master of Arts in Criminal Justice from Anna Maria College. She was a former police officer certified from the Northeast Regional Police Institute in Massachusetts.

NAWLEE Alliance Partners

The capability we have to operate as an association, grow, and accomplish so much more is highly dependent on our NAWLEE Alliance Partners. These organizations have stepped up beyond conference sponsorship at a significant level of support financially and with value-in-kind, with some supporting the conference through additional financial support.

Founding Partner and Lioness Level Alliance Member	Lioness Level Alliance Members		Alliance Members
			
			
			

NAWLEE News



Welcome to the NAWLEE 23rd Annual Conference

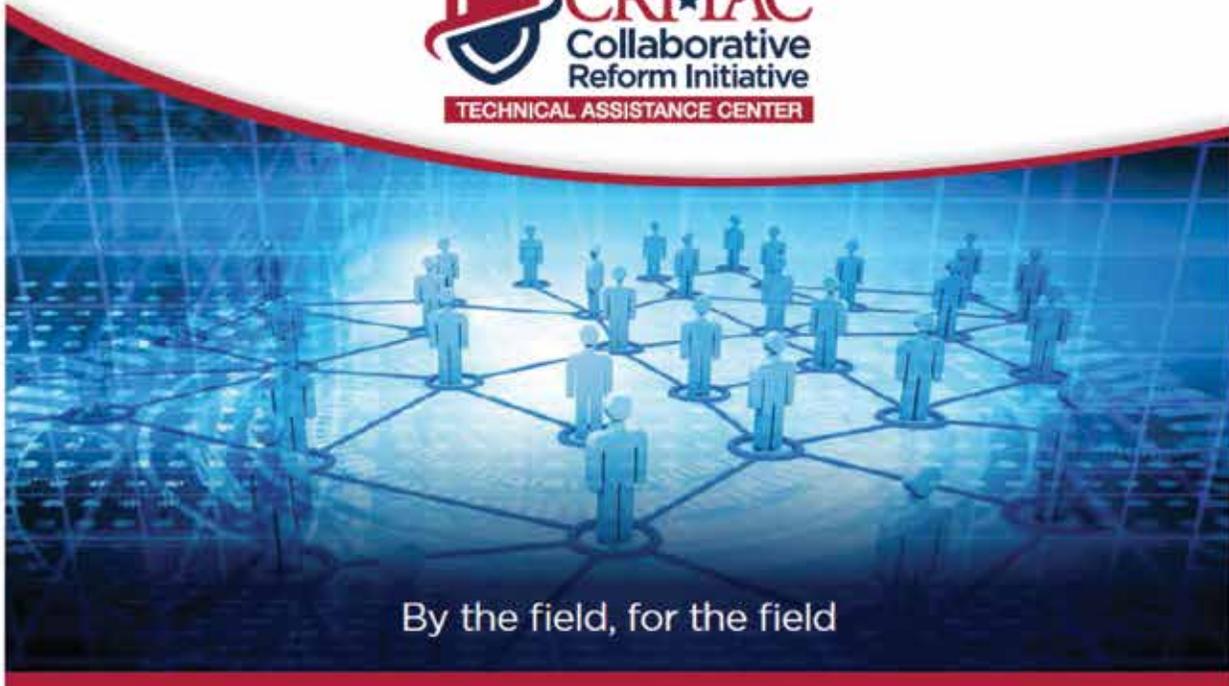
*Innovative Leadership – Paving a Way
in Law Enforcement*

We have an exciting event planned. The Los Angeles Women Police Officers & Associates and the entire LA Team has done a great job of creating an informative and interactive three days.

LA By the Numbers

- Number of Attendees 225+
- Number of Sponsors and Exhibitors..... 45+
- Number of States Represented..... 34+
- Number of Speakers 35+
- Networking Opportunities Unlimited





By the field, for the field

The Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) provides no-cost customized technical assistance solutions designed to meet the unique needs of state, local, tribal, and campus law enforcement agencies throughout the United States.

THE CRI-TAC IS HERE TO HELP

- Tailored, scalable solutions
- Informed by cutting-edge innovation and evidence-based and promising practices
- Designed in a collaborative manner with the agency
- Delivered by subject matter experts from the field
- No cost to the requesting agency

SERVICES PROVIDED:



Resource Referral



Web-Based Training



In-Person Training



Virtual Coaching



Meeting Facilitation



On-Site Consultation

Visit www.CollaborativeReform.org for more information and to request assistance.

