

NAWLEE

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



Welcome to NAWLEE! 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. NAWLEE, a non-profit organization is sponsored and administered directly by law enforcement practitioners that are committed to leadership development, mentoring and increasing the number of women Chiefs in law enforcement.

Our 2010 annual conference, recently held in Bergen County, New Jersey was a great success! Great thanks to Under Sheriff Sharon McDonald and her staff for a wonderful time and informative meeting.

We were able to see old friends and meet new members and hopefully everyone had a chance to feel the powerful force being generated by all in attendance.

Congratulations to our incoming Board of Directors, Lieutenant Dawn Layman, First Vice President, Under Sheriff Sharon McDonald, Second Vice President, Captain Karen Soley, Secretary, First Lieutenant Penny Fischer, Treasurer, Paula Balafas as Associate Member at Large and our immediate past President Susan Rockett.

I am honored and very excited to be your new NAWLEE President. I hope to expand upon our organization's mission of reaching out to women both nationally and internationally to share ideas, tools and strategies for increasing the opportunities for women in executive law enforcement positions. We will continue to increase our use of technology to support advocacy and mentoring.

In closing, I leave you with a quote that I believe sums up the motivation that drives NAWLEE members. "Do not follow where the path may lead. Go instead where there is no path and leave a trail." ~Ralph Waldo Emerson

Katherine A. Perez

Executive Director's Report

By Chief Diane Skoog, Ret.



I know I come back from our conference each year gushing about what a good time we had, how great the training was and how good it was to see old friends and make new ones – but it's the truth. I have been to many

conferences in my 25 years in law enforcement and then my 8 years as NAWLEE's Executive Director and I have to say that there is nothing like a NAWLEE conference to lift your spirits and get you back on track.

The New Jersey folks, with Undersheriff Sharon McDonald at the helm, did a great job and I personally would like to thank them for all their hard work. Special thanks to Susan Cerniglia for being the go to person who kept things running smoothly.

Many members of the Board are heading off to the International Chiefs of Police conference soon. There will be a historic meeting there co hosted by NAWLEE and this year's host chief, Val Demings of the Orlando Police Department. Reports on this meeting will be available in our January newsletter.

This year's mid year Board meeting will be held sometime in March as we await the date for the "Meeting on the Hill". This is event where groups or organizations are given the opportunity to meet their state legislators to seek their support on issues important to the law enforcement community.



Message from Vice President Undersheriff Sharon McDonald



I have been a member of NAWLEE since 2004. At that time I was a Lieutenant in the New Jersey State Police and was promoted to Captain in May of that same year. 2004 was also the year that I attended my first NAWLEE conference. I remember feeling a sense of awe at seeing so many women law enforcement leaders in one location.

I retired from the New Jersey State Police on December 31, 2004 to accept the position of Undersheriff with the Bergen County Sheriff's Office in Bergen County, N.J. My many responsibilities include oversight of all hiring and training. My involvement with NAWLEE served to strengthen my resolve to increase the diversity and number of women in our agency and provide the training and support necessary for them to share in its future leadership. Women now represent more than 10% of the Bergen County Sheriff's Office. Several of our officers are now NAWLEE members. I have challenged them to embody the Spirit of

NAWLEE as I now challenge each and every one of you.

It is with a great sense of pride and accomplishment that I serve as the 2010-11 2nd Vice-President. I consider it an honor to represent all of you as a member of NAWLEE's Executive Board.

Live a gutsy, self-aware life.

Ignite the spark in your soul and lay down the tracks to the songs in your heart.

Define your reason for being; go deep, soak up your essence, then honor your authentic self.

Break the chains that bind you.

Free yourself from your self-imposed restrictions and be courageous towards all that you dread.

Don't let the fear of judgment quell your spirit.

Proudly flaunt your humanity, with all its exquisite imperfections.

Experience the edge of life.

Make mistakes. Color outside the lines.

Go to the brim of what is familiar and jump off.

After all, a vibrant life is filled with stops, starts and stumbles.

Participate in your dreams and have faith.

You are standing on the edge of bliss.

Do it. Do that next big thing.

Become your own hero.

-Liv'n Out Loud

How the Supreme Court expanded on District of Columbia, et al v Heller (2008) with McDonald, et al v City of Chicago (2010): What about this Second Amendment “Right to Bear Arms?”



By Margaret A. Fischer, J.D.

As elaborated in an earlier legal article I wrote about the *District of Columbia, et al v Heller* (2008), the Second Amendment and the right of citizens to bear arms is a fundamental right that the Court will protect. In

McDonald, et al v City of Chicago, the U.S. Supreme Court delivered another controversial 214 page opinion detailing how they reached their 5-4 decision about the right of a person to bear arms. In *District of Columbia, et al v Heller*, the Court was struck with how to balance an individual interest to protect one’s home with a governmental interest to protect society. Because the District of Columbia is not a state and holds federal jurisdiction the decision was not automatically applied to the states by the Court. In the *Heller* case, the District of Columbia enacted handgun laws that prohibited the possession of handguns and made it a crime to carry an unregistered handgun. The Court upheld the right to limit or regulate firearms, but reminded us the right to bear arms for self-defense was a fundamental right. There was some strong dissent by Stevens and Breyer that may have come back in this current case on the Second Amendment.

In *McDonald, et al v City of Chicago*, a federal suit against the city was brought by several residents of Chicago after *Heller* was decided to allege that the handgun ban in that city left them vulnerable to criminals. The

argument in this case was that the ban on handguns was a violation of the Second Amendment as it is currently applied to the states through the Fourteenth Amendment. This is a good reading of the power of the Fourteenth Amendment making application of constitutional rights to states through the “privileges and immunities” clause. It is sometimes called “incorporation” and the Court has struggled for many years with deciding which of the original ten amendments to the U.S. Constitution apply to actions by states. This age-old controversy over federal versus state power in the concept of federalism has reared its head again in this case.

The Justices are reluctant to place a sweeping pronouncement that the first ten amendments apply directly to the states via the Fourteenth Amendment because they fear the power that will give to the federal government. On the other hand, not applying these basic, framing principles to state government is also harmful. In this decision, the Justices concluded that the Fourteenth Amendment to the U.S. Constitution incorporates the Second Amendment right to keep and bear arms for the purpose of self-defense. While it was not as far-reaching of a decision to broadly apply the amendment, it does have impact on the ability of states to regulate firearms. The Chicago ordinances banned possession of handguns without a registration certificate and another ordinance then banned registration of certain handguns to work as an indirect ban on handguns. The Court recognized the need for handguns in the home to use in defense of self.

This decision is another example of how the Court will revisit decisions to reinforce their decisions on the rights of states and the right of the federal government as outlined in the U. S. Constitution. For those wishing to enforce existing laws related to possession of firearms, you might want to look at how this case may affect that enforcement in your own jurisdictions by discussing it with your legal counsel.

One of NAWLEE Founders Offers Career Counseling

by Diane Skoog

Chief (Ret.) Alana Ennis, one of NAWLEE's founders, is offering career counseling – **free** – to all NAWLEE members – male and female alike.



Chief Ennis has just retired and returned to her roots in North Carolina after a long and varied career in the public and private sectors of law enforcement.

And oh, what a career that has been! Her first job in law enforcement was in 1975 in Texas where she started as a patrol officer. She later moved to Durham NC where she became a public safety officer (fire fighter and police officer). She moved through the ranks to Captain. After almost eighteen years, she left Durham and became the Director of Public Safety at the University of North Carolina in Chapel Hill, NC, then on to chief at Duke University and finally chief at the Burlington, Vermont Police Department.

At that point, because she sought more challenges, Chief Ennis decided to step out of her comfort zone and go into the private sector. She was offered a job as Director of Security at General Dynamics and from that she transitioned to a senior manager in the Crisis Management division of a global company.

And finally, Chief Ennis had one more stint in university policing before her recent retirement.

Because of her vast experience and her excellent reputation in the law enforcement community, Chief Ennis gets calls from headhunters all over the country. They rely on her knowledge and expertise for referrals. This

allows her to be a good resource for both prospective employers and potential employees.

As one of the founders of NAWLEE, Chief Ennis' vision was to assist other women in providing a format for training, networking and mentoring that was never available to women before – thus the birth of NAWLEE. Now that she has retired Chief Ennis is able to devote more time to this endeavor.

The services that Chief Ennis is offering NAWLEE members are, but are not limited to:

- Assistance with your resume
- Referrals for chiefs' positions
- Referral for positions in the private sector
- Coaching/preparation for interviews
- Coaching for salary/benefits negotiations

To see Chief Ennis' personal resume in full and to obtain her contact information go to our Members Only section. If you need a password, please contact Executive Director Diane Skoog at info@nawlee.org.

“There are certain things that are fundamental to human fulfillment. The essence of these needs is captured in the phrase 'to live, to love, to learn, to leave a legacy'. The need to live is our physical need for such things as food, clothing, shelter, economical well-being, health. The need to love is our social need to relate to other people, to belong, to love and to be loved. The need to learn is our mental need to develop and to grow. And the need to leave a legacy is our spiritual need to have a sense of meaning, purpose, personal congruence, and contribution”
-Stephen Covey

NAWLEE Member Kristen Ziman Wins IACP Scholarship to Kellogg School of Management

The Executive Board of **NAWLEE** was recently asked to disseminate the announcement of the Kellogg School of Management Women's Senior Leadership Program Scholarship. The program provides practical guidance and multiple perspectives on leadership development for women. This course is designed to assist women in avoiding traditional obstacles and instilling confidence to attain the pinnacle of corporate leadership. The Women's Senior Leadership Program centers on individual progress during personalized feedback sessions. The program consists of four three day sessions over the course of one year. The student is encouraged to build relationships, learn and try new ideas, and receive incisive feedback from the faculty and student peers.

The Women's Senior Leadership Program is a sought after opportunity in the corporate world. The offer to our

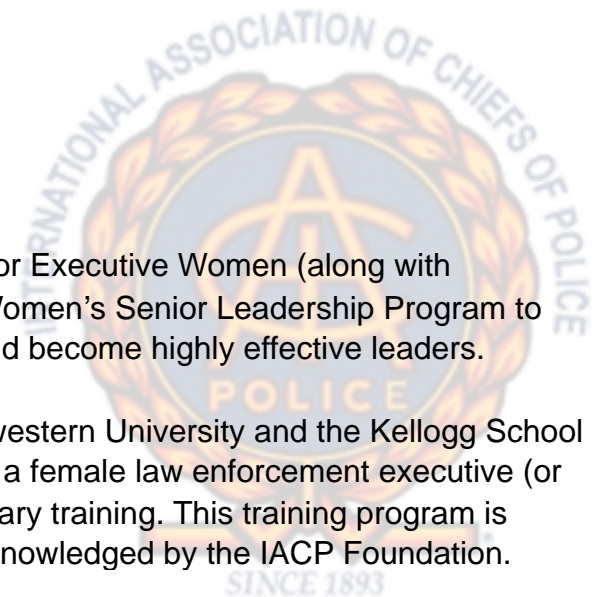


organization is a definite compliment to the women of NAWLEE.

We are happy to announce that we are repaying that honor by sending one of our best to represent NAWLEE in attending this course. **Commander Kristen Ziman** was selected to receive the scholarship for this next class. Commander Ziman, currently, supervises the Patrol Services Division of the city of Aurora. She is a graduate of Aurora University and earned a Masters of Criminal Justice Management from Boston University. Commander Ziman has worked a variety of police assignments since she began her police career in 1994. Commander Ziman has been a member of NAWLEE since 2003. She, also, shares her creative skills as the editor of our newsletter. We are proud she will be carrying the NAWLEE banner into this new territory.



Kellogg
School of Management



The Kellogg School of Management's Center for Executive Women (along with the Allstate Foundation) have developed the Women's Senior Leadership Program to help talented women break through barriers and become highly effective leaders.

The Foundation is proud to partner with Northwestern University and the Kellogg School of Management to provide ONE scholarship to a female law enforcement executive (or senior command staff) to attend this extraordinary training. This training program is valued at over \$21,000.00 and is gratefully acknowledged by the IACP Foundation.

NAWLEE'S 15th Annual Conference Recap

by Lt. Amy Ayers
Kansas Highway Patrol

The National Association of Women Law Enforcement Executives (NAWLEE) is a non-profit organization sponsored and administered directly by law enforcement practitioners. It is the first organization established to address the unique needs of women holding senior management positions in law enforcement. NAWLEE trains and educates women executives in areas such as leadership, management, and administration. You can visit the NAWLEE website at www.NAWLEE.com.

The 2010 NAWLEE Conference was held August 4th – 8th, 2010 in New Jersey. Sgt. Janita Cornelius, Officer Crystal Sturgeon, Troop K, Officer Mandee Gieber, Troop B, and I had the opportunity to attend this years' conference titled, "Inspire, Mentor, Lead". NAWLEE afforded us the opportunity to network and train with officers and executives from across the country and with Kansas officers from the Lenexa Police Department and Douglas County Sheriff's Office.

Friday morning began with Opening Ceremonies with a Color Guard represented by various New Jersey Law Enforcement Officers, accompanied by the Bergen County Pipe Band. Keynote Speaker, Kathleen Puckett, retired FBI Counter Intelligence Agent, spoke of her role in the arrest and conviction of Theodore Kaczynski.

We were provided presentations from Glenda Clare "The Power of the Shield", Dawn Breedon "Weathering the Storms of Life", Bob Delaney "Post Traumatic Stress Disorder Impact on Law Enforcement" and a Forum discussion on "Challenging the Norm, Proactive strategies for recruiting, hiring and retaining female officers".

The most inspiring moment for me was the presentation made by Susan Hagen and Mary Carouba, authors of "Women at Ground Zero". They spoke of the women they met while writing the book. Two of the women highlighted

in the book, Carol Paukner, Retired NYPD and long standing member of NAWLEE, and Sue Keane, NYPD Port Authority, were also on hand and spoke of their experience in sharing their story. On Sunday we toured Ground Zero with Carol and Sue and listened as each told their story from their first radio call, to responding and being in the Towers. Both Carol and Sue were working less than a block from the Towers that day. Both rescued and saved lives and both were injured. Carol has retired due to the injuries she sustained in her rescue efforts and Sue continues to battle medical conditions but

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

is still on the job. Throughout the conference we had the opportunity to talk with men and women working or living in New York or New Jersey and spoke of their roles that fateful day. I commend all of the 9-11 responders and the US Service men and women for their bravery and heroism to ensure our freedom.

Each year I have attended NAWLEE I am reminded of why I chose law enforcement or more importantly why law enforcement chose me. For me, this conference is a time to recognize dedicated women who have chosen to serve and who are making a difference in

their agencies and communities. We come together to network and train as leaders and mentors. It is a time to help guide and encourage young officers, helping them develop their path as leaders in executive positions. I have left each of the NAWLEE Conferences with experiences I will never forget and the 2010 conference will be no different.

In speaking with Janita, Mande and Crystal, who all attended their second

conference, I share their thoughts of NAWLEE "Thanks for bringing NAWLEE to our attention. What a great organization, It will be in my memories for a long time, "NAWLEE is just one way to open all of our eyes and minds to solutions and the progression of our agency on these issues. As always, it was fun and educational to experience the energy of NAWLEE, and "It was truly an experience I will never forget... the good, the emotional, the powerful".



Ground Zero



Achieving Greatness: The Value of Association

By Don Yaeger



Association leaders and corporate executives have long recognized that great lessons – lessons in leadership, team building, handling adversity, and managing success – can be learned from their peers in the

world of sports.

This explains why some of the most sought after public speakers at corporate events are sports greats – Miami Heat President Pat Riley, Duke basketball coach Mike Krzyewski, former Pittsburgh Steeler running back Rock Bleier and former LSU basketball coach Dale Brown are among the most popular speakers on the circuit. The lessons they teach and exhibit in their world translate perfectly into yours.

In my 20-plus years as a writer for *Sports Illustrated* and author of more than a dozen books, I have been blessed to spend hours interviewing great winners like Riley, Krzyewski, basketball legend Michael Jordan and Hall of Fame running back Walter Payton.

Some of the best lessons I have learned, however, have come at the foot of the greatest winner of them all, the late John Wooden, former UCLA basketball coach and winner of unprecedented 10 NCAA championships. Wooden also was an oft-tapped corporate consultant on the subject of leadership.

Before Wooden's passing, I often traveled to Los Angeles to talk with him about

Greatness and the traits of those who have achieved it. One characteristic he was passionate about was that the truly "great" understand that value of association. They know they can only become great if they surround themselves with others who are headed in that direction.

Just a couple of years ago, the then 97-year-old Wooden, his mind sharp as any 30-year-old I had met, got a twinkle in his eyes when told me he had a story to share, one I would enjoy sharing with others.

"Many people, when they ask me about coaching great players, always ask me about my two most famous centers, Lew Alcindor (who became Kareem Abdul-Jabaar) and Bill Walton," the coach said, "But one of the greatest I have ever coached is a player many wouldn't suspect. It was Swen Nater."

I think Coach enjoyed the look of surprise on my face. I remembered Nater, but just barely. What I remembered was that he was cut from his high school basketball team as because, even at 6-foot-11, he was too clumsy to offer the team any value. He didn't give up, though, and several years later made a community college team. He became talented enough that several four-year colleges offered him scholarships.

At the time, UCLA and Wooden were in the middle of one of the most spectacular runs in all of sports, winning seven of eight national championships. Alcindor had graduated, but Wooden had a new center, Walton, who he thought might be even better.

Nater's community college coach asked Wooden to consider his player. "I was told he could, at the very least, be a great practice opponent for Walton," Wooden recalled. "So I spoke with Swen. I was honest. I told him he could go to a small school and play all the minutes he wanted, or he could come to UCLA, where he likely would never start a game, but where he could play against the best center in the country every day. That's the best I could offer him."

Nater didn't flinch. He accepted the opportunity and, as Wooden had promised, he didn't start a single game at UCLA.

"Swen understood that to become the best he needed to associate himself with the best he could find," Wooden said. "There was no better than Bill Walton."

Or John Wooden.

When his three years at UCLA were complete, Nater had been part of a team that won a record-breaking 88 straight games and had played for three more national



championships – all as Walton's backup.

Nater then made history when he became the first player selected in the first round of the professional basketball draft without ever starting a college game. He played 12 years professionally and now is a senior executive in the corporate offices of COSTCO. His career "is absolutely and directly the result of having made the decision to associate myself with folks who were the very best," Nater told me. "I learned that you are who you associate yourself with."

Coach Wooden was succinct: "Mark these words... You will never out-perform your inner circle. If you want to achieve more, the first

thing you should do is improve your inner circle."

At its core, that is exactly why associations hold annual events. Those conventions are a member's opportunity to improve his or her inner circle, to learn and associate with the very best.

Like Swen Nater, I hope that each of you have identified those in your profession from

whom you could learn, those who share your passion for greatness. Then, while attending your state or national conferences, introduce yourself, spend time asking and learning what it is

they do that makes them successful. These lessons are often transferable.

Then take the lessons home with you. Make your aspirations known to your staff and your membership because they want to associate themselves with greatness, too. You'll be amazed by what you can achieve when you surround yourselves with those headed in the same direction.

At each of these steps you'll understand why John Wooden agreed that the value of association is one of the most significant traits of greatness.

Don Yaeger is a nationally acclaimed inspirational speaker, New York Times best-selling author and longtime associate editor of Sports Illustrated. He speaks on the subject of Greatness, taking lessons from the world of sports and translating them to business and professional audiences. He can be reached through his Web site: www.donyaeger.com.

2010 NAWLEE/Motorola Woman Law Enforcement Executive of the Year

Chief Ellen Hanson, Lenexa (KS) Police Department

Chief Ellen Hanson is the type of leader who exemplifies the finest qualities of the following quote: "People may not remember exactly what you did, or what you said, but they will always remember how you made them feel."

Described as a charismatic leader who speaks from the heart and takes the time to listen to her employees, Ellen began her career with the Lenexa Police Department in 1975 as a patrol officer. She was later transferred to the Investigations Division and served as a detective, sergeant, lieutenant and commander of the Division for 12 years. She served as the Captain of the Patrol Division and was named chief of police in 1991.

Throughout her 35 year law enforcement career, she has been instrumental in developing and leading innovative programs that have impacted various fields of police work. Several of her programs and initiatives have been recognized nationally, including the Safe School Program that became a model throughout the Kansas City area, the Officer Involved Shooting Team and the Party Patrol program to prevent underage drinking.

A member of the Johnson County Chiefs and Sheriff's Association and the Metropolitan Chiefs and Sheriff's Association, she serves on the International Association of Chiefs of Police's executive, patrol and tactical and environmental crimes committees.



Ellen has an undergraduate degree in Political Science from Kansas University and Masters Degree in Management Science from Baker University. In 1989 she was named the Outstanding Graduate Student, Baker

University. She is a graduate of the 123rd Class of the FBI National Academy. Ellen was the 1996 recipient of the Clarence M. Kelley Law Enforcement Administrator of the Year. In 2004, she published a chapter in the Community Policing Past, Present and Future, published by the Police Executive Research Forum. She received the

"Protector of Children" award from Temporary Lodging for Children in 2005. In 2006, Chief Hanson was the recipient of the Police Executive Research Forum Leadership Award.

Her co-workers acknowledge the 'family' environment she has cultivated where professional development, training and taking care of each other are paramount. From this philosophy Ellen expects and develops employees that are critical thinkers, decisive, use discretion and 'do the right things for the right reasons'. She encourages ideas, concepts and change from everyone in every level of the organization.

One of the founding members of NAWLEE, she has devoted a great deal of her time to dedication to providing opportunities, giving guidance, mentoring and being a role model for men and women all over the country.



NAWLEE/Motorola Woman Law Enforcement Executive of the Year Hometown Celebration – Chief Ellen Hanson

On October 13, 2010 Jackie Wasni with Motorola traveled to the “Land of OZ” and hosted the Hometown Celebration for Ellen. As always the hospitality and support from Motorola and Jackie was greatly appreciated. The event was held at the Copa Room, Lenexa, KS. Our groups had the back room reserved and were able to enjoy some very fine Italian dinner and desert selections. There were approximately forty-five guests in attendance that included several local police chiefs, sheriff, Lenexa City Council members, city management team, friends and family of Chief Hanson.

NAWLEE Board Members at the Hometown Celebration included: Katherine Perez, President; Dawn Layman 1st Vice President; Susan Rocket, Immediate Past President and Jackie Wasni, Ex-Officio. Several NAWLEE members were also in attendance: Sgt. Lisa Brown and Sgt. Stacy Simmons, Douglas County Sheriff’s Office; Lt. Jodi Andrews and

Sgt. Kerri Hall, Shawnee Police Department; Major Jan Zimmerman, Kansas City (MO) PD; Dep. Denise Baker, Johnson County Sheriff’s Office; Lt. Amy Ayers and Janita Cornelius, Kansas Highway Patrol; Sgt. Melanie Pierce and Sgt. Cindy Henson, Overland Park PD; Sgt. Diana Mendoza, Ofc. Betsy Madl, Ofc. Shannon Murphy and Ofc. Jacy Kimball, Lenexa Police Department.

Chief Hanson and all attendees had a great time. Chief Hanson is very appreciative of Motorola for the opportunity to share the award with her family, friends and colleagues. We are very proud of Chief Hanson’s accomplishments and her contributions to NAWLEE and furthering the interests of women in law enforcement. The gravity of the previous statement can be summed up by the comment of two attendees as they left, “You are so lucky to have Chief Hanson as your chief – we wish we did.”we know.



Milestones

Promotions, Retirements and New Members

PROMOTIONS:

Stacy Simmons from Corporal to Sergeant at the Douglas County Sheriff's Office in Lawrence, KS

NEW MEMBERS:

Investigator Amy Dunn - Kane County Sheriff's Office, St. Charles, IL

Detective/Captain Hollye Gilbride - Suffolk County District Attorney's Office, Mattituck, NY

Captain Janet Hartman - Florida State Fire Marshal, Bureau of Fire & Arson Investigations, Tallahassee, FL

Sergeant Debra Kaspar - Sarasota Sheriff's Office, Sarasota, FL

Corporal Natalie Lazar - Passaic County Sheriff's Department, Woodland Park, NJ

Colonel (Ret.) Linda Mayberry - Kentucky State Police, Winchester, KY

Captain Maureen Powers - Amtrak Police Department, Philadelphia, PA

Miriam Rollin, National Director - Fight Crime: Invest in Kids, Washington, DC

Lt. Colonel Cheryl Rose - Kansas City Police Department, Kansas City, MO

Lieutenant Margaret Ross - University of Southern Florida Police Department, Tampa, FL

Lieutenant Cynthia Vandyke - Sarasota Sheriff's Office, Sarasota, FL

NAWLEE is on Facebook and

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

The NAWLEE Conference in Pictures





