

National Center for Women & Policing

Portland Maine Police Department

Maine State Police



PORTLAND, MAINE |



## Conference on Leadership and Workplace Issues for Women in Law Enforcement

OCTOBER 21 - 22, 2008

1600 Wilson Boulevard, Suite 801, Arlington, VA 22209

Phone: 703-522-2214 | Fax: 703-522-2219

E-mail: [womencops@ferminist.org](mailto:womencops@ferminist.org) | Web Site: [www.womenandpolicing.org](http://www.womenandpolicing.org)



## **NATIONAL CENTER FOR WOMEN & POLICING**

A division of the Feminist Majority Foundation, the National Center for Women & Policing (NCWP), promotes increasing the numbers of women at all ranks of law enforcement as a strategy to improve police response to violence against women, reduce police brutality and excessive force, and strengthen community policing reforms.

Twenty years of exhaustive research demonstrates that women police officers utilize a style of policing that relies less on physical force, and more on communication skills that defuse potentially violent situations. Women police officers are therefore much less likely to be involved in occurrences of police brutality, and are also much more likely to effectively respond to police calls regarding violence against women, which today remain the single largest category of calls to police agencies nationwide.

Yet despite this compelling research, women are severely under-represented in police departments, accounting for only 13 percent of police officers across the country, according to our latest survey on the status of women in law enforcement. The numbers of women in law enforcement are kept artificially low by widespread discriminatory hiring and selection practices. Keeping women out of policing is not only depriving women of jobs, but is resulting in more police brutality.

The National Center for Women & Policing has been working since 1995 to educate criminal justice policy makers, the media and the public about the impacts of increasing the representation of women in policing. Our goals include ensuring that gender is always considered during the analysis of contemporary policing issues, and that law enforcement agencies strive for gender balancing their departments.



## **FEMINIST MAJORITY FOUNDATION**

The Feminist Majority Foundation was founded in 1987 to encourage feminists to take power and to win equal representation for women in decision-making positions in all arenas. The Feminist Majority Foundation's name is its message. Inspired by a 1987 Newsweek/Gallup poll, which showed that 58 percent of women self-identified as feminists, the Feminist Majority Foundation specializes in programs that combine research and action to develop long-term cutting-edge strategies for the political, economic, and social empowerment of women.

The National Center for Women & Policing grew out of the efforts of the Feminist Majority Foundation's campaign to generate attention to the gender dimensions of police excessive force in the LAPD following the Rodney King beating. The Foundation provided research and testimony to the Christopher Commission during its investigating, campaigned for, and won gender balance policies by the Los Angeles City Council and Police Commission.



# NATIONAL CENTER FOR WOMEN & POLICING

## *Changing the Face of Policing*

Margaret M. Moore  
*Director*

October 21, 2008

Chief Penny E. Harrington  
*Founding Director*  
*Advisory Board Chair*

Dear Conference Attendees:

The National Center for Women and Policing (NCWP) welcomes you to the two day seminar on Tuesday, October 21 and Wednesday, October 22, 2008. ***We are very pleased to be in partnership with Portland, Maine Police Department and Maine State Police hosting this conference.***

This year's conference will focus on leadership and workplace issues for women in law enforcement. Most issues women police face are common to all police officers but one. The issue some women deal with during their career is that of pregnancy. You will hear about the latest research on women and pregnancy; what departments need to do to meet the needs of women police and to make pregnancy a routine event. Other topics will address best practices and the conference will produce a report highlighting specific recommendations.

Our leadership lineup of speakers includes Dr. Karen J. Kruger, Department of Law, Harford County, Maryland, Gwen Boniface, former Commissioner of Ontario Provincial Police and currently Deputy Chief Inspector for the Garda Inspectorate, Dublin, Ireland, Sheriff Frank Cousins Essex County, MA, Sheriff Mark Dion, Cumberland County, ME and Chief Kim Crannis, Blacksburg PD and many other highly respected women in law enforcement.

We will make sure that the attendees have a chance to make new acquaintances and solidify the relationships of past years' conferences. We will also honor women who have broken the glass ceiling and recognize Commissioner Anne H. Jordan for her work at our awards luncheon on Wednesday. It is a time to celebrate the achievements of women and offer our continued support.

Enjoy your time here in Portland, Maine and at the beautiful Regency Portland Hotel!

Warm wishes, Margaret Moore, Director



STATE OF MAINE  
Department of Public Safety  
Maine State Police  
42 State House Station  
Augusta, Maine

04333-0042  
JOHN ELIAS BALDACCI  
GOVERNOR  
ANN H. JORDAN  
COMMISSIONER

COL. PATRICK J. FLEMING  
CHIEF  
LT. COL. ROBERT A. WILLIAMS  
DEPUTY CHIEF

Dear Conference Attendees:

On behalf of the members of the Maine State Police, I welcome you to Maine and the annual National Women in Policing Conference. The Maine State Police has joined with the NCWP and Portland Police to host this conference to show our support for this important event. The agenda is full of informative topics and the speaker's list is impressive. I am sure that all attendees will benefit from their attendance.

I hope that you will have the opportunity to see some of the state while here for the conference as October is a great time to be in Maine. The City of Portland has many amenities to offer and they will be a gracious host, which is I am sure why the NCWP brought this important conference here.

I look forward to welcoming you in person at the opening ceremonies on Tuesday, October 21, 2008.

Sincerely,

A handwritten signature in black ink that reads "Colonel Patrick J. Fleming".

Colonel Patrick J. Fleming  
Maine State Police

---

INTEGRITY \* FAIRNESS \* COMPASSION \* EXCELLENCE

Offices located at: Central Maine Commerce Center, 45 Commerce Dr., Ste. 1, Augusta, ME 04333-0042  
(207) 624-7200 (Voice) (207) 287-3659 (TDD) (207) 287-3042 (Fax)



# PORTLAND MAINE

*Strengthening a Remarkable City, Building a Community for Life • [www.portlandmaine.gov](http://www.portlandmaine.gov)*



## **PORTLAND POLICE DEPARTMENT** *PATROL DIVISION*

Dear Conference attendees:

It is a pleasure to welcome you to Portland and to the annual conference of the National Center for Women and Law Enforcement. As all of us know, the environment we work in is ever changing and events like this keep us on top of best practices and allow us to learn from colleagues who face similar challenges. If law enforcement wants to continue to attract the best and brightest we must offer the best for prospective employees and their families. We are especially interested to hear more about the focal point of these years' conference-workplace issues.

Portland is a city of 65,000 citizens. Portland Police's 160 sworn officers field 85,000 calls for service each year, working hard to make it one of the most sought after places to live and raise a family. Feel free to call upon us if you need anything during your stay-I hope these two days will give you an opportunity to learn and to enjoy this great city of ours. Thanks for joining us.

In Service,

Joseph K. Loughlin  
Chief of Police, Portland, Maine

## 2008 NCWP SEMINAR AGENDA

### Monday, October 20, 2008

- 1:00 p.m.-5:00 p.m. Tour to LL Bean, 542 Congress St, Portland.  
Bus Departs 1:00 p.m. Hotel Lobby Arrives back to Hotel 5:00 p.m.
- 3:00 p.m.-5:00 p.m. Early Registration. Pick up bags.
- 6:00 p.m. Dinner - Walk from Hotel to Gritty's Brew Pub at 396 Fore Street, Portland.  
Come casual. (Dinner and beverages on your own.)

### Tuesday, October 21, 2008

- 7:00 a.m.-8:30 a.m. **Registration**
- 7:30 a.m.-8:30 a.m. **Continental Breakfast**
- 8:30 a.m.-9:15 a.m. **Opening Ceremony and Remarks, Atlantic Room**  
**Presentation of Colors**  
Portland Maine Police Department and Maine State Police Color Guard  
**Speakers**  
Acting Chief Joseph Loughlin, Portland Maine Police Department  
Colonel Patrick Fleming, Maine State Police  
Director Margaret Moore, National Center for Women and Policing  
**KEYNOTE SPEAKER**  
Superintendent, Colonel Deborah J. Campbell, New York State Police
- 9:15 a.m.-9:30 a.m. **Break - Refreshments**

### WORKPLACE ISSUES

- 9:30 a.m.-10:30 a.m. **Meeting the Needs of the Pregnant Police Officer**  
Senior Assistant County Attorney Dr. Karen Kruger, Department of Law,  
Harford County, Maryland, and Colonel Deborah Campbell, New York  
State Police and Chair of the International Association of Chiefs of Police  
(IACP) Diversity Committee
- 10:30 a.m.-11:45 a.m. **Panel Discussion on Policies for Personal Relationships, Childcare,  
Eldercare, Equipment, Maternity Policy, Light Duty, Domestic  
Partnership Benefits – Moderator Colonel Gayle Cameron NJSP (retired)**  
Gwen Boniface, Deputy Chief Inspector, Garda Siochana Inspectorate  
Sheriff Mark N. Dion, Cumberland County, Maine  
Assistant Chief Dee Walker, Montgomery County Police Department
- 11:45 a.m.-12:15 p.m. **Officer Involved Domestic Violence - Model Policy**  
Captain Genevieve King, Boston Police Department
- 12:15 p.m.-1:30 p.m. **Lunch on Your Own**

- 1:30 p.m.-2:30 p.m.      **Recruitment and Retention of Women**  
Assistant Special Agent in Charge, Sheree Mixell, Bureau of Alcohol, Tobacco, Firearms and Explosives  
**Recruiting in the Spirit of Service**  
Director Cindy Shain, Kentucky Regional Policing Institute
- 2:30 p.m.-2:45 p.m.      **Break - Refreshments**
- 2:45 p.m.-5:00 p.m.      **“Career and Tactical Survival for Women in Law Enforcement”**  
Sgt. Betsy Smith, Naperville, IL Police Department, guides conference attendees through two hours of intensive, interactive training that will provide attendees with updates and information they can employ to improve and enhance both their professional and personal lives.
- 6:30 p.m.-8:30 p.m.      **Lobster Dinner – Hosted** (*meet in hotel lobby at 6:15 p.m. for departure*)

## Wednesday, October 22, 2008

### LEADERSHIP DAY

- 7:30 a.m.-8:30 a.m.      **Continental Breakfast**
- 8:30 a.m.-10:30 a.m.      **The Virginia Tech Shootings - Crisis Leadership, Armory Room**  
Chief Kimberly Crannis, Blacksburg, VA Police Department  
**Introduction and Moderator**  
Chief of Public Affairs, Mary I. Cooper, Drug Enforcement Agency
- 10:30 a.m.-10:45 a.m.      **Break**  
(Check out and bring bags to lobby for storage.)
- 10:45 a.m.-12:00 noon      **Panel of Police Executives - The Challenges of Leadership – Moderator**  
**Chief of Public Affairs Mary I. Cooper, DEA**  
Sheriff Frank Cousins, Essex County, MA  
Chief Lisa Beecher, University of Southern Maine Police Department  
Commander Lynda Castro, Los Angeles County Sheriff's Office
- 12:00 p.m.-2:00 p.m.      **Awards Luncheon - Breaking the Glass Ceiling Awards and the**  
*Regency Room*                      **Lifetime Achievement Award presented to Anne H. Jordan,**  
**Commissioner of Public Safety for the State of Maine**

### WORKSHOPS

(Choose One)

- Longfellow Room      **A. Education to Meet Your Career Goals & Career Opportunities**  
Mary Hogencamp, Marist College, and  
Recruiter Lynn Holland, Dyn-Corp
- Boardroom              **B. What Every Agency Can Do to Maximize Your Asset Forfeiture Seizures and Sharing**  
Assistant Director Catherine Sanz, Immigration and Customs Enforcement  
(Retired)
- Portland Room          **C. Job Sharing - A Discussion of a Best Practice**  
Val Høglund, Consultant
- 3:00 p.m.                **Wrap Up and Discussion, Regency Room**

## Keynote Speaker

### **Deborah J. Campbell**

*New York State Police*

Colonel Deborah J. Campbell holds the distinction of being the highest ranking female in the 91-year history of the New York State Police. She currently serves as Liaison between the New York State Police and the New York State Division of Criminal Justice Services, and is responsible for coordination of efforts and enhanced communication between the two agencies. Previously, she held the positions of Deputy Superintendent-Employee Relations and Deputy Superintendent- Human Resources, where she had oversight of Division's EEO investigations, Recruitment, Promotional Examinations, Employee Assistance Program, Personnel and Labor Relations.

In 2000, Colonel Campbell effectuated a research study entitled, "Improving the Recruitment of Women in Policing: An Investigation of Women's Attitudes and Job Preferences," results of which have been presented nationally and have been instrumental in significantly increasing the number of female applicants for the New York State Police. She also coauthored an article appearing in the May 2002 edition of *Law and Order magazine* entitled, "Recruiting Women Police Officers," and continues to play an active role in improving the recruitment efforts of the New York State Police. In 2005, Colonel Campbell was presented with the National Center for Women & Policing's Lifetime Achievement Award for the work she has done in the area of improving the recruitment of women to policing.

Colonel Campbell is an active member of several outside organizations including the National Center for Women & Policing, the International Association of Chiefs of Police, the New York State Chiefs of Police Association, and the New York State Women's Advisory Counsel to the Governor. She currently serves in the position of Secretary/Treasurer for the State and Provincial Division of the IACP, and serves as co-chair of the IACP Diversity Coordinating Panel, a group tasked with working to enhance the diversity of law enforcement agencies.

Colonel Campbell holds a Bachelor of Science Degree from SUNY Cortland and a Master of Arts Degree in Criminal Justice from the Nelson A. Rockefeller Institute of Government. She and her husband are the proud parents of two children, ages 16 and 13.

# Seminar Speakers

## **Lisa M. Beecher**

*Chief of Police*

Lisa M. Beecher was hired as the Chief of Police at the University of Southern Maine Police Department in February 1998. Prior to that, she was a career detective with the Portland Police Department and has spent a total of 32 years in law enforcement.

Chief Beecher oversees a police department that is larger than two-thirds of those in the State. Officers are responsible for campuses in the town of Gorham and cities of Portland and Lewiston. USM is a public university that serves a population of approximately 13,000. Chief Beecher has professionalized the police department, added staff and equipment, and worked to create and maintain excellent relationships with area law enforcement agencies sharing jurisdiction. The USM Police Department is the first in the state to be a designated "Safe Zone" for the LGBT community, after all employees, civilian and sworn, completed specific training.

In 1993, Senator George Mitchell appointed Chief Beecher to a three-year term on the Coordinating Council on Juvenile Justice and Delinquency Prevention. The Council, chaired by Attorney General Janet Reno, met regularly in Washington, D.C. and reported directly to the Senate Judiciary Committee. The Council completed a publication entitled, "The Juvenile Justice Action Plan" for nationwide distribution.

Chief Beecher received an AAS degree in Law Enforcement Technology from SMVTI and a Bachelor degree in Psychology from USM. She has completed graduate courses in Leadership Studies and Adult Education.

## **Gwen Boniface**

*Deputy Chief Inspector*

Gwen Boniface is the Deputy Chief Inspector of the Garda Siochana Inspectorate, an agency established in 2006 to oversee the modernization of Ireland's National Police Service. She served for almost 30 years in Canadian Policing including 8 years as the Commissioner of the Ontario Provincial Police. She was the first woman elected as President of the Canadian Association of Chiefs of Police and the first Canadian to serve as the Chair of the State and Provincial Division of the International Association of Chiefs of Police. She was also the 2008 recipient of the Institute of Public Administration Canada's Lieutenant-Governor's Medal of Distinction in Public Service.

## **Lynda Castro**

*Equity Commander*

Commander Lynda Castro is a thirty-one year member of the Los Angeles County Sheriff's Department. As the Equity Commander, she oversees the activities and problem-solving missions within the Bureau of Labor Relations and Compliance (BOLRAC). The priority issue includes demonstrating compliance on the Bouman Consent Decree, set up in 1993 to combat gender discrimination in the areas of assignment, transfer, training and promotion of women. The BOLRAC also focuses on the implementation of management's representation in MOU matters, particularly in the area of the employee grievance process.

Commander Castro focuses most of her attention on the Consent Decree, the Policy of Equality, and Respect Based Leadership Training, and works to ensure the structure, procedures and training that prevent harassment, discrimination and retaliation in the workplace. Commander Castro has steadfastly committed herself to courageously standing against "racism, sexism, anti-Semitism, homophobia and bigotry in all its forms," taken from the Core Values implemented by Sheriff Lee Baca in 1998.

As a deputy, sergeant and lieutenant, Commander Castro worked assignments in custody, patrol, media relations, pre-employment and transit policing. She realized her dream in 2000 when she took command of the West Hollywood Sheriff's Station. With a significant GLBT, elderly and Russian speaking communities,

Commander Castro was thrust into active and evolving human rights issues. Commander Castro has continued her advocacy as the Equity Commander in her Department, both internally and externally with the GLBT community. Commander Castro has been a member of the National Center for Women and Policing since 1995, currently serving as an Advisory Board member.

Colonel Campbell holds a Bachelor of Science Degree from SUNY Cortland and a Master of Arts Degree in Criminal Justice from the Nelson A. Rockefeller Institute of Government. She and her husband are the proud parents of two children, ages 16 and 13.

## **Mary Irene Cooper**

*Chief*

As Chief of the Drug Enforcement Administration's (DEA) Office of Congressional and Public Affairs (CP), Mary Irene Cooper oversees promotion of the mission and accomplishments of the DEA. She manages the agency's branding, media relations, government and Congressional affairs and internal communications; the DEA Museum; and the agency's demand reduction program. Since Ms. Cooper joined CP in February 2005, she has tremendously raised DEA's public profile: 3.9 million news stories relating to DEA's mission and accomplishments have appeared nationally and internationally—compared to 63,000 in the two years prior. Under Ms. Cooper's leadership, rapport with the U.S. Congress has increased in quantity and quality. Her management enhancements within CP have resulted in clear improvements to congressional awareness of DEA's programs and achievements. Ms. Cooper's focus on increasing public awareness of the agency and drug trends has resulted in a near tripling of visitors to the DEA website, from 3.5 million hits annually to 9.6 million. Furthermore, under her leadership, an Emmy nominated television series on the DEA was launched on a major broadcasting network.

Prior to this position, Ms. Cooper held the Special Agent in Charge position for the Special Operations Division. She served as DEA's attaché in Paris and has over 20 years at the agency.

Ms. Cooper has received the DEA Administrator's Award and the Attorney General's Award for Excellence in Law Enforcement. She holds a Bachelor of Science degree from Pennsylvania State University

## **Frank G. Cousins, Jr.**

*Sheriff of Essex County*

Frank G. Cousins, Jr. was elected to his first six- year term as Sheriff of Essex County (MA) in November of 1998. This victory paved the way for the continuation of the progressive philosophy with which he has managed the Sheriffs Department since his appointment by Governor William F. Weld in September 1996.

From the time of his appointment, Sheriff Cousins has made significant changes at the Sheriffs Department. Under his leadership the department has opened 3 offices of community corrections, 2 civil process offices and the counties first ever women's pre-release facility. Administratively, Sheriff Cousins completely restructured the management of the department and instituted a line item budget saving thousands of taxpayer dollars. He is responsible for managing the operations of 9 facilities, a staff of 580 employees, a daily inmate population of 2000 and an annual operating budget in excess of \$50 million.

His commitment to the treatment of offenders is highlighted by the establishment of the substance abuse treatment community (SATCO) at the Essex County Correctional Facility, the "Essex County Re-Entry Center" and community service programs at the Lawrence Correctional Alternative Center, and numerous drug and alcohol diversion programs at the Women-in-Transition Center in Salisbury.

He plans to further professional accreditation for the Department and open a Regional Lock-up. In 2003, the Middleton House of Correction was awarded national accreditation by the American Correctional Association (ACA), an honor earned by less than one percent of correctional facilities nationwide.

Sheriff Cousins attended Northern Essex Community College before transferring to Springfield College, where he received both his BA (Human Services), and his Master's Degree (Criminal Justice).

On a personal note Sheriff Cousins resides in his hometown of Newburyport with his wife Nicole and son Gardner William.

## **Kimberly Crannis**

*Police Chief*

Kim Crannis, a 24-year veteran of the Blacksburg Police Department, was named the town's first female police chief in October, 2006. She has served with the department since 1984, most recently as a captain. She has also been a crime prevention officer, a platoon commander and operations division commander and has been in charge of department professional standards.

Her education: includes a master's degree in public administration, Virginia Tech, 2000; and a bachelor's degree in public administration with focus on law enforcement, Ferrum College, 1983; graduated from Prince Edward Academy high school in Farmville, 1979

Chief Crannis was one of three police department chiefs that responded to the Virginia Tech shootings in April, 2007.

A report released by an independent group Archangel, a security and anti-terrorism group in September, 2008 praises the response of Virginia Tech and Blacksburg police to the April 16, 2007, shootings and defends the manner in which the university notified the campus of the emergency.

The report is a tactical assessment of law enforcement response to the shootings and is designed to offer guidance to emergency responders and schools.

"It is hard to imagine any department could have performed better," the 144-page report's conclusion reads. "The training, preparation, interagency operability and conduct of these departments and their officers should serve as a model for all police throughout America."

## **Mark N. Dion**

*Sheriff*

Sheriff Mark N. Dion was first elected in November 1998. He had previously served as Deputy Chief of the Portland Police. During the course of his 21 years as a police officer for the city of Portland, Sheriff Dion worked in a variety of patrol, administrative and investigative capacities.

Dion was honored by the International Association of Chiefs of Police and Parade magazine for his commitment to civil rights enforcement and education. He was also cited by President Clinton and then US Senator George Mitchell for his exemplary leadership in the implementation of community policing practices in the city of Portland.

Dion has successfully led the Cumberland County Sheriff's Office to secure national accreditation for the operation of the jail and delivery of correctional health services. He has been a vocal advocate for the proper treatment of the mentally ill within the criminal justice system while serving on the legislature's sentencing commission.

Dion has also led the State of Maine in the implementation of a focused attack on the issue of motor vehicle operators driving on our highways with suspended licenses. His Habitual Offender Strike Force has captured national attention while taking over 300 suspended drivers off the road.

Dion received his Bachelor of Arts degree in Criminal Justice from the University of Southern Maine. He was awarded his Master's degree in Human Services Administration from Antioch College. Sheriff Dion earned his Juris Doctor from the University of Maine's School of Law and is admitted to practice law in the State of Maine.

Dion was selected to attend the Senior Executives in State and Local Government program at Harvard University's John F Kennedy School of Government as a Henry Brooks Fellow. He also attended the National Sheriff's Institute where he was elected president by his professional peers.

He has also been board certified as a correctional executive by the American Correctional Association. Dion has also served as president of the Maine Sheriff's Association.

Dion is a resident of Portland. He is married.

## **Colonel Patrick Fleming**

*Chief of the Maine State Police*

Colonel Patrick Fleming joined the Maine State Police in September of 1984 and spent the first nine years of his career patrolling Somerset and Franklin counties and along Interstate 95 from Augusta to Newport. In August of 1993 he was promoted to detective and joined the Executive Protection Unit providing protection for Governor John McKernan. He was promoted to sergeant in 2001, remaining in the Executive Protection Unit, under Governor Angus King. He continued in that role while serving Governor John Baldacci. In 2004, he was promoted to lieutenant, in charge of the Special Investigations Unit, overseeing gaming, licensing and the Executive Protection Unit. In April of 2007 he was sworn in as the 17th Colonel of the Maine State Police.

Colonel Fleming grew up in Hampden, Maine and is a 1981 graduate of Hampden Academy. He has an Associates degree in Criminal Justice and a Bachelors degree in Business Management from the University of Maine at Augusta. He is a member of several law enforcement organizations including the Maine Chief's of Police Association, International Association of Chief's of Police, and is a member of the Board of Trustees at the Maine Criminal Justice Academy.

He resides in Fairfield with his wife, Norleen, and their two teenage sons, Daniel and Isiah.

## **Mary E. Hogencamp**

*Marist College*

Mary E. Hogencamp served as a uniformed officer for over 20 years with the New York State Police. She was sworn in as Trooper in 1979, and retired as a Captain in 2000. During that time she served in a variety of positions, including sergeant, lieutenant, director of the Southern Tier Regional Crime Laboratory, assistant director of the State Police Academy, assistant director of Traffic Operations, and zone commander of the New York State Thruway.

While still a sworn officer she earned her Master of Public Administration degree from Marist College, and has worked with Marist College since 2001 as an Adjunct Professor teaching various courses in their MPA Cohort Program. Since 2005 she has also worked for Marist College as their MPA Contract program coordinator, working closely with the School of Management to oversee various aspects of the program, and with other law enforcement and non-profit organizations to secure their access to the Master of Public Administration Cohort program.

Since 2000, she has also served as a Security Analyst for Capital Research Group, a private intelligence and investigations group based in Alexandria VA, specializing in national political threat assessment investigations, and sensitive corporate due diligence work for international firms.

She is passionate about riding, and has studied dressage for years with a variety of trainers. She teaches young and adult riders in a stable near her home in upstate New York, and is active with several community organizations.

## **Val Hogle**

*Consultant*

Val Hogle is an 18-year veteran of the Edmonton Police Service (EPS) in Edmonton, Alberta, Canada. Her passion in life is to inspire policewomen and police agencies to seek out the best family support programs. Val completely revamped EPS Job Sharing Policy and has shared her successes across Canada through publishing an article in BlueLine Magazine. Additionally, Val has presented Job Sharing in Colorado at the Rocky Mountain Women in Law Enforcement Conference and also works as a Consultant with police agencies in the USA to create win-win situations. Val's educational background consists of three years of university in Physical Education and General Studies. Val is currently studying under Bob Proctors Coaching Program. Val is a high-spirited and energetic individual who also works with teenage girls on self-esteem and confidence issues. In Val's spare time she enjoys an active lifestyle with her two young children. Val is also a Doula (Labour Coach).

## **Lynn Holland**

*Recruiter*

Lynn Holland began her law enforcement career as a probation and parole officer for the Oklahoma Department of Corrections. She then became a police officer and crime prevention specialist at the Broken Arrow, Oklahoma, Police Department, where she created the Department's first Victim's Assistance, Crime Prevention, and Crime Stopper's programs. Lynn then moved on to the Denton County Sheriff's Office in Denton, Texas, where she became the Commander of the Community Relations Unit and the spokesperson for the Sheriff's Department.

After taking a tour through the private sector, Holland was selected to be the first woman to serve as a member of the executive management team for the Haitian National Police Initiative on behalf of the US Department of Justice's International Criminal Investigative Training and Assistance Program (ICITAP). While on this assignment she established and maintained a personnel system for over 100 instructors and 5,000 students, drafted all policy and procedures for site personnel, and led the recruitment efforts to recruit the first female police officers for the Haitian National Police.

Her next assignment was in Bosnia where she was tasked with developing a program to assist women who had been victims of rape as an act of war. Lynn continued her international policing experience by serving on the law enforcement entry team to Kosovo. During that assignment she worked on several massacre investigations and documented human rights violations in Kosovo, Albania and Macedonia. Her efforts were used to assist in the indictment of Slobodan Milosevic.

Holland was the first woman to be selected as the "Officer of the Year" for the State of Oklahoma. Additionally, she had the privilege of being selected as the first women from American local law enforcement to receive specialized training in hostage negotiation and terrorism issues from the Metropolitan police, New Scotland Yard, London, England. During her training she was asked to assist with the first Domestic Violence Training held for the Metropolitan police. She is now recognized as a Subject Matter Expert in post-conflict reconstruction by the United Nations and is a Bush Fellow from the George H. Bush School of Government & Public Service, Texas A&M, where she earned her Master's Degree. Lynn Holland is currently working for DynCorp International's Civilian Police Program which is responsible for recruiting and supporting law enforcement professionals for post-war assignments in emerging democracies throughout the world.

## **Genevieve King**

*Captain*

King has been a police officer with the Boston Police Department for 24 years. Her current rank is Captain Detective and is the Commander of the Family Justice Division, which includes the Domestic Violence Unit, Sexual Assault Unit, Human Trafficking Unit, and the Crimes Against Children Unit. Capt King received a Masters degree in Criminal Justice from Boston University, and her undergraduate from University of Massachusetts, Boston.

## **Karen J. Kruger**

*Senior Assistant County Attorney*

Dr. Karen Kruger is a Senior Assistant County Attorney for Harford County, Maryland where she represents the Sheriff and other public safety agencies. She joined the Office of Law after serving for twelve years as an Assistant Attorney General for the State of Maryland and representing the Maryland Transportation Authority Police. Previously, she was a prosecutor in the Attorney General's Criminal Investigations Division. She is a member of the Maryland, D.C. and California bars and holds a graduate certificate in teaching from Johns Hopkins University. Kruger is also a graduate of the FBI National Law Institute, the Federal Law Enforcement Training Center's legal advisor program and is a certified instructor for the Maryland Police Training Commission. She holds an L.L.M. degree in Law and Government from the Washington College of Law at American University and a J.D. from Rutgers University School of Law.

Kruger's article entitled "Pregnancy & Policing: Are They Compatible?" appears in 22 Wisc. Women's L. J. 61 (2007) and the University of Baltimore Law Review recently published her article on governmental immunity at 36 U. Balt. L. Rev. 1 (2006).

Kruger is also the author of "Rediscovering the New Jersey E.R.A.: The Key to Successful Sex Discrimination Litigation," published in the Rutgers Law Journal, and numerous other advisory and training papers for Maryland law enforcement. The FBI Law Enforcement Bulletin published two of Kruger's articles, "Collecting Statistics in Response to Racial Profiling Allegations" and "Dealing with Domestic Violence Within Law Enforcement Relationships." She is a regular contributor to The Police Chief magazine published by the International Association of Chiefs of Police, and the magazine published a major article of hers on the subject of the role of expert witness testimony in police litigation. She is a certified instructor for the Maryland Police and Correctional Training Commissions, and an adjunct instructor at the Baltimore County Community College. Kruger serves as counsel to the Maryland Chiefs of Police Association, Inc., and she is a Board Member of the Legal Officers' Section of the International Association of Chiefs of Police.

## **Joseph Loughlin**

*Acting Chief*

Joseph K. Loughlin has been with the Portland Police Department for twenty-six years and is currently in the position of Chief of Police. He was born and raised in the New York City metropolitan area, where he attended parochial schools. Chief Loughlin came to Maine by way of St. Joseph's College, graduating with a Bachelor of Arts degree in 1997. He went on to achieve a Master's Degree in Human Resources and Adult Education from the University of Southern Maine in 1997. He is also a graduate of the Command Training Institute of the FBI, National Academy, Quantico, Virginia, 1995.

Chief Loughlin began his career with the Portland Police Department in 1981 as a patrol officer. In 1996 he was promoted to Detective, for Crimes against Persons. In 1992 he was promoted to Sergeant, first supervising Patrol then the Maine Drug Enforcement Agency. He was, again, promoted to Lieutenant in 1997, where he supervised the Patrol Division, followed by the Criminal Investigation Division until 2002, when he was promoted to Captain of the Patrol Division. He served his officers in that capacity for three and a half years, when he was then promoted to Deputy Chief of the Bureau of Operations where he oversaw both the Patrol and Patrol Services Divisions.

During this time, in addition to his regular duties, he occupied many command positions within the Department, including the SRT (Special Reaction Team), led various seminars, and was the founder of the Peer Support Team, for which he remains a counselor. He has received numerous awards and commendations in connection with his police career. In 2005 he received the prestigious honor of being voted the Citizen of the Year by the Elks Club.

The Chief is a regionally renowned author of numerous police editorials and articles revolving around the police officer's perspective of life and service to the City of Portland. In 2006, Loughlin co-wrote a captivating book about the real life homicide investigation of Amy St. Laurent, titled Finding Amy. Both He and Kate Flora, his co-author, were nominated for and became one of the finalists for the Edgar Award for Mystery Writing in 2007.

## **Sheree L. Mixell**

*Assistant Special Agent in Charge*

Mixell began her career in law enforcement over 20 years ago with the United States Secret Service in Washington, DC. In 1990, she became an agent with Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF). She is a graduate of Indiana University where she earned a Bachelor's degree in Criminal Justice. In 1997, she was promoted to ATF Headquarters as a Program Manger in the Office of Liaison and Public Information. She also served as the Group Supervisor for the Washington Field Divisions Intelligence Group and Regional Crime Gun Center. In this capacity, she coordinated ATF support to major events and investigations, which included the 2001 Presidential Inauguration, the International Monetary Fund (IMF)/World Bank events, the Pentagon investigation, and the Sniper investigation. She was promoted to the Chief of the Office of Public Affairs at ATF's National Headquarters where she was the primary spokesperson

for the agency for four years. Mixell currently serves as the ASAC of the Baltimore Field Division where she has oversight of ATF's enforcement and regulatory efforts and supervises over 100 special agents, task force officers, investigators, and professional and administrative staff in the states of Maryland and Delaware. She will complete her Senior Executive Service training in December, 2008.

Mixell has received numerous Department of Treasury and Department of Justice Special Act and Service Awards. She has served as the Vice President and President of the Women in Federal Law Enforcement (WIFLE) Executive Committee and currently chairs the Past Presidents Council.

## **Margaret M. Moore**

*Director*

Moore started her law enforcement career in New York City in 1973. She served as an undercover narcotics police officer and in June 1976 she joined the New York Office of the then Treasury Department's Bureau of Alcohol, Tobacco and Firearms (ATF).

Moore was promoted to positions of increased responsibility to become that agency's first woman Special Agent in Charge and retired in 1999 after 23 years as the highest-ranking woman agent, Deputy Assistant Director for Science and Technology.

Moore joined the Feminist Majority in September 1999 and is the chief point of contact to federal, state and local law enforcement for the National Center for Women and Policing, (NCWP). The NCWP is the primary women's police organization that promotes and advocates increasing the number of women in law enforcement to achieve gender equity. She currently serves as NCWP's director.

In June 1999, Moore was one of the founding mothers and incorporated Women in Federal Law Enforcement, a not-for-profit organization. She serves as the organization's Director. Moore holds a B.A. in Criminal Justice from John Jay of Criminal Justice in New York City.

## **Cindy Shain**

*Director*

Lt. Col. (Ret.) Cindy Shain serves as Director of the Kentucky Regional Community Policing Institute (RCPI) at Eastern Kentucky University in Richmond, KY (USA) where she oversees federally-funded grants involving the delivery of training and technical assistance to law enforcement and citizens. A retired law enforcement executive with 24 years of experience with the Louisville (KY) Division of Police, she retired as Deputy Chief of Operations. She commanded the operations of all uniform services, specialized units and special operations for the agency and coordinated the planning and execution of all event security and traffic details for the City of Louisville, including VIP visits and the Kentucky Derby. She was involved in the development of a law enforcement curriculum and guide for major special events' security and traffic planning and is a national speaker on the topic of security planning for major special events.

Shain is committed to advancing the role and leadership of women in law enforcement throughout the globe. She is a founding member of the Kentucky Women's Law Enforcement Network and currently serves as a member of the National Center for Women and Policing Advisory Board and Co-Chair of the International Association of Women Police International Scholarship Committee. She frequently presents on recruitment, retention and promotion of women in law enforcement nationally and internationally.

Shain currently serves as Vice-Chair of the IACP International Managers of Police Academy and College Trainers (IMPACT) Committee and as member of the Crime Prevention Committee for IACP. Since 1997, she has been involved in international police training relating to democratic policing practices in Eastern Europe and Central Asia.

Shain holds a Masters Degree in Loss Prevention and Safety from Eastern Kentucky University (Richmond, Kentucky) and a Bachelor's Degree in Humanities from Bellarmine University (Louisville, Kentucky).

## **Betsy Smith**

*Sergeant*

Sergeant Betsy Smith is a 28-year veteran of a large Chicago suburban police department. Currently a patrol supervisor, she has held positions in patrol, investigations, narcotics, juvenile, crime prevention and field training. As a sergeant, she supervised her department's K-9 Unit, served as a field training sergeant, recruitment team sergeant, bike patrol coordinator, the Crowd Control Bike Team supervisor, and supervisor of the Community Education/Crime Prevention Unit. A patrol sergeant, Smith serves on the Elderly Services Team, the Crisis Intervention Team, and is a supervisory member of the Honor Guard Unit. From 1999 - 2003 Betsy hosted various the "Roll Call" and "LETN Live" shows for the Law Enforcement Television Network and served as a content expert.

A graduate of the Northwestern University Center for Public Safety's School of Staff and Command and Western Illinois University, Betsy writes for numerous law enforcement and government publications, and is a regular columnist for Police One ([www.policeone.com](http://www.policeone.com)). She has been a content expert and instructor for the Calibre Press "Street Survival" seminar since 2003. She serves as an on-air commentator and advisor for Police One TV ([www.policeonetv.com](http://www.policeonetv.com)), and is currently a featured character in the Biography Channel's "Female Forces" reality show, which premieres on October 5, 2008 at 9:00 PM ET. Betsy is the lead instructor for the Calibre Press "Street Survival for Women" seminar and manages Dave Smith & Associates, a law enforcement training and consulting

## **Jean Theobald**

*Assistant Dean*

Jean Theobald is Assistant Dean for Graduate Management Programs in the School of Management at Marist College in Poughkeepsie, New York.

Theobald is a Summa Cum Laude graduate of New York Institute of Technology with a Bachelors degree in Fine Art in Communication Arts, and holds a Master's degree in Humanist Education from the State University of New York, College at New Paltz.

Theobald has been with Marist College for more than 10 years. As Assistant Dean, she serves as the academic advisor and "go to" person for more than 250 students in the MBA and MPA programs. Prior to joining Marist, Theobald was a New York State licensed school director for a private, accredited, for-profit vocational school. She currently lives in LaGrange, New York, with her husband, NHRA race

## **Deirdre Walker**

*Assistant Chief*

Deirdre (Dee) Walker is a 1984 graduate of the University of Maryland, College Park. She earned a Master of Science degree from the University of Maryland, University College in 1999. In 2005, she received a Master of Arts degree in Security Studies from the United States Naval Postgraduate School (N.P.S.), Monterey, CA.

Walker joined the Montgomery County, Maryland Department of Police (MCP) in 1985 and has served at ascending ranks in a wide range of assignments to include uniform patrol, undercover narcotics, tactical patrol, policy and planning, training and special operations. In September of 2002, Chief Charles Moose appointed her as the Assistant Chief of Police, Investigative Services Bureau. Chief Walker has most recently overseen all investigative functions for MCP, which serves a community of nearly one million residents.

Walker is a former adjunct professor for Montgomery College in Rockville, MD. She is an active member of the International Association of Chiefs of Police, the Mid-Atlantic Association of Women in Law Enforcement and the National Center for Women in Policing. In 2007, Chief Walker accepted a one-year appointment as a N.P.S. Senior Fellow at FEMA.

In December 2008, Chief Walker will retire from the Montgomery County Police Department. She has accepted a position as Coordinator of Alumni Affairs for the Naval Postgraduate School Center for Homeland Defense and Security.

# Lifetime Achievement Award

## **Honorable Anne H. Jordan**

*Commissioner, Maine Department of Public Safety*

**This Award is for your dedication to public service and the notable achievements accomplished for the people in the state of Maine, particularly Domestic Violence in the Workplace web based training tool and the many other issues that you effectively tackle in your position.**

Ms. Jordan is a Maine native having graduated from Kennebunk High School, the University of Southern Maine (BA Political Science 1981) and The University of Maine School of Law (JD 1984). She served as an Assistant District Attorney and then the Deputy District Attorney in York County, Maine from 1984-1990. She entered private practice in late 1990. Ms. Jordan was a member and chair of the State of Maine Animal Welfare Advisory Council, a member of the State of Maine Harness Racing Commission and served for 16 years on the State of Maine Pardon's Board. Ms. Jordan was the author of the first in the nation law to include pets in Domestic Violence Protection Orders.

Ms. Jordan was appointed as the Commissioner of Public Safety for the State of Maine in March 2007. She is the first woman to hold the post. She is responsible for overseeing the Maine State Police, the Maine Drug Enforcement Agency, the State Fire Marshal's Office, the Emergency Communications Bureau, the Bureau of Capital Security, the Maine Criminal Justice Academy, the Bureau of Emergency Medical Services, the Gambling Control Bureau, and the Bureau of Highway Safety.

# NCWP 2008 Awards

## BREAKING THE GLASS CEILING AWARD

**Commander Marilyn Baker**

*Los Angeles County Sheriff's Department*

**Chief Lisa Beecher**

*University of Southern Maine Police Department*

**Deputy Chief Amy Berry**

*South Portland Police Department*

**Chief Kimberly Crannis**

*Blacksburg Police Department*

**Chief Mary I. Cooper**

*Public Affairs, Drug Enforcement Administration*

**Deputy Assistant Superintendent Carrie Keating**

*Essex County Sheriff's Department*

**Captain Genevieve King**

*Boston Police Department*

**Captain Cindy McAlister**

*Fairfax County Police Department*

**Commander Margaret A. Ruiz-Wagner**

*Los Angeles County Sheriff's Department*

## NCWP Advisory Board

**Chief Fabienne Brooks**

*King County Sheriff's Office (retired)*

**Lt. Colonel Gayle Cameron**

*New Jersey State Police (retired)*

**Deputy Superintendent Deborah Campbell**

*New York State Police*

**Captain Lydia Castro**

*Los Angeles County Sheriff's Department*

**Margo Frasier**

*Professor, Sam Houston University*

**Captain Barbara Hopkins**

*Annapolis Police Department (retired)*

**Jenifer McKenna**

*Co-founder and former Managing Director of the California Women's Law Center*

**Dr. Kim Lonsway**

*End Violence Against Women International*

**Cassandra Martha**

*Curacao Police Department, (Caribbean)*

**Rosa Melendez, Regional Director**

*Community Relations Service, USDOJ*

**Susan Miller, PhD**

*University of Delaware*

**Deputy Chief Terri Moses**

*Wichita Police Department*

**Anne O'Dell, President**

*President, S.T.O.P. Domestic Violence, Inc.*

**Professor Kathryn Scarborough, PhD**

*Eastern Kentucky University*

**Elsie Scott, PhD, President**

*Congressional Black Caucus Foundation*

**Cindy Shain, Director**

*Kentucky Regional Community Policing*

**Eleanor Smeal, President**

*Feminist Majority Foundation*

**Katherine Spillar, Executive Vice President**

*Feminist Majority Foundation*

**Terri Swan, President**

*International Association of Women Police*

**Debra Williams, Major**

*Atlanta Police Department*

**Clarkson Woodward**

*Portland, Maine Police Department*





**549 Congress Street, Portland, ME 04101**  
**portlandmaine.com • 207.772.6828**

Portland's Downtown District (PDD) is proud to be a sponsor of the National Center for Women and Policing conference. As the business improvement district for the Old Port and Arts District public safety is of critical importance to the success and growth of downtown Portland and we appreciate the dedication and professionalism of the women and men of the Portland Police Department. We hope you have a great conference and enjoy our wonderful city! Thank you for choosing a law enforcement career and contributing to such an important role in our society

Janis M. Beitzer  
Executive Director