Women in Policing: MVP Game Changers in Law enforcement Leadership

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OVERVIEW

- History of Women in Policing
- What is a Leader?
- Women as L.E.A.D.E.R.S in Law enforcement
- Women MVP Game Changers in Law enforcement (Past & Present)
- Leadership skills
- Leadership styles
- Leadership in the 21st century
- How to become an effective leader in law enforcement?
- Why are women MVP game changers in law enforcement?
History of Women in Law Enforcement

- 1800’s- 1st American police dept/1845-NYC jails women matron
- 1891- Chicago- Marie Owens- “patrolman”- no patrol
- 1905- Portland- Lola Baldwin- 1st sworn female officer-
  1906- arrest powers
- 1910- Los Angeles- Alice Wells- 1st sworn police woman
  with badge #1- after 5 yrs.- she founded IAPW
- 1930’s-1940’s- Great depression, limited roles
- 1950’s- women competed for promotions
- 1960’s- prostitution & drug sales- need for women
History of Women in Law enforcement – Cont’d

- 1968- Indianapolis- assigned 1st patrol car (47) to Elizabeth Robinson & Betty Blankenship
- 1970’s- Women officers accepted by the public
- 1970’s- police shows- Police Woman - Get Christie Love
- 1972- Title VII- Civil Rights Act- banned gender discrimination in public agencies (Women- 2%)
- 1990’s- L.E. Orgs for Women
- Today- Women account for more than 15 % of officers
What is a Leader?

- A leader can be defined fairly simply as ‘a person who leads or commands a group, organization or country’ (Retrieved from https://www.skillsyouneed.com/leadership-skills.html).

- “A person or thing that holds a dominant or superior position within its field, and is able to exercise a high degree of control or influence over others” (Retrieved from http://www.businessdictionary.com/definition/leader.html).

- “A great leader focuses on what is right and not who is right.” Jacqueline L. Bailey-Davis, M. Ed.
Women as L.E.A.D.E.R.S. in law enforcement

- **Led by the law**
- **Educated**
- **Advocates**
- **Defy** the odds
- **Excel** as effective leaders
- **Risk** takers
- **Sacrifice**

Who are some exemplary L.E.A.D.E.R.S. in Law enforcement (past & present)?
Women MVP Game Changers(Past)

- Val Demings-Former Police Chief, Orlando Florida Police Dept.
- 27 year member
- Undergraduate degree
- “Every individual living in this country has an opportunity or an obligation to make their community, their state, this nation- better.”
- Transitioned to U.S. House of Representative, Florida 10th District
Cathy Lanier- Former Chief of Police, Metropolitan Police Department of the District of Columbia
26 year member
Undergrad & graduate degrees
Transitioned to NFL leadership position
Women MVP Game Changers (Past)

• Dr. Delsa Bush - Former Chief of Police, West Palm Beach Florida
• 28 year member
• Bachelors, Masters, and Ph. D. degrees
• Many “firsts” in WPB
• Trailblazer
Women MVP Game Changers (Present)

- Jeri Williams, Chief of Police, City of Phoenix, AZ
- 28 years of service
- Undergrad & graduate degrees
- Multiple posts as Chief of Police
Women MVP Game Changers(Present)

- Danielle Outlaw, Chief of Police, Portland Police Bureau
- 20 years experience
- Undergrad & graduate degrees
- Multiple leadership roles
Women MVP Game Changers (Present)

- Jacqueline Bailey-Davis, Police Staff Inspector, Philadelphia Police Dept.
- 21 years of service
- B.S., M.Ed., & Ph.D. candidate
- Philanthropist
- Criminal Justice Educator
- “Life’s best reward is when you live & give like a hero everyday.”
Leadership Skills

- Technical Skills
- Interpersonal Skills
- Analytical Skills
- Align skills with task/incident

- Managerial skills
- People skills
- Communication skills
- Financial skills
Leadership styles

- Autocratic Style
- Democratic Style
- Free-reign Style
- By the Book
- Mutual style
Leadership in the 21st Century

- Pendulum shift
- Autonomous v Collaborative
- Law enforcement v Community policing
- Transparency
- Accountability
- Diversification
Effective traits of law enforcement leaders

- Live their values
- Position does not define leadership
- Set goals for themselves
- Thank you to others
- Admit your mistakes
- Mentor & coach others

- Accept influence
- Accountability
- Delegate to the expert in the room
- Vision cast goals
- Forgive
- Solution-oriented
Why are women MVP game changers in law enforcement?

- Are leaders born or made?
- Breaking glass ceilings
- Overcame obstacles & surpassed expectations
- Recognize the need for change & make changes
- Natural born leaders
- 2 sides of the story (Client/Issues advocates)
- Lead with head and heart
- Eliminate politics from the position
- Authentic engagement with community
- De-escalation skills
References


- 12 Traits of effective police leaders retrieved from URL https://www.policeone.com/chiefs-sheriffs/articles/186942006-12-traits-of-effective-police-leaders/