

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%)
- 1980's- Portland- Penny Harrington –Chief, 1994- Atlanta- Beverly Harvard- 1st Black female Chief of Police
- 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



Women MVP Game Changers(Past)

- 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

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