

Date	Start Time	End Time	Event Name	Location	Description	Speakers
4/23/2024	14:00	18:00	Registration - NAWLEE Store - Silent Auction/Raffles Sales	Grand Ballroom	The NAWLEE Store will be set up so you can purchase cool gear and gifts that show your support for women in law enforcement. A unique array of items will be on display as part of the NAWLEE fundraising efforts.	
4/23/2024	14:00	18:00	Networking Reception, Reception, and Vendor Meet & Greet	Grad Ballroom	Join in the extensive networking reception where you can connect with colleagues and meet new friends. Hosted by Off Duty Management, there will be a variety of complimentary refreshments and food items for you to enjoy as you browse the vendors, and register for the event.	
4/24/2024	7:30	8:15	Seated Breakfast	Mirage Event Center A	To kick off the 28th Annual NAWLEE Conference, Rising Together, we will gather for a formal, seated breakfast. As is tradition, the first full day of the conference is Uniform Day. Represent your agency by wearing your agency uniform if you are sworn, and an agency logoed shirt if you are a professional staff. Be sure to come on time so you can enjoy breakfast and socializing before the event begins.	
4/24/2024	8:15	9:30	Opening Ceremonies	Mirage Event Center A	The formal opening ceremony featuring an all-female regional honor guard, the singing of the national anthem, and remarks will set the tone for the event.	
4/24/2024	10:45	11:00	Break			

4/24/2024	9:45	10:45	General Session - Looking forward with our Federal Partners	Mirage Event Center A	The Federal Partners Panel is a must-attend tradition at the NAWLEE conference. During this session, you will hear firsthand from key federal entities about what is in store for the year including grants, training, research, collaboration, task force activities, and various programs. This panel will begin with recorded welcome remarks from Deputy Attorney General Lisa Monaco.	Director Hugh Clements Jr. Office of Community Oriented Policing Services, Director Karhlton F. Moore - Bureau of Justice Assistance, Director Nancy La Vigne - National Institute of Justice, Heather Fong Chief, (retired) Assistant Secretary - DHS, Mark Pittella, Acting Deputy Director, United States Marshal Service, Jennifer Cicolani, Special Agent in Charge - ATF San Francisco Field Division
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4/24/2024	10:45	11:00	Break			
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4/24/2024	11:00	12:00	Breakout - Engaging Communities When Responding to Violent Incidents		Agencies looking to address public safety must engage their communities with respect, empathy, and as problem-solving partners. A victim-centered, trauma-informed, and culturally sensitive approaches are widely accepted as an effective practice not only for supporting victim recovery and engagement with successful prosecutions but also for improving law enforcement's ability to solve and prevent crime and enhancing overall community safety. Combining with community policing, these approaches enhance the response to ensure that law enforcement is meeting the needs of their community. This panel will discuss the approaches and highlight promising practices and present lessons learned from a variety of law enforcement victim service projects.	Nazmia Comrie, Sociologist Policing Assistance and Reform - COPS Office
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4/24/2024	11:00	12:00	Breakout - Advancing Your Career for Female Public Safety Professionals	<p>Some of the challenges and obstacles for female public safety professionals are unique. This seminar covers various aspects of the specific challenges women face as they advance their careers in public safety. The course gives tools and tips for how to overcome those obstacles and build a confident and thorough approach to advancing your career. The course also offers leadership tips for both formal and informal leaders.</p> <p>Topics include: dealing with the impostor syndrome, tips for preparing for advancement, mentorship, and leveraging relationships.</p>	Marcia Harnden, Chief Albany Oregon, Shannon Anderson, Chief Oregon State University
4/24/2024	11:00	12:00	Breakout - Building Mental Muscle Memory	<p>As first responders we train so when that big moment occurs everything is second nature. But we rarely develop the same training for our mental health after a critical incident or trauma occurs. My goal is to show participants how sharing their stories (good or bad) can help others process their pain or possibly prevent it. I will be discussing how my mental health status prior to my officer involved shooting plays a big role in my recovery process, along with the many resources I have utilized and benefited from since then. Also how having good peer support assisted me and my family in the healing process, as well as ignited my passion to give back to first responders through becoming a peer support advocate.</p>	Lindsay Long, Officer (retired) - Tempe AZ PD

4/24/2024	11:00	12:00	Breakout - Pig Butchering - Scams	<p>This online scam has raked in over 75 billion dollars. A pig-butcher scam is a type of investment fraud that lures individuals into investing their money in seemingly legitimate and profitable ventures. Typically, scammers promise high investment returns within a short period. Pig-butcher scammers often use fake images and impressive-yet-fraudulent investment portfolios to convince victims of the legitimacy of their schemes. Once victims are hooked and have invested a significant amount of money, the scammers suddenly disappear, leaving victims with no way to recover their funds. This session will provide insight on what is happening across the globe and how you can be prepared if an incident occurs in your community.</p>	Daniel Callaghan, Section Chief - Homeland Security Investigations, Teresa Healy, Special Agent, United States Secret Service
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			Breakout - Embracing the Powe of the Pack		<p>You will hear the story and experience of former first-time attendees who have formed a powerful, lasting, and impactful bond, in this session, you'll explore:</p> <ul style="list-style-type: none"> <li>• The value of fostering a supportive community</li> <li>• Strategies for mentorship and professional development</li> <li>• Establishing a strong foundation for a rewarding conference experience.</li> </ul> <p>You'll also have the opportunity to network with other first-time attendees and gain a clear understanding of the conference objectives and NAWLEE membership benefits. As someone attending for the first time, you don't want to miss this exclusive opportunity to immerse yourself in the "Power of the Pack". This is your chance to maximize your conference experience and build meaningful relationships with like-minded professionals.</p>	Tara Hall, Director, Recruitment, Mesa PD, Melissa Thompson, Commander, Waco PD, Kellie Waker
			Lunch, Exhibits, Networking	Grand Ballroom	Join us for a roaming lunch where you can relax, enjoy some great food and conversation.	
4/24/2024	12:45	14:00	General Session - NAWLEE Ccandidates for Office	Mirage Event Center A	Come hear introductions from NAWLEE members running for a seat on the Board of Directors.	

4/24/2024	13:00	14:00	Community Violence Reduction: Successes in Omaha	Mirage Event Center A	<p>The Omaha Police Department (OPD) reports reveal a remarkable 74 percent decrease in gun violence from 2008 to 2018, with 2017 and 2019 marking the lowest numbers of gun assaults in nearly two decades. This session will explore Omaha, Nebraska's innovative approach to addressing gun and gang violence through a multifaceted violence reduction strategy. During this presentation, hear insights into the collaborative initiatives between OPD, federal law enforcement partners, the U.S. Attorney's Office, and local prosecutors, leading to these historic accomplishments.</p>	<p>Karhlton F. Moore, Director - Bureau of Justice Assistance, Marty Stiles, Lieutenant - Omaha, Nebraska, Police Department, Willie Barney, Executive Director - Empowerment Network, Amber Parker, Mayor's Office – City of Omaha, Jessica Huff, PhD, Assistant Professor, School of Criminology and Criminal Justice - University of Nebraska, Omaha</p>
4/24/2024	14:15	14:30	Break			

4/24/2024	14:30	15:30	Breakout - It Takes All of Us: Using Community Immersion Training to Solve Crime, Improve Police/Community Relations, and Strengthen Officer Performance		<p>Over the years, police agencies have embraced innovative strategies to improve community engagement. However, there is little information on the role of police academy training on community engagement. This is important because police academy training is responsible for preparing officers for a difficult and stressful career but, the stress of the job could be mitigated when there is mutual trust between officers and the community. The following presentation uses the Columbus Division of Police (CPD) as a model to show attendees how to best leverage police training for community engagement. During this presentation, attendees will learn from CPD Executive Staff and researchers about community immersion training, its benefits, lessons learned, strategies for leveraging partners, and how officers engaged the community to solve 106 community issues.</p>	Chenelle Jones, Ph.D. - Columbus Civilian Review Board, LaShanna Potts, 1st Assistant Chief, Columbus OH PD
4/24/2024	14:30	15:30	Breakout - Crypto Currency		<p>DHS will Provide an overview of cryptocurrency, current trends, and investigative case examples.</p>	Marisa Schwartz, Special Agent - ICE/HSI

4/24/2024	14:30	15:30	Breakout - Shielded Scars: A journey through critical incidents, mental health and resiliency		Shielded Scars is a session that provides first responders, service providers, and all in various walks of life the opportunity to hear about mental health, resources available to those involved in trauma or critical incidents, and how to become resilient through those resources. The purpose is to have raw, real conversations related to police suicide, mental health, and how to advocate for yourself and your organization if you become a victim of crime. This presentation aims to provide actionable strategies and advice for enhancing officer wellness, victim voices, organizational wellness, peer support and resources for mental health.	Meagan McCarthy, Deputy Sheriff, (retired) - San Bernardino County Sheriff's Department
4/24/2024	14:30	15:30	Are We Getting Better? An Examination of the Changing Environment of Law Enforcement with a Focus on Officer Wellbeing		In August 2023, the National Fraternal Order of Police deployed a nationwide survey of United States law enforcement to measure the experiences of officers. The second such survey of its kind by the NFOP, the 2023 Critical Issues in Policing Survey provided valuable information about sources of police stress, engagement with and effectiveness of wellness services, and the impact on officer wellbeing of the current climate in which law enforcement is operating and evolving. Via comparisons with results of the 2021 Critical Issues in Policing Survey, the presenters will discuss trends and changes in the current environment and overall wellness of members of law enforcement. Specific findings regarding the experiences of female officers will be highlighted, and recommendations for application of findings will be included.	Sherri Martin, Director of Wellness Services, National Fraternal Order of Police



4/24/2024	14:30	15:30	Doing More With Less - Working Collaboratively with the Office of the US Marshal		This session will consist of a moderated panel discussion about the vast resources and support that the United States Marshals Service can provide to local partners. While the USMS is historically renowned for their work as fugitive hunters, very few law enforcement professionals are fully apprised of their scope of other disciplines and skillsets. Given the nationwide challenges across the law enforcement community with staffing and limited resources, strategic partnerships have never been more important. This session will focus opportunities for enhancing partnerships as well as articulating the many resources and skills that the USMS provides.	Melissa Hyatt, Chief (retired) Senior Advisor - US Marshal's Office, Mark Pittella, Acting Deputy Director - US Marshal's Office, Gary Schofield,- US Marshal District of Nevada, Anna Ruzinski, US Marshal - Eastern District of Wisconsin
4/24/2024	15:30	15:45	Break			
4/24/2024	15:45	16:45	Breakout - Safer Communities Act - Extreme Risk Protection Orders, NICS Denial Notifications, and Community Violence Intervention		The Bipartisan Safer Communities Act (BSCA) was the first major federal gun safety law of the century and a historic gun safety, mental health, and school safety bill. Since its passage into law in summer 2022, implementation of the law has only been fully underway for a little over a year now, but the results are promising. This panel will examine three key pieces of the law - extreme risk protection orders, NICS denial notifications, and community violence intervention work - and provide timely information to law enforcement leaders so they can get as much as possible out of the law as it continues to help address gun violence in communities.	Gary Therkildsen, Associate Director of Law Enforcement Outreach and Engagement - Everytown for Gun Safety, Chelsea Parsons, Senior Director of Implementation - Everytown for Gun Safety

4/24/2024	15:45	16:30	Breakout - Increasing Detection and Assisting Victims of Human Trafficking		<p>The Department of Homeland Security's Blue Campaign works closely with Homeland Security Investigations to create resources specific for law enforcement to increase detection of human trafficking and assist potential victims through using a victim centered approach. This approach places equal value on investigating the crime and getting the victim stabilized. Attendees will learn how to implement this approach; how trauma can affect victim behavior; and what additional resources law enforcement can utilize.</p> <p>The objective of Blue Campaign's presentation is to help attendees gain an awareness of human trafficking; grooming tactics used by traffickers; recognize indicators of potential trafficking and learn how to apply a victim-centered approach. Attendees will also hear from a lived experience expert/survivor (via taped recording). Law enforcement awareness resources will be provided.</p>	Jonathan Berry, Senior Engagement Manager - DHS, Maraya Lasinsky, Senior Advisor - DHS, Erin Corcoran, Supervisory Special Agent - DHS, Mikayla Peterson - DHS
4/24/2024	15:45	16:45	Breakout - Update on Fentanyl		<p>The Combatting the Fentanyl Crisis session seeks to address the pressing issue of fentanyl proliferation and its devastating impact on communities. Fentanyl, a potent synthetic opioid, has emerged as a major public health and safety concern due to its role in a significant portion of drug-related overdoses. The workshop will cover a range of topics essential for effective law enforcement response.</p>	Alicia Tellez, Supervisor, Customs and Border Patrol, Britton Boyd - FBI,

4/24/2024	11:00	12:00	Breakout - FBI's Active Shooter Program		This presentation will focus on the work the FBI has done per training to active shooter incidents on the United States since 2000. The focus will be on statistics, lessons learned, tactical training, and, prevention and preparation training for civilians.	John Skillestad, SSA, Office of Partner Engagement - FBI
4/24/2024	15:45	16:45	Breakout - Rising Together - Mentoring		Mentoring is important for professional development. Those who participate in a mentoring program are five times more likely to be promoted than those who do not, they tend to have higher job satisfaction, commitment, and retention rates compared to non-mentored individuals. Organizations with formal mentoring programs have 20% more employee engagement. Mentoring helps with both individual growth and organizational performance, making it a valuable program to incorporate into agency operations. This session will provide an overview of a variety of mentoring programs and approaches.	LaShinda Stair, Alana Ennis, Chief (retired)- Frist NAWLEE President, Kathleen Kiernen, President - NEC, Sgt. In'Fini Robinson - Henderson PD
4/24/2024	16:45	17:30	Join our Sponsors and Exhibitors for Refreshments, Networking, and Drawings	Grand Ballroom	As we wrap up day one of the conference join us for refreshments, networking, the opportunity to win some great items in the vendor area.	
4/25/2024	7:00	16:00	Registration	Grand Ballroom		
4/25/2024	7:30	8:30	Breakfast with the Exhibitors	Grand Ballroom	Start your day with some great food and conversation. Connect with the companies and agencies that are helping women lead the way by their active sponsorship and engagement in the 28th Annual NAWLEE Conference.	

4/25/2024	8:30	9:30	Breakout - Preparing for Elections		<p>This panel of women law enforcement leaders across the country will address what challenges law enforcement leaders are facing as they prepare for the 2024 election season and will share best practice for how other leaders can prepare. The panel, comprised of law enforcement leaders from jurisdictions that will play key roles in the 2024 election, as well as a representative from federal government, will focus on the current threat environment concerning elections, public safety planning that law enforcement leaders have already been undertaking to address the upcoming election, lessons learned from prior election cycles and from other major related critical incidents across the country, and resources available to law enforcement leaders in the final weeks leading up to the 2024 general election.</p>	<p>Celisa Lehew, Chief - Chapel Hill NC, Shunta Boston, Assistant Police Chief - Sun Prairie, WI, Heather Fong, Chief (retired) Assistant Secretary for State and Local Law Enforcement and Senior Counselor for Law Enforcement to the Secretary - U.S. Department of Homeland Security, Katie Reisner, Senior Counsel - States United Democracy Center</p>
4/25/2024	8:30	9:30	Breakout - Advancing Service-Oriented Policing through Inclusion, Relationship-Building, & Engagement (ASPIRE): Developing Equity-Centered Solutions to Strengthening the Policing Workforce		<p>The ASPIRE project, funded by the Bureau of Justice Assistance, is engaging with students, law enforcement, community groups, and other partners to identify diverse and compelling pathways into policing careers. Speakers will discuss key project activities to date and insights learned from HBCU students on their career aspirations, what they would like to learn about policing, and what would motivate them to enter the profession. Interactive polling and discussion will engage NAWLEE members in sharing their own career experiences, identifying ways to connect with prospective police recruits, and discussing promising strategies for supporting diverse young people to enter policing.</p>	<p>Moderator: Josh Bronson, Chief of Staff - NAWLEE  Panelists: Jenn Rineer, Director Workforce Wellbeing and Effectiveness Program - RTI, Kisha Slaton, Director of Training and Grant Programs - IACLEA, Amanda Young, Manager, Policing Research Program, Justice Practice Area - RTI</p>

4/25/2024			Breakout - Partnerships that Pay Off: Strategic Approaches to Reducing Violent Crime in Rural Communities	Violent crime continues to be a challenge in many small and rural communities. Community-based resources are often scarce and, when available, only at a significant distance. As a result, law enforcement agencies acting alone may experience challenges to successfully address violent crime in their community. What partnerships and resources are most appropriate to address violent crime? How can a small investment result in big returns for your community? Hear from two rural communities about their efforts to address violent crime challenges by using innovative strategies supported by the development of robust cross-sector partnerships. Both the Shawano (WI) and Frederick (CO) sites will discuss the significant impact of receiving a Rural Violent Crime Reduction Initiative (RVCRI) grant, including training and technical assistance; increased coordination and cooperation among local partners; implementation setup; the development of a tailored violence reduction plan; and program evaluation and reporting. Recommendations will be shared for departments seeking to develop similar community-based partnerships and related	Heidi Cartwright, Detective Lieutenant, - Shawano, Wisconsin, PD, Alexis Gutierrez, Victim Services Coordinator - Frederick, Colorado PD
4/25/2024	8:30	9:30	Breakout - SBCSD Cyber Attack Debrief	In April 2023, the San Bernardino County Sheriff's Department fell victim to a ransomware attack. The systems breach had a devastating impact on the department, resulting in a temporary shutdown of computer systems, including CAD, networking, mobile data systems, and connections to law enforcement databases. This debrief will focus on the impact to the Communications Center, sustaining operations, mitigation through temporary procedures, and restoration.	Angela Haddad, Sheriff's Communications Manager - San Bernadino Sheriff's Department, Christopher Boutros, Business Systems Analyst - San Bernadino Sheriff's Department

4/25/2024	8:30	9:30	Breakout - Mental Wellness Begins at Home		Officers cannot just “turn it off” when they arrive home to their family. What happens on the job can spill over at home and negatively impact home life. Home life can spill over and negatively impact an officer at work, becoming a safety issue at work and on the officer’s mental health. An officer’s home life can be blamed for their stress when it is the spillover from the job that is impacting the relationship. If couples understand how to protect their home life, it protects the officer. Learn the five elements that every law enforcement couple needs to know to counter the impact of the spillover that impacts a couple’s communication, connection, and intimacy, essential elements of a relationship based upon research.	Tia White, DSW, LCSW
4/25/2024	9:30	10:00	Break & Exhibitor Networking			
4/25/2024	10:00	10:30	General Session - The Winding Road to Leadership: Navigating the complexities of career advancement as women leaders	Mirage Event Center A	The path to leadership is complex and winding. In addition to the common challenges that most everyone faces, women leaders also have additional obstacles rooted in cultural and societal norms. Learning how to identify and navigate these obstacles is essential and a key differentiator for success. In this presentation, Jen Kajzer will share how she navigated her leadership journey to become a senior executive of the 33rd largest company in the Fortune 500. Hear how Jen Kajzer, Senior Director Assets Protection of Global Supply Chain Logistics - Target Corporation has developed her leadership style and earned respect for her capabilities.	Senior Director Assets Protection of Global Supply Chain Logistics - Target Corporation

4/25/2024	10:30	11:00	General Session - NAWLEE - Program Overview and offerings, unveiling of results of a national survey on community perceptions and the impact on Policy	Mirage Event Center A	Come hear updates about NAWLEE for the past year, find out what is on the horizon, learn of resources on training, technical assistance, and mentoring available to you, and be the first to gain insight on a national survey completed in partnership with Civic Plus. This survey touches on issues related to hiring and women and policing that you will not want to miss.	NAWLEE
4/25/2024	11:00	11:30		Mirage Event Center A	Whether you're a researcher, policymaker, advocate, or practitioner, this workshop offers valuable insights and tools to inform your work in promoting gender equity and justice within law enforcement. Join us to deepen your understanding and drive meaningful change in policing practices.	Spencer Turkin, Market Research Analyst - Civic Plus
4/25/2024	11:30	12:45	Lunch, Exhibits, Networking	Grand Ballroom	There is a fantastic walk-about buffet lunch planned. This is your last chance to connect with amazing partners of NAWLEE.	

4/25/2024	12:45	13:45	54th Mile Policing Project	<p>Presented in partnership with the Office of Justice Programs' Bureau of Justice Assistance, this workshop will discuss the work of the 54th Mile Policing Project, a national initiative to support community-police relations and enhance diversity in the profession. Attendees will have the opportunity to view an inspiring, short documentary of three police leaders as they walk the historic 54-mile civil rights march from Selma to Montgomery, Alabama, and discuss the implications of their journey and the film for police practice. The development and pilot of a 54th Mile training curriculum for police leaders will also be discussed. Following the workshop, attendees will be invited to reflect on their 54th mile and how they will commit to advancing diversity in their agency and support meaningful connections with their community members.</p>	<p>Tarrick McGuire, Assistant Chief - Arlington, TX, PD, Obed Magny PhD., Founder and Owner - Magny Leadership, Shon Barnes, Chief - Madison, WI, PD, Kym Craven, Executive Director, _ National Association of Women Law Enforcement Executives, Hannah McManus, Ph.D. Director - National Policing Institute</p>
4/25/2024	12:45	13:45	Innovation Strategies for Recruitment Hiring and Retention	<p>This session will provide insight on recruitment that will change your approach and use of social media channels. You will learn concrete strategies to improve your process and hear directly from an agency, the Nevada Department of Corrections that increased applications by 244% (590 to 2052).</p>	<p>Scott Cooper, Manage - AllStar Talent, Ryan Layne, CEO - Guardian Alliance Kristen Shea, Nevada Department of Corrections</p>



4/25/2024	12:45	13:45	Privately Made Firearms (PMF) and Machinegun Conversion Devices (MCD),	ATF will discuss Privately Made Firearms (PMF) and Machinegun Conversion Devices (MCD), and examples of investigations in which both are prevalent. PMFs are commonly referred to as “ghost guns” because it can be difficult to track them. Investigating crimes involving unserialized PMFs can create difficulty in tracing the origins of the firearm and linking them to related crimes. In five years, there were approximately 45,240 suspected privately made firearms reported to ATF as having been recovered by law enforcement from potential crime scenes, including 692 homicides or attempted homicides. In the last five years, ATF has recovered more than 31,000 machine gun conversion devices, With violent crime a concern for all agencies, this is an important session to attend.	Brittany Nimmo - ATF
4/25/2024	12:45	13:45	Chinese Money Laundering	Chinese money laundering organizations (CMLOs) operating throughout the United States, CMLOs, including those with suspected associations with Fujian Organized Crime groups, have become key cogs in the multi-billion-dollar criminal empires run by Mexican cartels and other transnational criminal organizations. This joint presentation focus on defining what CMLO is and the investigative side of the criminal organization (HSI 101).	Jamie Holt, SAC - DHS/ICE Michael Adams - DHS/ICE

4/25/2024	12:45	13:45	Enhancing Justice System Responses Through a Victim-Centered, Trauma-Informed Approach		Rosilyn Temple lost her son to homicide, and the crime has never been solved. Join this workshop to hear Rosilyn's experience of embarking on a transformative journey to ensure that her experience has transformed how law enforcement responds to community members who suffer victimization, trauma, and loss of loved ones. This panel will discuss Ms. Temple's collaborative work with the Kansas City, Missouri, Police Department to bridge the gap between grieving communities and police. A representative of the Aim4Peace will discuss the impact of trauma on communities and the promising practices available to law enforcement for responding when encountering individuals who have suffered victimization or loss.	Rosilyn Temple, Kansas City - Missouri, Mothers in Charge, Timothy J. Hernandez, Major - Kansas City PD, Thea Ardrey, Hospital Responder, Aim4Peace - Violence Prevention Program, Kansas City Health Department, Jamal Shakur, Violence Prevention Supervisor - Aim4Peace Violence Prevention Program, Kansas City Health Department
4/25/2024	13:45	14:00	Break			
4/25/2024	14:00	15:00	Breakout - Relational Policing for Executives		This session introduces participants to the philosophies of Relational Policing and Relational Leadership and discusses how the power of cultivating relationships and building internal TRUST by being Transparent, Respectful, Engaging, building Emotional Capital, and Accountability. Relational Leadership operationalizes Internal Procedural Justice and is a useful tool in demonstrating how we should connect externally.	Sheryl Victorian, Chief - Waco, TX

4/25/2024	14:00	15:00	Breakout - Preparing for a Mass Demonstration: The Intersect Between Agency Readiness and Police-Community Relations	Whether a small college campus or major city, mass demonstration events can pose a unique challenge for any police agency tasked with critical responsibilities before, during, and after these events. While most demonstrations begin and remain peaceful, some can be emotionally charged and adversely impact the safety and security of the community. Are you ready? This panel will highlight the importance of response planning as an integral part of preparing for and responding to mass demonstrations and protests. Provided through a cooperative agreement with the U.S. Department of Justice Bureau of Justice Assistance (BJA), IACP's Elevate Blue: Essential Training for Law Enforcement is an innovative, virtual approach to address the challenges associated with mass demonstrations by providing law enforcement agencies with resources, tools, and strategies in a no-cost virtual environment.	Eric Drifmeyer, Elevate Blue - IACP, Bradly Kennerly, Lieutenant, Assistant Commander - US Capitol Police, Kelly Nee, Chief - Boston University
4/25/2024	14:00	15:00	Breakout - Building Community Trust through Innovation in Public Safety	Establishing trust between public safety agencies and their residents is a challenge communities face everywhere. How might we implement a comprehensive approach to building and strengthening trust? A crucial aspect of this approach is effective communication. Establishing an open line of communication helps bridge the gap between law enforcement agencies and the community they serve.	Emily McKinley, Lieutenant Colonel - Louisville Metro PD, Robin Engel, PhD., David Rahinsky, Chief (retired)

4/25/2024	14:00	15:00	<p>Breakout - Leading From Where You Are - Asymmetric Leadership: Employing the Mindset, Heart Set, and Actions of Leadership at Any Level</p>	<p>Leading and positively impacting your environment within and beyond your perceived sphere of influence, punching well above the weight of your formal rank, is at the center of this dynamically delivered presentation.</p> <p>Combining lessons from Kouzes and Posner's timeless book The Leadership Challenge, along with personal and historical examples to highlight proven leadership practices, this educational experience is designed to inspire people of all ranks and responsibility levels to bring their best efforts to bear for a cause greater than self.</p> <p>This interactive session will include the four most sought after leadership qualities, and the five practices of exemplary leadership, along with pragmatic examples of how to operationalize each one; from the realm of theoretical to the practical.</p>	<p>David Lau, Senior Instructor = Federal Law Enforcement Training Center</p>
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4/25/2024	14:00	15:00	From Research to Reality: Recruiting More Women into the Policing Profession – Sharing Learnings and Evidence-Based Resources for Action	It is widely accepted that we need more women in policing – both because they are effective police professionals and so that agencies can better reflect their communities. Yet, very little research existed to guide agency practice on how to recruit more women. Through a project funded by the National Institute of Justice, RTI International, NAWLEE, the National Policing Institute, and other partners conducted a multi-phase study to test promising recruitment strategies. In this session, we will share resources and tools developed through the project that can help any agency to improve their inclusive recruitment efforts. Concrete examples from the field and next steps for building on this work will be discussed. Panelists will take questions from the audience to discuss specific agency needs and opportunities.	Nancy La Vigne, Director - NIJ, Jenn Rineer, Director Workforce Wellbeing and Effectiveness Program - RTI,, Kym Craven, Executive Director - NAWLEE, Amanda Young, , Amanda Young, Manager, Policing Research Program, Justice Practice Area - RTI, Tara Hall, Community Relations & Recruitment Division Administrator - Mesa Police Department
4/25/2024	15:00	15:15	Break		

4/25/2024	15:15	16:15	Robb Elementary School, Uvalde, Texas, Mass Casualty Incident Review		On May 24, 2022, an active shooter took the lives of 19 children and 2 staff members, and physically and mentally injured the survivors, the families, staff and teachers, and the community in Uvalde, Texas. At the request of Uvalde leadership, the U.S. DOJ established the Critical Incident Review to conduct an independent, objective assessment of what happened that day and assess the systems in place in the weeks leading up to May 24. The goal was to provide information to those most affected by the tragedy and to build knowledge regarding how to best respond to incidents of mass violence. This panel will provide an overview of the incident, discuss the team's analysis, and present recommendations in the area of public communications.	Nazmia Comrie, Sociologist, Policing Assistance and Reform - COPS Office, Shanetta Cutlar, Senior Counsel - US DOJ COPS Office, Laura McElroy - McElroy Media Group
4/25/2024	16:15	18:00	Break			
4/25/2024	18:00	18:30	Reception, Silent Auction/Raffle Sales	Mirage Event Center A	Join us for a night of celebration for NAWLEE scholarship winners, those who have been promoted in the past year, the introduction of our WoLEEY winners, and the swearing-in of the new NAWLEE Board of Directors.	
4/25/2024	18:30	22:00	Awards Banquet and Dinner	Mirage Event Center A	Dinner will begin after the reception. This is a ticketed event. You must have pre-registered before the close of registration.	
4/26/2024	7:00	16:00	Registration	Antiqua A		
4/26/2024	8:00	9:00	Buffet Breakfast	Mirage Event Center A	Start the day off right with a casual breakfast before we kick off with the leadership panel and a full day of informative sessions.	

4/26/2024	9:00	10:30	General Session - Leadership Panel	Mirage Event Center A	This is a panel of a cross-representative group of attendees who will share their knowledge, insights, and experiences. It is a Q&A followed by an open forum.	TBA
4/26/2024	10:45	11:45	Addressing Diversity and Enlisting Male Leaders		<p>This panel discussion explores the critical importance of male advocates in advancing gender equality and promoting women's participation in policing. While the law enforcement profession has traditionally been male-dominated, the inclusion of women brings diverse perspectives, enhances organizational effectiveness, and fosters trust within communities.</p> <p>Join us for a dynamic conversation as we delve into the reasons why male advocacy is essential for empowering women in policing. Our panel of experts will share insights, experiences, and strategies for creating inclusive environments where women can thrive and contribute fully to law enforcement agencies.</p>	Shon Barnes, Chief, Madison WI PD, Tarrick McGuire, Assistant Chief - Arlington TX PD, David Rahinsky, Chief (retired) ZenCity

4/26/2024	10:45	11:45	Crisis Response in Rural Areas: Successes, Challenges & Lessons Learned		<p>Law enforcement agencies around the country continue to explore strategies to promote safer and more positive interactions between law enforcement and people who have behavioral health needs. Many of these agencies seek to implement specialized responses to support people in crisis through diversion programming. These upstream interventions work to prevent future crises and justice system involvement through linkage to treatment and community-based services. Learn about the Lewistown, PA Police Department's Co-Response program and the Yavapai Justice and Mental Health Coalition diversion programs. This workshop will highlight the ways in which implementing behavioral health response efforts has helped these agencies respond to the unique needs of their rural communities, and outline the lessons learned through the successes and challenges faced by their diversion initiatives.</p>	<p>John Connelly, Senior Program Officer - Local Initiatives Support Corporation, Carleigh Sailon, Project Manager, Law Enforcement - Council of State Governments, Shanon Quick, Director of Program - Center for Community Resources, Kristen Wiser, Mental Health Co-Responder Liaison - Center for Community Resources, Paige LeForte, LCSW - Director of Continuous Care Programs, Daniel Pritchard, Lieutenant - Yavapai County Sheriff's Office</p>
4/26/2024	10:45	11:45	Breakout - Hate Crimes: A Community Based Response		<p>Hate crimes can be some of the most complex crimes that police can investigate. They involve community and generational trauma and rather than impacting just one person, entire groups of people can suffer. Hate Crimes have been on the rise for the past several years, and this session will examine the current climate, and how law enforcement can create partnerships with community members to increase the effectiveness of their response and investigation.</p>	<p>Panel:  Nazmia Comrie, Sociologist (Policing Assistance and Reform) - COPS Office  Jolie Brislin, Regional Director for Nevada and Arizona - ADL  Hannah Aanenson, Project Manager, Program - International Association of Chiefs of Police  Josh Bronson, Chief of Staff - NAWLEE</p>



4/26/2024	10:45	11:45	Stressors Faced by Women in Law Enforcement	This presentation will address the challenges that women law enforcement executives face while performing their jobs in a male-dominated profession. It may be difficult to address the differences men and women face in law enforcement, but they communicate, work, and lead differently. According to Castelhana et al. (2012), surveys show that female officers perceived that they were subjected to more criticism than their male counterparts due to masculine values that support and advance masculinity and negatively impact female officers' mental and physical health. Attendees of this presentation will learn healthy coping mechanisms for their unique stressors that allow them to emerge stronger and more resilient to continue to be valued members of their agency, community, and family.	Sonia Quiñones, Chief (retired), NAWLEE Past President, Research Associate - IIR, GinaV. Hawkins, Assistant Chief Deputy, NAWLEE Incoming President - Cobb County Sheriffs Department, Kym Craven, Executive Director, NAWLEE
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4/26/2024	10:45	11:45	A Fresh Look at Supporting Agencies- Invest in their Commanders		<p>With policing, like everything in life, how organizations are managed — how they implement what they set out to do — matters a lot. Research by the University of Chicago Crime Lab shows that strengthening police department management can drive reductions in both violent crime rates and police use of force.</p> <p>This is the story of the Policing Leadership Academy (PLA) at the University of Chicago Crime Lab. A fresh approach that invests in police commanders because this rank can have the most influence on safety, community trust, and overall effectiveness of a law enforcement agency. This session will review PLA curriculum and preliminary research findings from the first ever randomized control trial seeking to assess the effectiveness of a particular police training intervention.</p>	<p>Kristen Mahoney, Sandy Jo MacArthur, Assistant Chief (retired) - Los Angeles Police Department, Luann P. Pannell, PhD, Danita Boyd, Major, Baltimore Police Department</p>
4/26/2024	11:45	12:45	Lunch	Mirage Event Center A	A seated lunch together will provide a final opportunity for you to network and form lasting friendships.	

4/26/2024	12:45	13:45	Build a Positive Culture and They Will Come		Culture sells. Building a strong leadership team and having a wellness culture will bring in candidates and keep them there! Building that good culture comes with promoting servant leaders who take care of their teams while the department takes care of their wellness. Wellness is engrained from the beginning of their career to the end. It is not just about having a peer support team, it needs to go deeper. Good leadership and investment in a wellness culture is key. Here are easy ways to build a wellness culture and not break your budget.	Shanon Anderson, Chief - Oregon State University, Marcia Harden, Chief - Albany Oregon
4/26/2024	12:45	13:45	Breakout - FBI Domestic Terrorism Highlights:		An overview of Domestic Terrorism and information directly relevant to our local law enforcement partners.	Natalie Stewart, SSA - FBI, Alissa Sillars, IA - FBI
4/26/2024	12:45	13:45	30x30 Initiative - Breaking Barriers and Blazing a Path		The 30x30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to improve the representation and experiences of women in policing agencies across the country. Nearly 400 federal, state, and local police departments have signed on to the 30x30 Initiative since it was established in 2021. This panel will explore critical lessons learned about the experiences of women in policing and what works and what matters to ensure women have an equitable chance to thrive in the police profession. We will discuss promising practices, national trends, local innovations, and share details about resources and technical assistance. We also will share exciting new developments about the Initiative's strategy to ensure our progress is widespread and sustainable.	Tanya Meisenholder, Director of Gender Equity - The Policing Project, Maureen "Mo" McGough, Ivonne Roman, Chief (retired) - Newark NJ PD, Ganesha Martin, Advocate

4/26/2024	12:45	13:45	Policing Our Own - Effective Response to Officer-Involved Intimate Partner Violence		Law enforcement personnel are not exempt from either being victimized by or perpetrating violence against their intimate partner. As a decorated law enforcement executive, the presenter will share her story of survival of nearly being killed in full police uniform by her abuser who was also a law enforcement officer. She will take you through the paths that she traveled to physically and emotionally survive this violent relationship, as well as the needed improvements warranted in policing today to hold offenders accountable by policing our own agency members, offer support to those in our ranks who are in abusive relationships, and ultimately prevent homicides.	Dottie Davis, Deputy Chief (retired) Fort Wayne IN
4/26/2024	12:45	13:45	Verizon			Cheryl Mckay, VBG Sales Ops Mktg and Events Public Safety Outreach Program Events & Sponsorship Sr. Manager - Verizon
Break						

4/26/2024	14:00	15:00	The art of establishing healthy boundaries for working moms	Being a working mom can be stressful, frustrating, and fulfilling all at the same time. Having a positive goal-oriented mindset can help with work-life balance. With the demands of the job and the demands of home life; being a working mom can be overwhelming. Our panel will talk about their unique journey with lessons learned. We will also talk about ways we can mitigate the issues causing female officers to leave the workforce once they become mothers. We must create a culture that acknowledges, accommodates, and advocates for working moms when they are pregnant, once they become pregnant, and after they have children. We will also discuss the importance of setting healthy boundaries for our family, friends, and work commitments.	Julie Rodriguez, Captain - Los Angeles Police Department, Cynthia Bearse, Captain - Los Angeles County Sheriff's Department, Julia Clasby, Lieutenant - Seal Beach Police Department, Audra Alatorre, Sergeant - Beverly Hills Police Department
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4/26/2024	14:00	15:00	Breakout - Connection is Protection	<p>Psychological dangers in law enforcement can go undetected when symptoms mimic byproducts of doing the job. An officer who seems ok might be struggling just as much as an officer on the day they decide they can't go on. Depression, cumulative trauma, and the duality of the officer mindset contribute to a disconnect over time, sabotaging an officer's ability to know they're struggling, much less help themselves. Psychological armor is forged through awareness, understanding, and daily mindfulness exercises which offer immediate and long-term benefits. These effective self-help methods can relieve anxiety, stabilize mood, and improve sleep. They serve as a tether to prevent officers from drifting from awareness of themselves. And they keep officers connected to the people who give their lives joy and meaning.</p>	Amy Carter, Director of Officer Wellness, Haverhill PD
4/26/2024	14:00	15:00	Breakout - Public Speaking	<p>This empowering session is designed specifically for women in law enforcement who seek to enhance their public speaking skills and amplify their voices within their agencies and communities. Effective communication is a cornerstone of leadership, and this workshop will provide practical tools and techniques to help women in law enforcement communicate with confidence, clarity, and impact.</p>	Kellie Barhight, Lieutenant - Stow MA PD

4/26/2024	14:00	15:00	Breakout - Managing Emergencies and Disasters with Multiple Stakeholders to Create Long-term Resilience		Although jails drill for various emergencies, COVID-19 challenged systems in ways that were unprecedented. In particular, the dynamic and protracted nature of the pandemic forced jurisdictions to remain agile while experiencing staff shortages and resource loss. This presentation explores how the Los Angeles County Sheriff's Department responded to COVID-19, and how it applied lessons learned during the pandemic to on-going daily and emergency operations. The presentation includes a multidisciplinary perspective from key female sworn and civilian leadership who partnered together to lead the largest women's jail through the crisis. Presenters will discuss the challenges and opportunities for leadership during critical incidents, mentorship, fostering innovative programming, and the role of civilians. We also explore the importance of early proactive measures to improve adaptation and long-term resilience.	Melissa Kelley, Acting Director, Los Angeles County Sheriffs
4/26/2024	12:45	13:45	Tactical Leadership		Tactical Leadership- with distinguished positions and firsthand experience as the first women to break the glass ceiling.	Sasha Larkin, Assistant Sheriff - Las Vegas Metro Police, Alma Burke
4/26/2024	15:00	15:15	Break			

4/26/2024	15:15	16:15	General Session - Women Leading the Way: Profiles of Leadership Strategies to Create Safe Communities		<p>While violence reduction is a responsibility of many, the law enforcement executive has unique responsibilities and difficulties in leading their agency and community toward comprehensive and impactful violence reduction. Police chiefs can set the right tone and culture for their agencies to be collaborative, transparent, and evidence based. In many communities, women are leading the way. This session will feature female police chiefs covering a range of topics including executive wellness; career paths; recruitment and retention strategies, including efforts to build the ranks of women in law enforcement; and the challenges they are facing during this time as they combat violent crime. They will share the strategies they have employed to create effective relationships and partnerships, as well as that have helped them reduce violent crime and improve public safety.</p>	<p>Moderator Patty Dobbs Hodges, Senior Vice President and Director of the Center for Violent Crime Reduction, Institute for Intergovernmental Research; Interim Chief Heather Morris, Aurora, Colorado Police Department; Jacquelyn Gwinn-Villaroel, Louisville Metro Police Department; Katherine Lester, Sacramento Police Department</p>
4/26/2024	16:15	16:30	Door Prizes - Must be Present		<p>As a send-off after our final session, there will be door prizes for great gifts - NAWLEE SWAG, Gift Cards, and 2025 Conference Registrations!!</p>	