

State of California

Department of Justice

MEMORANDUM

To : POST Advisory Committee Members

Date: February 5, 2013

From : ALAN B. DEAL
Assistant Executive Director
Commission on Peace Officer Standards and Training

Subject: COMPOSITION OF THE COMMISSION ADVISORY COMMITTEE

ISSUE

The following information is provided to the Advisory Committee to inform a discussion regarding the composition of the Committee.

BACKGROUND

At its meeting in October 2012, Advisory Committee members discussed the vacancy of the Women Peace Officer Association of California (WPOA) on the Commission Advisory Committee. The vacancy was created when Laura Lorman resigned as the representative of the WPOA. Staff advised members of the Advisory Committee that several attempts had been made to contact the president of the WPOA in order to solicit a nomination from the association for a new representative. These efforts had been unsuccessful.

Staff agreed to make an additional attempt to secure a nomination for a representative from the WPOA for the Advisory Committee. Staff also offered to develop a report to the Advisory Committee to assess the composition of the committee.

ANALYSIS

Staff has learned that the WPOA has ceased to exist (see **Attachment 1**). A review of the WPOA Website (wpoaca.org) shows the association has *retired* since it has accomplished its purpose.

The existing composition of representatives to the Advisory Committee is as follows:

- California Academy Directors' Association (CADA)
- California Association of Administration of Justice Educators (CAAJE)
- California Association of Police Training Officers (CAPTO)
- California Coalition of Law Enforcement Associations (CCLEA)
- California Highway Patrol (CHP)

- California Peace Officers' Association (CPOA)
- California Police Chiefs' Association (CPCA)
- California State Sheriffs' Association (CSSA)
- Office of the Community College Chancellor
- Peace Officers' Research Association of California (PORAC)
- Public Member
- Public Member
- Public Safety Dispatcher Advisory Council
- Specialized Law Enforcement
- ~~Women Peace Officers' Association of California (WPOA)~~

With the removal of the WPOA as an organization recognized by the Commission as eligible to nominate a representative, there are now 14 members of the Advisory Committee. The last organization to be removed from the Advisory Committee was the Coalition of Police and Sheriffs (COPS). The COPS organization discontinued to be a law enforcement labor organization representing law enforcement employees whose agencies were part of the POST program.

At the meeting where the Commission was noticed concerning the discontinuance of COPS, the Commission, with input by the Advisory Committee made the decision to not add another association, agency, council, or category to replace COPS. The prevailing feeling was that the composition of the Advisory Committee sufficiently represented the broad array of law enforcement stakeholders whose interests were served through participation in the POST Program.

The most recent addition of a new position being added to the Advisory Committee occurred two years ago when the Commission authorized the POST Public Safety Dispatcher Advisory Council to nominate a representative to the Advisory Committee. This was done to recognize that public safety dispatchers are part of the law enforcement community and that agencies employing public safety dispatchers may join the POST program and receive resources related to selection, training and reimbursement (Penal Code section 13510 (c)).

Of the 14 positions authorized membership on the Advisory Committee, 10 represent law enforcement professional associations whose members belong to or address the needs of law enforcement agencies that participate in the POST program. The other four representatives include the California Highway Patrol (CHP), whose representative is nominated by the Commissioner of the Highway Patrol; two public members, nominated and approved by Commissioners; and the Specialized Law Enforcement position.

The Specialized Law Enforcement representative may either be nominated and approved by the Commission, or, as has been the case for several 3-year terms, nominated by the PORAC Board of Directors from among its Specialized Police Associations Coalition (SPAC). SPAC is a coalition within PORAC that addresses the concerns of those participating members who are deemed specialized law enforcement (e.g., park rangers, school police officers, public safety dispatchers, among others).

On the occasion when the Commission authorized the POST Public Safety Dispatcher Advisory Council to nominate a representative to the Advisory Committee, one other professional association was considered by the Advisory Committee and the Commission – the California Colleges & Universities Police Chiefs Association (CCUPCA). No decision was made to authorize CCUPCA to be represented on the Advisory Committee.

At its meeting in October 2012, Advisory Committee members were encouraged to identify agencies, organizations and/or professional associations that could be considered as part of the discussion regarding whether to recommend to the Commission the addition of other representatives to the Committee. The discussion was that members of the Committee would be prepared to offer recommendations during the February 2013 meeting.

An option suggested for consideration in place of WPOA was Women Leaders in Law Enforcement. It is known for its hosting of an annual training symposium that addresses an array of women's issues in law enforcement (see **Attachment 2**). The Women Leaders in Law Enforcement is affiliated with the California Police Chiefs Association, California State Sheriff's Association and the California Peace Officers' Association.

Staff suggests that the Advisory Committee identify criteria that could be used to assess whether the composition of the Committee is sufficiently comprised of critical stakeholders whose participants are served by the POST program. For example:

1. Is there a void in representation of law enforcement stakeholders?
2. Is there a category of representation that is missing (e.g., technology, research, etc.)?
3. Are there under represented law enforcement professional associations that are not affiliated with other organizations currently represented on the Committee?
4. Is there a specific law enforcement agency that that should be added to the Committee?
5. Is the current number of representatives sufficiently broad enough to adequately advise the Commission on matters that come before it?

The answers to these questions may assist the Advisory Committee in making any recommendation to the Commission regarding the composition of the Advisory Committee.

RECOMMENDATION

This information is provided to the Advisory Committee to facilitate the discussion regarding the composition and size of the Advisory Committee.

Attachments

Attachment 1



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Women Peace Officers Association of California

A Leader in Law Enforcement Since 1928

Welcome to our WPOACA Web Site. A resource center
for our members and visitors.

The mission of the Women Peace Officers' Association of
California, Inc., is to promote leadership and advocate
advancement of women in law enforcement, to provide a forum
for continuing education and training, and to encourage
camaraderie with an open exchange of ideas.

Important Notice

We're retiring after 85 years!

The WPOA of California has accomplished what it set out to do
so now it's time for the women who have worked so hard to
help their fellow women in law enforcement sit back and relax.
[read our complete farewell notice here](#)

[[Breaking News - Little Hoover - Pension Rollback](#)]

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[[Some recent WPOA member promotions](#)]

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Notice! Some of the POST Peace Officer Database is now
public information. [read about it here](#)



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Women Peace Officers Association of California

A Leader in Law Enforcement Since 1928

WPOA Retirement / Farewell Notice

We're retiring after 85 years!

The WPOA of California has accomplished what it set out to do so now it's time for the women who have worked so hard to help their fellow women in law enforcement sit back and relax.

The WPOA was established by a group of women, one being Alice Stebbins Wells, who would not take "No" for an answer when it came to their careers. These Founding Mothers, when told they could not participate in the same training as the men and therefore not able to compete for the same positions as the men, went out and found instructors who would provide the needed training. The WPOA started out providing training but it grew into much more over the years. We didn't blow our own horn and we didn't become an "us vs. them" association, what we did was build bridges to leaders in law enforcement taking every opportunity to show and prove that women were more than capable of doing the job. Over the years we broadened our membership to include women from all sworn positions in criminal justice because women were expanding their careers into numerous areas, not just the police profession. Eventually we had men from the rank and file to Chiefs support the Association providing support and becoming advocates for women in law enforcement. We also lobbied in Sacramento and we were sought out to be represented on Statewide committees. We are very proud of the mentoring that grew from our members and the courageous stand members of the association took when they had to sue in Federal Court for the right to have equal opportunities in the profession. These women made it easier for the future women in law enforcement to succeed.

Women now are Chiefs of Police, lead special teams and divisions that were historically lead by men, and are accepted as part of the law enforcement family. This isn't to say that more work still needs to be done because there are still individuals within law enforcement that make it difficult for women to succeed. Women will be continually judged on their ability to do the job.

We want to say Thank You to those of you who supported us over the years, you all helped the WPOA make a difference.


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Attachment 2

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[LOGIN](#)[HOME](#) [ABOUT](#) [EVENTS](#) [ADVOCACY](#) [RESEARCH](#) [RESOURCES](#) [CONTACT](#) [NEWS](#)**Annual Women Leaders in Law
Enforcement Training Symposium****2013****October 6-8, 2013, Fairmont, San Jose**

ABOUT WLE

The event is marketed for both men and women but mostly women attend, from all types of agencies and all ranks, both sworn and professional. The program is almost two full days and features three plenaries and four workshop offerings with two to three topics offered in each session. Workshop topics have covered a wide range of subjects including, among others, leadership, ethics, discipline, critical incident management, being the go-to person, promotional preparation, emotional survival, gender discrimination, non-traditional roles, profiles of success and heart disease prevention in women. This years symposium will be held in San Jose October 6-8, 2013 we hope to see you there!

WLE

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Annual Women Leaders in Law Enforcement Training Symposium

2013

October 6-8, 2013, Fairmont, San Jose

HISTORY

History of Women Leaders in Law Enforcement (WLLE)

In 1987, two officers from the Palo Alto Police Department, Lacey Burt and Alana Forrest, decided to coordinate a small gathering of women at a downtown hotel restaurant to discuss issues related to women in law enforcement. About 20 women showed up and exchanged ideas and business cards. In 1993, Sergeants Burt and Forrest hosted yet another gathering, which was more of a networking and "support group" for women in law enforcement. About 30 women showed up. In 2004, the duo broadened the horizons and held a more formal workshop, including a police panel of women executives. They expected about 40 women to come, but soon reached 125 RSVP's with a waiting list. It was standing room only when about 15 more women came who were on the wait list and pleaded with the organizers to let them in. The need was obviously enormous for women in law enforcement to come together, hear each others stories, support each other, train, and trade contact information and create bonds. In 2005, over 220 women came to yet another workshop and the movement gained steam.

CPCA President Steve Krull, at the beginning of his term as president in 2006, heard of these women in law enforcement workshops and brought the idea to Cal Chiefs, asking the leadership to put on a statewide conference to promote Women Leaders in Law Enforcement. He appointed San Mateo Police Chief Susan Manheimer and Los Gatos Police Chief Scott Seaman in charge. It was a one-day event held at the Burbank Hilton and the theme was "Sharing Strategies for Success." The hope was to have 300 people register and it was marketed to all law enforcement statewide. Over 540 registered and the event sold out. Rather than making it a one-time event, Cal Chiefs decided to do another one in 2007 in Sacramento and recruited the local police department to help host the event, which is the practice that has continued. There were 675 attendees. The theme was "Sharing Strategies for Success, the Power of Relationships" and the event was expanded to one and half days. In 2008, the program was held in San Diego with the theme of "Sharing Strategies for Success: Finding the Balance" and 740

WLLE

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CPOA TRAIL BLAZER AWARD

HOSTED BY THE SAN JOSE POLICE DEPARTMENT

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women attended. It was held in Burlingame in 2009 with the theme "Sharing Strategies for Success: Together-Service with Fortitude." The 2010 event was held in Pasadena and the theme was "Sharing Strategies for Success: Managing Transition." More than 750 attended. The 2011 conference was held in San Jose and the theme was "Sharing Strategies for Success: Creating Synergy! The 2012, symposium was held in Irvine and the theme was "Sharing Strategies for Success: Strong Together. This years symposium will be held in San Jose October 6-8, 2013 we hope to see you there!

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