

# ***NYWLE NEWSLETTER***

***January 2024***



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**All requests to feature a news item are to be sent to [afitzsimmons6@gmail.com](mailto:afitzsimmons6@gmail.com) by the last week of the month**

## MEMBER TRAINING EVENT

**NYWLE is excited to offer our members a Zoom training course on current Crime Scene topics on Tuesday January 30th at 12 PM**

It will run approximately 45 minutes with time set aside for Q & A.

**This training will be presented by NYPD Retired Chief Gary Gomula (prior CO of Crime Scene Unit) and retired First grade Detective Josephine Curry.**

Topics discussed will include:

- Uncommon Latent Print Surfaces
- Ballistic Search Methods
- Blood Spatter
- Impression Evidence
- Entry and Exit Photographs

Join Zoom Meeting

<https://us02web.zoom.us/j/81988615852?pwd=SmZmeGxTM3VmUkxTbWJ5ZWZWINZDRBdz09>

Meeting ID: 819 8861 5852  
Passcode: 380239

A link to this training will be provided on our NYWLE website for any members who missed the training or may want to view it again. Once the link is posted on our website, members will be advised.

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One tap mobile

+16465588656,,81988615852#,,,,\*380239# US (New York)

+16469313860,,81988615852#,,,,\*380239# US

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Dial by your location

• +1 646 558 8656 US (New York)

• +1 646 931 3860 US

Meeting ID: 819 8861 5852  
Passcode: 380239

Find your local number: <https://us02web.zoom.us/j/81988615852>

# CONGRATULATIONS CHIEF!



Patricia MacDonalld from the NYPD was recently promoted to Deputy Chief . Along with the promotion came a new command. After 13 years in the Intelligence Division , she is now the Commanding Officer of the Counterterrorism Division's Operational Support Section.

NYWLE Board of Directors and members wish Patricia continued success. She is another example of the great achievements made by NYWLE members!

# Happy Retirement Pam

This day is truly the end of an era as we bid farewell to one of Peekskill's finest, Officer Pam Sgroi, who danced her way into retirement (effective 12/31/23) after dedicating 21 years of incredible service to the City of Peekskill. Pam has been a member of NYWLE for many years. NYWLE joins with Peekskill PD in wishing Pam the best. **The following is from the Peekskill PD Facebook page.**

"Anyone who knows Officer Pam, knows that the secret to her success was taking care of the Peekskill community, especially our youth population. She is accredited with playing a vital role in the creation of the Peekskill Police Department's Community Policing Unit, which has seen great success since it's inception and redeployment in 2022.

Over the years she wore many hats, becoming a certified School Resource Officer, D.A.R.E Instructor, Youth Academy Instructor, Child Passenger Safety Seat Instructor/Installer, a Gang Resistance Education and Training Instructor, a Learning Enrichment After School Program Instructor and if that's not a enough, she was also a Certified NYS Police Training Instructor, tasked with administering the agency's training curriculum. Officer Pam also instructed at the Westchester County Police Academy, where she trained new recruits in the topic of Domestic Violence.

Outside of training instruction, Officer Pam was also the agency's Property and Evidence Officer, Discovery Officer, Event Coordinator, and she assisted with writing Policy and Procedure. Yes, we know, she is quite an accomplished woman, but as we also know, she put her heart and soul into Community Policing, which would become her greatest accomplishment and the foundation for her extraordinary legacy with the City of Peekskill.

Pam, thank you for the 21 beautiful years service you have dedicated to the City of Peekskill and the community members who reside herein. I personally have learned a great deal from you over the years and can honestly say, there is no way I would be standing strong where I am today without your tutelage or your friendship. You are one of the rare members, rare because your significant contributions have left the agency in a better much better place and we are so proud of your accomplishments. Your retirement is a loss for us, but we are super excited to see what direction you dance your way towards, and we are certain that the path of your future is paved with success."



# CONGRATULATIONS CHIEF!

Kimberly “Kim” Beaty, a NYWLE member, has been named chief of University Police– Buffalo.

“Kim Beaty exemplifies the values and principles of community-based policing, which encourages the campus community to promote crime prevention and safety awareness,” says Laura Hubbard, vice president for finance and administration. “The breadth and depth of her experience as a leader in the law enforcement profession, her connections with other area law enforcement partners, and her focus on engagement and education are qualities that will greatly benefit the UB community and UPD.”

As head of UPD, Beaty will lead the department and make strategic judgments and decisions to chart UB’s law enforcement, safety and security plan. She will be responsible for evaluating and continually refining the department’s different strategies to engage the campus community, and will work to ensure a relationship-based approach to community policing to effectively connect the police with students, faculty, staff and other community partners.

“While serving a diverse community in leadership roles, I have found it most rewarding to do my life’s work in higher education,” says Beaty, who has been director of public safety at Canisius University since 2018. “I look forward to joining the UB community and for the opportunity to work in an environment with people committed to advancing themselves educationally to go out and be good citizens.”

Among her duties at Canisius, Beaty developed an Inclusive Crisis Response Team for activation, on-scene response, intervention and post-crisis review. She is known for her approachability and positive interactions with the Canisius community.

Prior to joining Canisius, Beaty was a member of the Buffalo Police Department for more than 30 years, including four years as deputy police commissioner. She also serves as a law enforcement training consultant for the Erie County Law Enforcement Training Academy, where she provides professional training for police recruits and veterans.

Beaty is chair of the Erie County Law Enforcement Foundation Board of Directors, a member of New York Women in Law Enforcement, and a member of the Erie County Chiefs of Police. She has a master’s degree in higher education and student affairs, and a bachelor’s degree in communication, both from Canisius.

NYWLE members wish Kim continued success!





The **30x30 Initiative** is thrilled to have 300 federal, state, and local policing agencies in the US and Canada in our first cohort (“Class 1”). We temporarily stopped accepting new agencies due to capacity in June 2023.

We are pleased to announce that we will begin signing agencies again through a second cohort (“Class 2”). This is a great time to be joining us. We have amassed a large repository of promising practices and lessons learned through Class 1. We will begin offering expanded technical assistance for our agencies – including direct grant funding - through a new center funded by the Bureau of Justice Assistance.

**Class 2 officially kicks off in late Spring 2024. However, we welcome you to sign up now if you are interested.** This will allow you to announce your participation in the near term and join our growing community of practice. This also will give you early access to our materials and webinars before the general public. While you will have immediate access to our full suite of resources if you join now, your reporting requirements will not begin until Class 2 officially launches next Spring.

If you are interested in joining, please fill out the form on this page:

[Get Involved - 30x30 Initiative](#)

or send an email to [info@30x30initiative.org](mailto:info@30x30initiative.org)

# Police Culture and Women in Law Enforcement

Lexipol

Jen Moss

June 28, 2023

A law enforcement agency's most valuable recruiting tool is its people. For underrepresented minorities — more specifically, women — that can be even more true. Women currently [make up just over 12%](#) of police officers nationwide. There are even fewer women, currently only 3%, in leadership positions within police agencies. Efforts such as the [30x30 Initiative](#) strive to increase the number of women in policing to 30% by 2030. While agencies are thinking outside the box to adjust recruiting efforts and make changes to the hiring process to attract more candidates, it is time for individuals and leaders in law enforcement to take greater ownership for how we may be contributing to the problem and how we can make changes to become part of the solution.

## Agency Culture

Let's start with agency culture. I believe most law enforcement leaders believe they support women within their agency, recognizing that [research has suggested](#) women officers are less likely to use force and are perceived by their communities as more honest and compassionate. Many departments support families in a variety of ways such as expanded maternity and paternity leave, often providing paid time off for new parents. Other agencies have found ways to provide child care at their facilities. While these are welcome changes, they don't tell the full story.

For example, consider what happens when a female officer chooses to start a family, gets pregnant and leaves her patrol assignment for a light-duty role (likely administrative) during her pregnancy. Shortly after returning from maternity leave, she decides to test for a supervisory position. What thoughts come to mind about her potential capability as a supervisor? There are likely some who would start to question her capabilities, based on her lack of patrol tenure and experience. While she may technically be eligible to test for the supervisor position, she may not actually have the time in the field to show for it. Would leaders hold the same opinion of a male officer who spent six to nine months in a light duty assignment due to a work-related injury?

If women, who often want to have both a family and a career, believe they are going to be "punished" for having children, they are less likely to believe in their own abilities and are therefore less likely to pursue promotional opportunities. Administrative assignments do not make an officer less of a contributing member to their agency or a less capable supervisor. If we changed the narrative and saw administrative assignments as opportunities, perhaps the stigma would change.

Working in other areas of an agency provides perspective; with perspective comes insight. It provides the ability to see the entire field of play. Also, serving in other areas of the department provides the opportunity to look behind the curtain and see how the agency functions. These insights help make stronger leaders.

## Investigating Opportunities

During my own career, when I had been working for the agency for approximately 12 years and a sergeant for the previous four, I decided to pursue an investigative supervisor position. I was ready to try something new and wanted to diversify my skill set. An opportunity arose, and I asked to meet with the investigative section captain. During our meeting, I explained how I believed I would be valuable to the investigative unit and shared the skills and experience I possessed. He then commented that perhaps I wasn't ready —after all, I hadn't actually spent much time in patrol.

I was quite surprised to hear this comment from a captain whom I had never had the opportunity to work for up to that point in my career. Additionally, what he was saying was not accurate, and I doubt he had taken the time to review my personnel file to see where I had worked during the previous 12 years or what the quality of my work performance had been during my tenure. I politely corrected him and finished our discussion. Needless to say, I was not selected for that particular investigative assignment, but I did eventually get selected for a different one. However, his comments certainly made me realize that [perception is reality](#). Also, I found myself wondering how many other women in law enforcement had similar experiences.

**While we all have struggles, those of women — especially single moms, but also those who are doing more than their share of the work at home — face different challenges that frequently go unrecognized.**

## Women Face Unique Challenges

Law enforcement is a paramilitary profession. It involves shift work, working weekends and holidays, call-outs and overtime. The schedule can be unforgiving. We have all faced the difficulties of balancing work and family, missed birthdays and anniversaries, and juggling the simple stuff like school pickups. However, for many women, those challenges are exponentially more difficult because they are still the ones who [take on more of the household responsibilities](#) while men spend more time on paid work and leisure activities.

In a male-dominated profession like policing, women face increased challenges when attempting to balance work and family responsibilities. This is especially true when male supervisors project their own household experiences onto their female employees, creating greater expectations for women both at work and at home.

If a female officer decides to leave patrol (and therefore, leave shift work) to take an administrative assignment because the work hours make it easier to care for her family and small children, is she a less capable officer? What if, a few years later, that same officer decides to participate in a promotional process for supervisor? Based on my experience, there are often other officers, sergeants and commanders — both men and women — who question her capabilities. It is time we recognize that a culture that fosters this attitude is one where women will always struggle to successfully promote.

## Whining and Dining

Like so many others in law enforcement, I went through a divorce. At the time, I had three young children who were all active in sports, which made balancing work life and home life challenging. I had recently been promoted to lieutenant and was working in an administrative assignment. One afternoon, my supervisor told me that if I needed to, I was welcome to take work home. After the kids went to bed, he told me, I could “have a glass of wine and get some additional work done.” While he may have thought the comment was helpful, it felt like a punch in the gut to me.

He had no idea what my evenings looked like at the time. The truth is, they were as far from “relaxing with a glass of wine” as anyone could get. We were eating today’s dinner, which I’d cooked at 11:00 the night before, out of Tupperware in the car on the way to the soccer field. And, when I got back home, got the kids showered, helped them finish homework, changed out of my work clothes and prepared tomorrow night’s dinner, it was finally time to go to bed just to get up the next day to wash, rinse and repeat.

While we all have struggles, those of women — especially single moms, but also those who are doing more than their share of the work at home — face different challenges that frequently go unrecognized.

## How Women Treat Each Other

As a new female officer with just over one year on the department, I was asked by my patrol division captain to leave my patrol squad and move to a semi-patrol tactical squad assigned to address various patrol divisional quality-of-life issues. I turned him down, believing I needed more time in my patrol assignment to develop the skills necessary for a successful career moving forward. I also knew that, as a woman, I would be judged for leaving patrol “early” for an assignment that usually required a minimum of three years in patrol. I did not regret my decision. I still don’t.

A couple of years later, when I finally had enough time under my belt, a position in the same squad came open. This time, I decided I was ready for the challenge. Anyone interested was asked to submit a memo of interest. I decided to throw my hat into the ring, as did another female officer with less tenure than me. Prior to submitting my memo, I asked my then-sergeant, another woman, to review my memo and provide me feedback. She read through what I had written and told me it looked good. I submitted it feeling confident that with my tenure, and having been previously asked by the captain to move to the squad, I was a shoo-in. Imagine my surprise when I was not ultimately selected.

When I asked the captain for feedback as to why I was not chosen, he told me that my memo was severely lacking. What I didn’t know at the time — and what my sergeant failed to share with me — was that a memo of interest is supposed to be a written resume detailing your experience and qualifications. I felt as though my sergeant had sabotaged me by failing to provide me with the constructive critique I needed when she reviewed my memo draft.

## How Women *Should* Treat Each Other

While I have been the target of poor behavior, I have also behaved poorly. Many years later, I was in the testing process for lieutenant. When the day arrived for our assessment center, I showed up in a new suit. I mean, who doesn’t want to look good and feel good when trying to present their best self when being evaluated for a possible promotion? Also in the testing process was another female sergeant. For much of my career, I must admit that I was never a fan of hers. Through the grapevine of police gossip, I had heard many disparaging things about her reputation and performance as a cop. I think we have all known someone whose reputation preceded them in this way.

Now imagine me on assessment center day, standing tall and confident in my new suit. Several of us were standing in a room waiting for our next scenario when this sergeant approached me. Apparently, in my excitement preparing for the assessment center, I had failed to cut the [tack stitching](#) off my suit. While this could be considered an insignificant detail, in my mind, it was *huge*. Here was a woman — who at the time I would not have considered a friend — not only telling me my tack stitching was still in place but also cutting it for me to help prevent me from looking like an idiot. There were people there that day who I considered friends and they either didn't notice or chose not to say anything. Instead, she literally straightened my proverbial crown.

My opinion of her was forever changed. I have never forgotten that moment or the lesson it taught me. I should have never judged her based only on what I had heard about her. Rather, I should have formed my own opinion based on my own experiences.

Neither of us passed that assessment center (that is a story for another time), but I did successfully promote to lieutenant a few years later. She remained a sergeant and towards the end of my career, I had the pleasure of being her boss. She was an outstanding supervisor and had many strengths I had previously failed to acknowledge. What I realized is if we spend all our time focusing on each other's flaws, that is all that we will see. Instead, we must focus on each other's strengths and seek opportunities to help each other find success. Unfortunately, we all too often focus on what each of us does wrong rather than focusing on what we do well.

## Mutual Support

As women, we expect other women to be supportive and understanding. In law enforcement, it can be quite the opposite. We tend to be judgmental of other women, especially those who may not have the greatest reputation since we must work harder to establish ourselves and our reputation as competent officers. We can also see each other as competition for the few spots "they" are going to give to us instead of to the men. However, this pervasive attitude must change if we truly expect to increase the number of women within law enforcement agencies and in leadership positions within those agencies.

I was fortunate to find an organization that promotes women in law enforcement, the [National Association of Women Law Enforcement Executives](#) (NAWLEE). Through that organization, I met some of the most incredible, smart, talented, and supportive women in my career. Find your tribe or build your own. At the end of the day, as women in law enforcement, we share the responsibility for helping to create a supportive culture for our female peers within the policing profession. If we don't, why would anyone else?

If your people are your most valuable recruiting tool, you should probably know what they're saying about the culture of the profession. If they are sharing stories similar to those I shared above, then your chances of recruiting more women is likely diminished. If you think my experiences are an anomaly, take some time to review the Police Executive Research Forum's (PERF) recent report on Women in Police Leadership as it provides some valuable insights. With a focus on diversity, equity and inclusion within law enforcement, agencies should not just focus on their communities, but also focus on their largest asset: their people.

Link to article:

<https://www.lexipol.com/resources/blog/police-culture-and-women-in-law-enforcement/>

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