



## AZWIN Meeting Minutes

July 1, 2015

Board members present—Lauri Burgett, Sarah Arrasmith, Michelle Pickrom, Deb Case, Jenny Alsidez

New Members—Ofc. Morgan Hall, ASU PD; Sgt. Amber Kingman, Tucson PD; Deputy Alicia Manspeaker, Pima Co Sheriff's Dept.

Personnel changes—Sarah Arrasmith no longer co-chair for recruiting committee but still a member. Laura Liuzzo-Advisor; Adrian Ruiz-Advisor; Chery Horvath-Advisor; Jeff Glover-Advisor.

Mission statements/objectives—provide those to Karena Silva for website construction

Executive Committee report—nothing new to report.

Subcommittee reports—

Recruiting—Co-Chair is needed for committee, the committee is soliciting pictures of women in LE from AZ. They would like to proceed with a documentary type film to portray women in the policing profession as a marketing tool for recruitment. A suggestion was made to contact ASU to assist with the project. Amber Kingman and Alicia Manspeaker will be joining the committee.

First Five—there is an upcoming training in Tucson in October 2015. Paula Veach, Phoenix PD & Erika Stopka, Tucson PD will be presenting on communication, the culture in law enforcement, and more. This will be 4 hour training.

Mentoring— working on a model for cross-agency mentoring through AZWIN. They are discussing the value of an informal and formal structure. There are several formal structures to draw from in Phoenix PD and Transit. Mesa utilizes an informal structure focusing on women. There will be more input from members requested. AZWIN should have a website link for requesting and/or selecting a mentor.

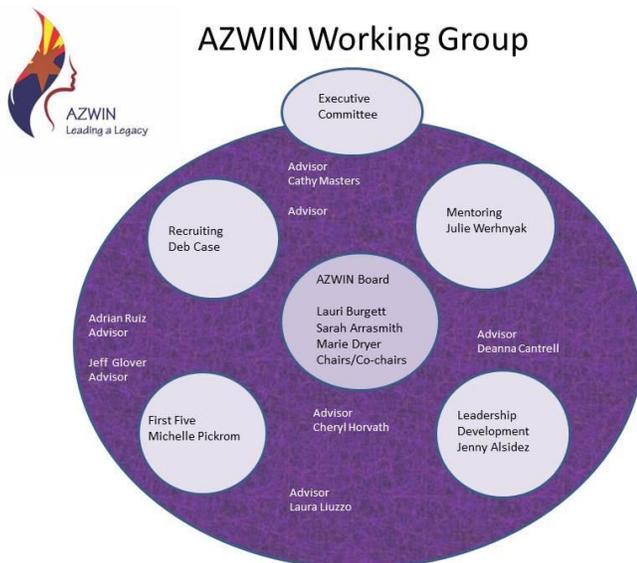
Promotion—Jennifer Pinnow, DPS, is the new co-chair. They will be creating a career map detailed to specific goals of the person. Sub-committee is in need of more participants.

End of the year Review released—will be accessible on AZPOST link.

Messaging and Communication—Laura Liuzzo received funds from El Mirage to make AZWIN information cards. A streamlined message of AZWIN is needed, i.e. who we are and what our purpose is. Group email requested for open meetings. Better management/updates of the AZWIN link on the AZPOST web-site. It is a priority to get the AZWIN website up and running to better facilitate communication with members—Karena will be working on the website and asked for some content to get it started. There was a discussion about the loss of information to keep members engaged and up to date. It was agreed that this should be a priority and to keep all modes of communication to support this objective. The group was informed that there were active social media sites on Facebook and Linked In. Members can post comments, ask questions, and further objectives using these popular methods of communication. The email distribution list needs to be reviewed and updated frequently to include all new and potential members.

Surveys—AZ WIN’s first survey in conjunction with AZ POST is ready for distribution. We will need the email addresses of every woman in AZ LE from agencies. A Web-link to the survey will be placed on the website for continued participation, the AZ WIN information card will also be prominently displayed on the site.

AZWIN reorganization—AZWIN is a working group and restructure was agreed upon in order to effectively accomplish our objectives by 2017.



Women on the Range (WOR)—Members would like this to be promoted more openly through the communication modes. The event is a shooting competition held by Mesa PD for all sworn females. Cathy Masters is contacting all Agency heads to participate in a WOR event in their area. Winners from each WOR will compete at Mesa PD’s training facility in World WOR I. A flyer with information to participate will be disseminated. There are some restrictions for number of participants and equipment (firearms and ammunition) is the responsibility of participant.

WIN Website—Karina Silva, Tucson PD, ready for content. Committees are asked to provide a one-page description of the committee and any other desired information for their groups; the board will work on the home page.

Tactical Communication Training—Julie Werhnyak instructing in July/Aug at Mesa PD, ALEA and SALETC.

Recommendation for First Five Committee—Seek out student interns to conduct research on women and police culture. Molly Enright—was suggested as a good contact for questions due to her position as Student Affairs at ASU.

Reminder-- Phoenix PD has upcoming Sergeant, Lieutenant, and Commander process. They are requesting to have Leadership Development committee hold a mock process / training in December 2015.

Next meeting will be held on September 2, 2015 at Mesa PD, 130 N Robson Rd., Mesa AZ.