



Women in Blue: Improving Public Safety and Transforming Policing

September 7 - 8, 2022

U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance

September 7, 2022

- 8:45 – 9:10am
- Welcome and Opening Remarks
- Director Karhlton F. Moore, Bureau of Justice Assistance
 - Principal Deputy Assistant Attorney General Amy L. Solomon, Office of Justice Programs
- 9:10 – 9:25am
- Co-Founders' Update on the 30x30 Initiative
- Captain (ret.) Ivonne Roman, Newark Police Department
 - Mo McGough, Chief of Strategic Initiatives, Policing Project at NYU School of Law
- 9:25 – 10:25am
- From the Field: Wisdom of Women Leaders in Policing*
- Moderator: Ganesha Martin, Vice President of Community Affairs & Public Policy, Mark43
 - Chief Vera Bumpers, Houston METRO Police Department
 - Chief Gina Hawkins, Fayetteville Police Department
 - Chief Maris Herold, Boulder Police Department
 - Chief Melissa Hyatt, Baltimore County Police Department
 - Chief Doreen Jokerst, University of Colorado Boulder Police Department
- 10:25 – 10:55am
- Federal Roundtable: DOJ Resources for Advancing Gender Parity*
- Director Karhlton F. Moore, Bureau of Justice Assistance
 - Director Nancy La Vigne, National Institute of Justice
 - Director Alex R. Piquero, Bureau of Justice Statistics
 - Assistant Director Deborah Spence, Community Oriented Policing Services Office
- 10:55 – 11:10am
- Break
- 11:10 – 11:20am
- In Memoriam: Chief Penny Harrington, Portland Police Bureau*
- Captain (ret.) Ivonne Roman, Newark Police Department
 - Dr. Nikki Smith-Kea, Executive in Residence/Stoneleigh Fellow, Philadelphia Police Department

11:20am – 12:00pm	<p><i>Group Reflection: Knowledge, Skills, and Abilities Necessary to be a Fair and Effective Police Officer</i> Moderator: Mo McGough, Chief of Strategic Initiatives, Policing Project at NYU School of Law</p>
12:00 – 12:10pm	<p><i>From the Field: Reform from the Ranks</i> Officer Terry Cherry, Charleston Police Department</p>
12:10 – 1:30pm	Lunch (on your own)
1:30 – 2:55pm	<p><i>Thematic Panel: What Works and What Matters to Recruit Qualified Women Officers</i></p> <ul style="list-style-type: none"> • Moderator: Dr. Tracie L. Keesee, Co-Founder and SVP of Justice Initiatives, Center for Policing Equity • Tara Hall, Mesa Police Department • Sergeant Anthony Gibson, Charleston Police Department • Dr. Jenn Rineer, RTI International • Assistant Chief Paige Valenta, Madison Police Department • Lieutenant Steven Waldheim, San Diego Police Department
2:55 – 3:05pm	<p><i>From the Field: Breaking Barriers and Blazing a Path</i> Chief Sheryl D. Victorian, Waco Police Department</p>
3:05 – 3:20pm	Break
3:20 – 4:30pm	<p><i>Thematic Panel: What Works and What Matters to Assess and Hire Qualified Women Officers</i></p> <ul style="list-style-type: none"> • Moderator: Captain (ret.) Ivonne Roman, Newark Police Department • Chief Ken Clary, Bellevue Police Department • Joseph Dulla, Southern California University • Assistant Chief Julie Swearingin, Fort Worth Police Department
4:30 – 5:05pm	<p><i>Fireside Chat: Advancing Women in Policing in the Current Climate</i></p> <ul style="list-style-type: none"> • Commissioner Danielle Outlaw, Philadelphia Police Department • Captain (ret.) Ivonne Roman, Newark Police Department
5:05 – 5:10pm	Closing/Housekeeping



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8:45 – 9:00am	Welcome
9:00 – 10:00am	<p><i>Diversity in Federal Law Enforcement: The President's Executive Order and Priorities for Change</i></p> <ul style="list-style-type: none">• Moderator: Director Karhlton F. Moore, Bureau of Justice Assistance• Commissioner Chris Magnus, U.S. Customs and Border Protection• Director Ronald L. Davis, U.S. Marshals Service• Director Steven M. Dettelbach, Bureau of Alcohol, Tobacco, Firearms and Explosives (invited)• Assistant Director Gloria R. Armstrong, U.S. Secret Service• Assistant Chief Yogananda D. Pittman, U.S. Capitol Police
10:00 – 10:20am	<p>Keynote Address Associate Attorney General Vanita Gupta</p>
10:20 – 10:35am	Break
10:35am – 12:05pm	<p><i>Thematic panel: What Works and What Matters to Retain and Promote Women Officers</i></p> <ul style="list-style-type: none">• Moderator: Kym Craven, Executive Director, National Association of Women Law Enforcement Executives• Major Thea Pirnat, Fairfax County Police Department• Captain Tony D. Marlow, Orange County Sheriff's Office• Dr. Natalie Todak, University of Alabama at Birmingham• Captain Tina Williams, San Diego Police Department• Dr. Robin S. Engel, National Policing Institute
12:05 – 12:15pm	<p><i>From the Field: Fostering the Profession We Deserve</i> Officer Brittany Nestor, Garner Police Department; Co-Founder and Executive Director, New Blue</p>
12:15 – 1:45pm	Lunch (on your own)

1:45 – 2:45pm

Deep Dive: Diversity, Equity, and Inclusion in Policing - Building Something from Nothing

- Moderator: Christine Cole, Senior Advisor, Crime and Justice Institute
- Leslie Marant, Chief Diversity, Equity and Inclusion Officer, Philadelphia Police Department
- Tanya Meisenholder, former Deputy Commissioner for Equity and Inclusion, New York City Police Department
- Leslie Parker Blyther, Director, Equity Office, Baltimore Police Department
- Pamela A. Smith, Chief Equity Officer, Washington Metropolitan Police Department

2:45 – 2:55pm

From the Field: A Retrospective on Advancing Women in Policing

Chief (fmr.) Sylvia Moir, Tempe Police Department

2:55 – 3:30pm

Group Discussion: Priorities for Change in the Near Term

3:30 – 3:45pm

Closing Remarks

Karhlton F. Moore, Director, Bureau of Justice Assistance