

**LOS ANGELES POLICE DEPARTMENT**  
**Training Conference**  
**1850-28000**  
**LAWPOA Symposium**  
**Expanded Course Outline**

**SYMPOSIUM GOALS:** The goal of the LAWPOA Symposium is to provide leadership and diversity training and strategies to help advance law enforcement employees on a professional and personal level.

**PERFORMANCE OBJECTIVES:** The attendees will obtain valuable insight toward the diversity, equity, and inclusion of law enforcement personnel to assist in their recruitment, retention and advancement. This includes specific strategies that can be employed to build confidence and work collaboratively with others to enhance leadership skills.

Registration and Check-In  
Continental Breakfast and Coffee provided  
Vendor tables open

0630-0730 (60 Min)

**I. Opening Introduction** **0730-0800 (30 Min)**

A. Sign-In

1. POST Roster- POST ID Number
2. Distribution of binder and materials

B. Introduction

1. Opening Ceremony - Color Guard and National Anthem
2. National Anthem: Reserve Officer Darla Cozzarelli
3. Welcoming Remarks and Conference Guidelines
4. BOPC President: William J Briggs II
5. Chief of Police: Michel Moore
6. LAWPOA President: Commander Ruby Flores
  - a. POST Rosters
  - b. Restroom facilities
  - c. Conference logistics

**II. Lessons on Leadership and Breaking Barriers** **0800-1015 (135 Min)**

**Presenter:** Carmen Best

A. Introduction

1. Personal background

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- a. Seattle Chief of Police: 2,000 employees
- b. First African American Chief

2. Experience

- a. 28 years
- b. Author of “Black in Blue: Lessons on Leadership, Breaking Barriers and Racial Reconciliation”
- c. Master of Science from Northeastern University
- d. FBI National Academy, National Organization of Black Law Enforcement Executives.

B. Speakers Presentation: Timeline presentation

- 1. Carmen Best began her career as the nation reacted to the Rodney King incident unfolded in the 1990’s.
- 2. In 2018, she rose through the ranks in Seattle to lead the entire department as it’s police chief, being the first Black woman to do so.
- 3. In 2020, she stepped away amid protests for racial justice and political backlash at City Hall.
- 4. She fought City Council who cut funding up to 50% in late 2020.
- 5. Seattle had been under a federal consent decree for ten years and found guilty of biased policing and excessive force.
- 6. There had been many policy changes and turnover.
- 7. She felt that she would be the scapegoat for hiring less women and minorities and crime increase.
- 8. In a pivotal moment during 2020 protests, she approved the use of tear gas on the crowds.
- 9. She now promotes positive change in law enforcement and describes strategies for collaboration.

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C. Closing remarks and questions:

**III. Developing Women Leaders**

**1015-1145 (90 Min)**

**Presenter:** Brenda Dietzman

A. Introduction

1. Personal background

- a. International Association of Director of Law Enforcement Standards and Training
- b. Bachelor of Science from Wichita State University

2. Experience

- a. Undersheriff in charge of Operations: Sedgwick County Sheriff's Office in Wichita, Kansas.
- b. Captain, Patrol Division, Lieutenant in Special Problems, Detective, and Community Policing Sergeant.
- a. Consultant and Presenter, Wayfinder Consulting LLC

B. Speaker Presentation: What your Inner Critic Doesn't Want you to know

- 1. The simple act of talking openly about behavior patterns makes the subconscious conscious, Lean in
- 2. Bounded Ethically: The use of shortcuts causes unconscious bias
- 3. Heidi Roizen Study
  - a. Men: Assertive, Decisive, Driven
  - b. Women: Caregivers, Sensitive Communal
- 4. Success and Likability
  - a. Positively correlated for men
  - b. Negatively correlated for women
- 5. Recognize, Label and overcome the "Shortcuts"

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6. Are these traits male or female?
  - a. Initiative
  - b. Assertive
  - c. Tenacity
  - d. Flexibility
  - e. Creative
  - f. Caring and compassionate
  - g. Confident
  - h. Communicator
  - i. Empathic
  - j. Humble
  - k. Selfless
  - l. Passionate
  - m. Team builder
  - n. Decisive
  - o. Organized
  - p. Ambitious
7. Internal Hurdles
8. Solutions
9. Self-Talk
10. Softening Speech
11. Body Language
12. Job qualifications
13. Volunteer for non-promotable tasks

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- 14. Recruiting and retention
- 15. Self-distancing
- 16. Stop feeling busy
- 17. Quit admiring the problem
- 18. Personal mission statement

C. Closing remarks and questions

**IV. History of LAPD Women: Tribute to Peggy York**

**1145-1200 (15 Min)**

**Presenter:** Commander Ruby Flores

- A. Peggy York: First female Deputy Chief for ALPD
- B. Police Woman on April 22, 1968
- C. Assignment as an investigator working in homicide inspired 1980's television show  
*Cagney and Lacey*
- D. Husband, Judge Ito presided over the OJ Simpson trial
- E. York's legacy to LE women and renaming of Northeast Police Station

**Lunch (Hosted)/ 30 X 30 Initiative**

**1200-1300 (60 Min)**

**Presenters:** Lieutenants, Amira Eppolito and Julie Rodriguez  
Metropolitan Division Recruitment and Video by Captain Brian Bixler  
Recruitment of Women to LAPD by Lieutenant Alison Jordan

**V. The Heroes Behind the Scenes**

**1300-1400 (60 Min)**

**Presenters:** PSR III Maria Moreno and PSR III Gloria Martinez

- A. Introduction
  - 1. Role of a dispatcher
    - a. Impact behind the scenes

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b. Connectivity to patrol

2. Case Study

- a. Incident overview
- b. Trauma resources
- b. Next steps

B. Closing remarks and questions

**VI. Staying in the Fight. The Comeback**

**1400-1530 (90 Min)**

**Presenter:** Ann Marie Carrizales

A. Introduction

1. Background

- a. LE Officer, Wife and Mother
- b. Presenter on wellness and understanding Post Traumatic Stress

2. Experience

- a. 19 years sworn with Meadows Place, Police Department in Texas
- b. 7 years of service in the United States Marines Corps
- c. Criminal investigations/Military Police
- d. Certified Gang Investigator
- e. Rape Aggression Defense Instructor
- f. Field Training Officer
- g. Certified Police Instructor
- h. National Police Instructor, Caliber Press
- i. Fort Bend Regional SWAT Team Member, Crisis Negotiator
- j. Defensive Tactics Instructors
- k. Primary Marksmanship Instructor/Firearms Instructor, US Marine Corps

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B. Speaker Presentation: Survival Mindset

1. Preparing for WHEN, not IF: What does that mean to YOU?
  - a. The Body Will Not Go Where the Mind Has Never Taken It
  - b. Are You Prepared? How to Prepare
  - c. Deposits and Withdrawals: Maintaining Focus When It All Goes South
  - d. The Problem With “We All Go Home”
2. Round 1: OIS Incident 10/14/12 Opponent: Mazoch
  - a. Taking Risks and Committing
  - b. Conversations with Yourself: What Happens During Sudden Onset Stress
  - c. I Win! I Made it Home!
  - d. It WILL Happen Again: Listening to Your “Gut”
3. Round 2: OIS Incident 10/26/13 Opponent: MS-13
  - a. See, Hear, Feel, The Warnings
  - b. It’s Happening: Self-Assess / Staying in The Fight & Maintaining Focus
4. Round 3: The Fight After the Fight Opponent: Post Traumatic Stress
  - a. I Win! I Made It Home! Now, What? (The High of Winning the Fight)
  - b. Another Opponent? Nobody Told Me! (Delayed Onset Post Traumatic
    - i. Stress)
  - c. FINDING YOUR WHY
  - d. Taking the Count, Getting Back Up, Calling for Back-Up (Call for Back Up Exercise)
  - e. Creating Your “Corner Team” (Developing a Strategy)
  - f. TRAINING CAMP: Studying Your Opponent, Learning How It Attacks, And FIGHTING BACK
  - g. RESOURCES
  - h. FAF Challenge: SHARE A ROUND WITH ME / Consistency in Healing

C. Closing remarks and questions

**VII. Closing remarks and Call to Action**

**1530-1600 (30 Min)**

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**Presenters:** LAWPOA Board

- A. Next steps to support the training and advancement for women
- B. Recruitment
- C. Retention
- D. Advocacy
- E. Training and professional development
- F. Call to Action