

**LOS ANGELES POLICE DEPARTMENT**  
**LAWPOA Symposium**  
**1850-28000**  
**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.

**PERFORMAMANCE 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: Police Officer Rosalind Curry
3. Welcoming Remarks and Conference Guidelines
4. BOPC President: William J Briggs II
5. Chief of Police: Michel Moore
6. LAWPOA President: Deputy Chief Emada Tingirides
  - a. POST Rosters
  - b. Restroom Facilities
  - c. Conference Logistics

**II. Lessons on Leadership: Don't be a Hollow Bunny**

**0800-1015 (145 Min)**

**Presenter:** Sylvia Moir and Kristen Ziman

A. Introduction

1. Sylvia Moir
  - a. Personal background

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- 1) US Army Old Guard at Fort Myer, Virginia and Arlington National Cemetery

b. Experience

- 1) Chief of El Cerrito California Police Department
- 2) Chief of Police in Tempe, Arizona
- 3) Interim Chief of Police in Napa, California
- 4) Undersheriff of Marin County Sheriff's Department

2. Kristen Ziman

a. Personal background

- 1) Graduate of the Federal Bureau of Investigation National Academy No. 249
- 2) Kellogg Women's Senior Leadership Program at Northwestern University
- 3) Senior Executives in State and Local Government at the Harvard Kennedy School of Government
- 4) Senior Management Institute for Police

b. Experience

- 1) Aurora Police Department – Commander
- 2) Aurora Police Department – Chief of Police

B. Speakers Presentation: The Hollow Bunny Leadership Project

1. Some leaders are full of substance, and others are hollow bunnies.
2. Kristen Ziman and Sylvia Moir have experienced both as they rose through the ranks to eventually become police chiefs in their respective departments.
3. Lessons learned

Input from industry leaders in conversations that will frequently devolve from focused to fun.

C. Closing remarks and questions

**III. Own Your Tomorrow**

**1015-1145 (90 Min)**

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**Presenter:** Judge Lucy Armendariz

A. Introduction

1. Personal Background

- a. Judge Appointed by Attorney General Xavier Becerra
- b. Raised in East Los Angeles

2. Experience

- a. Legal Consult, California State Assembly Member Robert Hertzberg
- b. Ombudsman, California Department of Corrections
- c. Counsel, California State Assembly Committee on Public Safety
- d. Chief of Staff, Office of California State Senator Gloria Romero
- e. Judge, State Bar Court of California
- f. Judge, Superior Court of Los Angeles County

B. Speaker Presentation: Living through challenges and adversity.

- 1. Judge Armendariz presided over cases at the State Bar Court of California for over a decade. Appointed to the bench in 2007, Judge Armendariz maintained a heavy docket of cases that included trials, motion hearings and status conferences. Judge Armendariz was appointed to the Superior Court of Los Angeles in California under Governor Jerry Brown in October 2018 where she serves at the East Los Angeles Courthouse presiding over misdemeanor trials.
- 2. Having committed her career to public service, Judge Armendariz served as Chief of Staff to the Senate Majority Leader and gained extensive experience at the Capitol in Sacramento through her service as Counsel to both the Senate and Assembly Committees on Public Safety. Governor Gray Davis appointed Judge Armendariz as the Ombudsman for women's prisons in California.
- 3. Motivated by her experiences as a foster child, Judge Armendariz has a long history of involvement in her community. Thrust into the foster care system at age 10, Judge Armendariz bounced between homes before a long-term placement provided the stability that facilitated her pursuit of a college education. Determined to "pay it forward", Judge Armendariz has volunteered her time as a Commissioner to the Supreme Court Blue Ribbon Commission on Foster Care and as a Board Member to Leadership California, an organization dedicated to advancing the

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leadership role of women and girls. She is involved with many mentoring organizations.

4. Judge Armendariz grew up in the East Los Angeles community of Boyle Heights and is a graduate of Roosevelt High School where she now serves as a Teen Court Judge. As an undergraduate at UCLA she majored in Sociology and Economics. She earned her law degree in 1997 from U.C. Hastings School of Law.

C. Closing remarks and questions

**IV. History of LAPD Women and Scholarship Awards**

**1145-1200 (15 Min)**

**Presenter:** Lieutenants, Amira Eppolito and Julie Rodriguez

- A. LAWPOA Formed in 1925
- B. Franchon Blake Class Action Lawsuit in 1971
- C. Education Scholarship Presentation

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

**1200-1300 (60 Min)**

**Presenters:** Lieutenants, Amira Eppolito and Julie Rodriguez  
Recruitment Incentive Programs by Captain Aaron McCraney  
Recruitment of Women to LAPD by Lieutenant Alison Jordan

**V. Librarian, Turned Officer, Turned Hero**

**1300-1400 (60 Min)**

**Presenters:** Claudia Apolinar

- A. Introduction
  1. Personal backgrounds
    - a. Los Angeles Sheriff's Department
  2. Experience
    - a. Incident Overview
    - b. Trauma Resources
      - a. Next Steps
- B. Speaker Presentation
  1. On July 12, 2019, Deputy Claudia Apolinar graduated from the Los Angeles County's Academy Class 437 and sworn in as a Deputy Sheriff. Her initial

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assignment was in custody at the Century Regional Detention Facility (CRDF - Women's Jail).

2. Deputy Apolinar aspired of becoming a patrol deputy. After working 6 months at CRDF, Deputy Apolinar transferred to patrol and was assigned to LASD Transit Services Bureau (TSB). Transit Service Bureau is tasked with providing police services to Metro buses, trains, and properties throughout the County of Los Angeles.
3. On September 12, 2020, Deputy Apolinar was with her partner and seated in their patrol vehicle at the Martin Luther King Transit Center in the City of Compton. Deputy Apolinar and her partner had just completed patrolling their area. While parked and without provocation, a lone gunman walked up to their patrol vehicle and fired gun shots at them, severely injuring both deputies.
4. Despite severe injuries to her face and arm, Deputy Apolinar was able to broadcast emergency radio traffic and directed responding LASD personnel to their location. Deputy Apolinar saw her partner was badly wounded and despite her injuries, took immediate cover and administered emergency medical aid to her partner.
5. The courage she displayed that day cannot be overstated! Deputy Apolinar's display of valor was and continues to be a shining example of the oath of office. This incident was not the end of Deputy Apolinar and does not define her. Join us as we learn more about her history, her future goals in law enforcement and within the Los Angeles County Sheriff's Department.

#### C. Closing remarks and questions

### VI. Balancing the Mind, Body and Soul

1400-1530 (90 Min)

**Presenter:** Sasha Larkin

#### A. Introduction

##### 1. Background

- a. Law Enforcement, Wife and Mother
- b. Presenter on Wellness and Community Policing

#### B. Experience

1. Twenty-two years with Las Vegas Metropolitan Police Department
2. Twenty-three years teaching Yoga

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C. Speaker Presentation: Balancing the community programs and outreach

1. For Executives; Best practices, program development, and implementation for religious integration, domestic violence prevention, and fighting crime/closing the loop.
2. For Officers: Identifying the needs in your community and developing programs to enhance communication and provide resources for those most at-risk.
3. Deputy Chief Sasha Larkin, a 22-year veteran of Las Vegas Metropolitan Police Department teaches first responders a proactive approach that addresses people before they enter the crime-cycle, while they are in the system, and after they rejoin their community.
4. She shares the story of how a drug dealer on the run led to the development of one of the most robust community policing efforts in the US. She also advocates programs that foster community resiliency because she has seen first-hand that pain will either go towards anger or healing.
5. In fact, she and her team developed and implemented a Fusion Liaison Officer program that is now being modeled around the US.
6. After hearing her program, police executives are heard saying they have to implement these programs in their jurisdictions.
7. On a personal note, Sasha also teaches yoga classes, in part to decompress from the chaos of life with her son and twin girls.

D. Closing remarks and questions

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

**1530-1600 (30 Min)**

**Presenters:** LAWPOA Board

- A. Next steps to support the training and advancement for women
- B. Recruitment