

**Commission on Racial Equity and Justice**  
**Listening Session #5: NAWLEE**  
***Lenexa PD Deputy Chief Dawn Layman, Organizer***  
*Monday, August 10, 2020 at 1:00pm*

Held virtually via Zoom

**Participants**

This listening session was held with representatives from the Kansas branch of the National Association for Women Law Enforcement Executives.

**Commissioners Attending**

- Dr. Tiffany Anderson
- Dr. Brandon Davis
- Mark Dupree
- Chief Gordon Ramsay
- Catalina Velarde

**Topics Discussed**

NAWLEE focuses on recruitment and mentorship of women in law enforcement. The participants in this listening session were females in law enforcement leadership. The conversation focused in large part on the importance of recruiting, retaining, and promoting diverse populations in law enforcement, and the difficulties that leaders may experience in those efforts.

Other items discussed:

- Lack of clear data on women or people of color in law enforcement and law enforcement leadership positions.
- Need engagement and support from communities – encouraging their young people that law enforcement is a good career.
- Reform topics supported by NAWLEE (see attachment for full list):
  - Crisis intervention
  - Critical decision-making in academy training
  - Mental health responders
  - De-escalation
- Not just recruiting but retaining and promoting women and people of color has been difficult in agencies historically.

- Importance of relationships, mentorship, and representation.
- Programs that have been successful: KCK cadet program, which pays people out of college to work in the agency and get a degree. Bridges the gap between high school and the age required to be a full law enforcement officer.
- Differences in agencies across the state and how requirements (like body cameras) can affect them differently – cost, etc.
- Residency requirements can stand in the way of certain candidates being able to take a job if they have ties to another community.
- Policies that prevent women from remaining in LE jobs, including maternity leave, etc.