

L.A. SHERIFFS' MUSEUM

By Chris Miller

Los Angeles Sheriffs' Museum

LADY DEPUTY PATROL PROJECT, PART 3

Sheriff's Bulletin 113 declared the success of the Lady Deputy Patrol Project: "The Lady Deputy has been accepted and has performed well not only in crime prevention and investigation, but has also won acceptance as a working field law enforcement officer. The study revealed that in certain specific areas, the Lady Deputies possessed an investigative potential, which previously had not been considered. They could communicate with victims of certain crimes better than their male partners."

This last statement led to the creation of the Comprehensive Rape Investigation Program and Rape Prevention lecture series. Sergeants Winona "Nonie" Franz and Marilyn Mariena were the first women to be assigned as adult sex crimes investigators and instructors of the program.

ACCEPTANCE

All of the female deputies involved in this pilot project were volunteers. The deputies who trained them in patrol also volunteered. Some were very supportive of their trainees, while others were very tough on them. Although every single woman passed their patrol training, feelings about them were mixed. Some deputies did not want women working patrol, others were very positive, and many were simply neutral.

When the women showed up at the stations, many felt scrutinized, criticized and unwelcome. In some cases, they spent an entire eight-hour shift sitting next to someone who refused to speak to them. Some deputies said that girls grew up playing with tea parties and dolls, whereas boys grew up with a focus on cars and guns. They felt this made women inherently unable to identify different makes of cars or different types of guns.



First Patrol School graduation, August 31, 1972



A news reporter interviews one of the first female deputies

THE FEMININE VOICE

The 12 female trainees asked Chief Von Minden if they could meet the RTOs. Since female deputies in patrol were new, it seemed a good idea for everyone to get acquainted. The chief set up the meeting at Station B, which was the Sheriff's radio room at the Hall of Justice. When the dispatchers met the female deputies, they became instant friends, which made talking on the radio more comfortable and more personal.

CONCERNS

Prior to 1972, men worked with male partners. But when women began working patrol and spending eight hours every day in a radio car alongside their male counterparts, many wives became very upset. Their concerns were not limited to inappropriate relationships, but the safety of their husbands as well as that of the female deputies. Even women who worked civilian jobs at patrol stations voiced their concern. Some of the wives showed up to the station on payday to pick up their husband's paycheck, which happened to occur just as briefing broke up. This gave them a chance to see the female deputies that would be working with their husbands.

ADVANTAGES OF WOMEN IN PATROL

When male deputies entered biker bars, the male bikers would pass any guns and dope to their girlfriends who would go into the women's restroom and conceal them under their clothing. Reluctant to search the women, the contraband would go undetected. Once women began working patrol, they would accompany the male deputies into the biker bars and search the women, resulting in arrests and the confiscation of weapons and drugs.

Over time, women working patrol were accepted and gained the respect of other deputies. They proved they were capable of doing the job, protecting their partners and surviving dangerous situations. No longer were they looked at as community relations

officers, but as actual patrol deputies.

EQUAL ACADEMY TRAINING

Two months before Class 155 graduated, the first female deputies to work patrol transferred to their new assignments. The next logical step into this new future was to include women in all aspects of Academy training. So, starting with LASD Class 155, which

continued on page 18

began on May 1, 1972, both male and female cadets were trained for patrol and attended the entire six-month Academy. Although fully trained, all deputies transferring to patrol after the first patrol school graduated were required to attend and pass patrol school as a refresher after spending years working in a jail.

Everyone was now being patrol trained, which meant all Academy cadets would be assigned to a station for three weeks. During this time, the male cadets worked in a radio car, but the female cadets worked one week on the complaint desk, one week in detective bureau and one week in a radio car. However, once they began wearing pants, the women also spent the entire three weeks in a patrol car.

SHORTAGE OF FEMALE DEPUTIES

Sybil Brand Institute for Women (SBI) found itself facing a staffing shortage as their employees transferred to patrol. So, until more women were hired and the vacancies filled, no female deputies were allowed to leave. Because of these restrictions, female deputies had to be transferred from other positions in the Department to fill the station openings. Policy required that when a woman left a patrol station, she was to be replaced by another woman. Jobs around the Department began opening for women, some of which required patrol experience. But in order for women at patrol stations to transfer to these specialized jobs, other women needed to be available to take their place.

PROBLEMS

While working in Field Operations Training and in patrol, Deputy Judith Lewis realized that a few of the female deputies who were not qualified were still being passed on their patrol training. The training officers said they thought that was what the executives wanted and that they would get into trouble if they failed a woman. Deputy Lewis made sure the training officers understood female trainees were to be held to



One of the first female deputies on patrol

the same standard as males, and evaluated and passed for patrol only if they were qualified.

For years, female deputies could work in a radio car by themselves or with a male partner, but not with another woman because it was considered unsafe. It was not until the early 1980s that two female deputies were finally allowed to work together.

PATROL NOT REQUIRED

In 1982, a training officer at Norwalk Station advised his training sergeant that, after working with his trainee for six months, his trainee still lacked the requisite skills and was not passing patrol training. The trainee was placed on probation for three months while the training continued, but in the end, failed to pass. When the Sheriff's Department attempted to terminate him, ALADS protested, saying that patrol training was not a requirement and there was nothing in writing mandating that deputies work patrol. The deputy was not terminated, but was transferred to Court Services.

NEW PATROL REQUIREMENT

Up until 1983, deputies were not required to work

patrol and could stay in a non-patrol assignment their entire career. After the failed attempt to terminate the deputy who did not pass patrol training, the Department decided to change the policy, starting immediately. Academy Class 214 was more than halfway through their training when the Academy staff passed out a form containing the new policy to each LASD cadet. A staff member brought the cadets to seated attention, then gave the order, "Ready, sign." Each cadet followed the command and signed the form. As they passed the papers in, the instructor informed them that they were all being required to work patrol, and if they didn't pass their patrol training, they would be terminated. They were also told that they would be on probation for 18 months. The first 12 months would start the day they began working custody, but the last six months wouldn't even begin until they transferred to a station and began their patrol training. Each LASD cadet was required to fill out a transfer request to either North, West or East Field Operations Division, but could not choose a specific station. A list containing the members of Class 214 was divided into groups by the Field Operations Division requested. This was used when the transfer preference list for a particular station had been exhausted of deputies with seniority over Class 214 members.

Field Operations Division North

- Altadena Station
- Antelope Valley Station
- Crescenta Valley Station
- Malibu Station
- San Dimas Station
- Santa Clarita Station
- Temple Station

Filed Operations Division West

- Carson Station
- Firestone Station
- Lennox Station
- Lomita Station
- Lynwood Station
- West Hollywood Station

Field Operations Division East

- East Los Angeles Station
- Industry Station
- Lakewood Station
- Norwalk Station
- Pico Rivera Station

The new policy was sent out to the Department and required all deputies, starting with the graduation of Academy Class 214, to pass patrol training.

The policy stated: "Personnel who graduated from the Academy on or after May 6, 1983, (Class 214) will be required to submit and maintain a transfer request to six (6) Field Operation Region Stations in order of preference. Deputy personnel



The first female deputies in patrol



Deputies Lovette Caples and Gary Huffman on patrol



Deputy Judy McGrath

shall be listed alphabetically by graduation date with a group preference indicated. Transfer requests may be updated in the normal manner; however, deletions will not be accepted without substitutions.

“The special provisions regarding transfer request procedures of personnel who graduated from the Academy on or after May 6, 1983, apply only until such time that the affected Deputy becomes Patrol trained and certified.”

DUAL TRACK CAREER OPTION

The Dual Track Career Option was implemented by Sheriff Baca in 2013 in response to concerns that deputies who did not pass patrol training were being demoted to custody assistant or terminated. The new career path allowed deputies to choose if they wanted to remain in custody their entire career or work patrol. Patrol certification allowed for a choice of more than 350 job classifications and assignments throughout the Department. The custody option applied only to working custody facilities, not including Court Services Division. Deputies assigned to Court Services Division, who were not patrol certified, were required to have a transfer request to a maximum of three patrol stations on file. Deputies who remained in custody had the opportunity to promote within the Custody Division up to the rank of Division Chief.

DISCRIMINATION OVER THE YEARS

For years, across the country, many jobs were only performed by men. In this environment, men felt comfortable making vulgar comments, especially about women and their bodies, whenever they wanted. There was no problem posting photos and calendars of topless women, since there were no women around to be offended.

Before the first female deputies began working patrol, many jobs on the Department were only available to male deputies. When women began transferring into these jobs, they sometimes experienced discrimination.

Some seasoned male deputies who had been on the job for some time felt entitled to create a horrible and unbearable work environment for those with less experience. These deputies didn't just make the job difficult for women, they created major difficulties for male deputies as well.

When female deputies started a new assignment with the attitude, desire and physical ability to get the job done, the men were accepting and willing to work with them. Most deputies were judged as a person, recognized by their weaknesses and strengths as an individual, not because they were male or female. The main concern was when their lives were in danger: Would this person be able to fight alongside them? Would this person have their back? Gender was not important; what mattered was that the person had character, judgment, maturity and, of course, a sense of humor.

For years, many specialized jobs on the Department had only been performed by men, so when women began working these assignments, it was not uncommon for them to face a certain amount of opposition. Being accepted into some of these assignments was extremely difficult for anyone, male or female. They had stringent physical requirements that necessitated great strength to go over obstacles, such as walls and fences, and through confined spaces, while wearing extremely heavy ballistic gear and carrying heavy breaching tools.

Any deputy applying to these specialized units was required to traverse a course that simulated obstacles they would encounter in actual situations. This was hard for anyone to accomplish in the allotted time, but for the first women, it was even more difficult since some men did not want to work with them. To prevent women from qualifying, several male deputies sabotaged the physical agility test, making it virtually impossible to pass. Going out the night before, someone would dig down in front of the wall, making it too high to climb. In order to slow them down, oil was placed on the horizontal bars that had to be crossed by swinging from one

to the other, and dog feces were placed inside large drainage pipes that they had to crawl through.

At first, this prevented women from qualifying, but eventually the male deputies who had no problem working with women told them what was going on. They explained that the oil was placed only on the center of the bars and could be avoided if they grabbed on the outside. The dog feces were in the center of the drainage pipes, so they should be sure to crawl along the sides. Using this information, women were able to overcome these acts of sabotage and qualify in the allotted time. The door had now been opened for women to work these jobs.

Even after women qualified for these elite assignments, there were still a few male deputies who created problems for them. When there was a callout for their team, everyone but the female deputy was notified, so she didn't show up to the incident. Supervisors quickly became aware of the problem and rectified the situation.

OTHER ISSUES

Before women began working what were traditionally male jobs, the buildings and facilities had only restrooms, locker rooms and showers for men. The only other restrooms or showers were for the inmate workers assigned to that facility. Women had to use the public restrooms. When women entered the workforce at a station or specialized unit, it was necessary to add locker rooms, restrooms and showers. Often, something had to be removed to accommodate the new facilities.

VICE BUREAU

Back in the days when units were staffed only by male deputies, photos of half-naked women were common, especially in station gyms. Even after women entered these once male-only domains, the risqué photos remained, and it wasn't until 1992 that a new policy finally banned these displays.

continued on page 20



The Chaplain's Notebook

By Chaplain Dennis Morales
Walnut Station

FACING CHALLENGES

It is no secret that challenges are part of everyone's everyday life. The Bible teaches that God uses circumstance to develop our character. "But we also glory in tribulations," Scripture says, "knowing that tribulation produces perseverance; and perseverance, character; and character, hope." (Tribulations are "a state of great trouble or suffering," according to *Webster's Dictionary*).

We respond, "OK. Fine. But why can't God mold our character in some easier and less painful way?" When times are tough, our instinct leads us to pursue comfort or freedom from difficulty. We may be facing fear, negativity, health or financial issues, a troubled past, or even anxiety about the state of the world we live in. But many successful people insist that challenges paved their road to success.

Successful people are optimists. To the optimist, challenges do not appear as roadblocks, but as opportunities for learning instead. Overcoming them leads to confidence and victory. How can we tackle our everyday struggles of life? St. Francis of Assisi once gave this great advice: "Start by doing

what's necessary; then do what's possible; and suddenly you are doing the impossible."

Scripture tells the story of a man named David. At a young age, he found himself in combat against a giant of a man named Goliath. So many lessons can be learned from this story: David ran straight at Goliath who, even as an accomplished battle-worn soldier, found no opportunity or flexibility to use his spear or shield. In a flash, David reached for his sling, loaded it and unleashed his deadly stone at Goliath. When the dust cleared, only David was standing. He treated the giant as if he did not exist, as if he were invisible, as if the fight was not even with him. Interestingly, the Old Testament says that David gathered five stones. He only needed one, so why five? In case he missed? In fact, we learn Goliath had five brothers. David was preparing for their assault as well. David knew there would be more enemies, but with God, he had nothing to fear.

Remember, we all battle "giants" in our lives. Not giant people, but what may seem like giant problems. Here again Scripture tells us "if God be

for you, who can be against you?" I would like to leave you with a few things to ponder:

1. David did not flinch, but was determined. Can you be determined today to learn from your challenges?
2. David prayed before battle. Prayer (even if brief) is a great way to bring peace and clarity to the mind.
3. David did not strive for perfection. He strove to be the best version of himself. He did what he was able to do. He did what he knew he could do. He could not handle armor or a heavy sword, but he could handle a sling. Be satisfied when you have done your best. David did what was necessary and ended up doing the impossible.
4. Live one day at a time (Matthew 6:34).

Bless you today as you sacrifice your time, take on your own challenges and seek to make our world a better place.

How can I contact a chaplain? Chaplains are available at their unit of assignment, or by calling the Psychological Services Bureau (PSB) at (213) 738-3500. ☆

Los Angeles Sheriffs' Museum *continued from page 19*

Deputies working the Sheriff's Vice Bureau investigated many sexual situations involving prostitutes and pornography, so it was no surprise to see risqué photos displayed in their offices. When Deputy Sheri Anderson transferred to Vice in 1991, she was confronted with a work environment where the walls in all the rooms were covered with magazine photos of topless women or women with their buttocks exposed. In deference to the décor, she brought in a 6 x 6 inches Chippendales calendar, which showed a line of men with bare chests wearing tight, long black pants, white collars with black bow ties around their necks, and white cuffs with black cufflinks around their wrists. After placing the little calendar on the wall in front of her desk, the male sergeant came over and said he was offended by the calendar and to take it down. She put it in her desk. The sergeant maintained that the picture was so offensive he didn't even want it in their office and demanded she take it out to her car. Doing as she was told, Sheri couldn't understand why the man was so upset. Turns out it wasn't about the photo, but the fact that a female deputy had invaded their established male world.

HAZING

While working their three-week patrol assignment, several cadets from Class 172 were told by patrol deputies that they were going to be used as prostitute decoys in a sting operation on the night shift. They were instructed to wear sexy clothes, high heels and fix their hair so they would appear as actual prostitutes. After dressing as instructed, they arrived at Carson Station, where no one was aware of any decoy operation. Several of the sergeants were mortified and the captain was notified; corrective action was taken.

MOVING UP THE RANKS

The Lady Deputy Patrol Project lasted one year, and when it ended, it was deemed a triumph. After proving their ability to work patrol and do so successfully, jobs around the Department were opened to female deputies. As these changes took place, women began promoting up through the ranks. Elaine Minnis was working as a sergeant at Avalon Station on Catalina Island when she retired, and Carole Freeman retired as a commander. Of the eight alternates, Sandra Crawford promoted to

lieutenant. Over the years, women have continued to move up the rank structure of the Department. The first African-American woman to reach the rank of assistant sheriff was Rachel Burgess, who achieved the highest rank by any woman on the Sheriff's Department on September 8, 1998. Maria Gutierrez was promoted to assistant sheriff on December 3, 2018, becoming the first Latina to hold the same executive rank.

PAVING THE WAY FOR THE FUTURE

Looking back, the first women in patrol had to have the strength, courage and tenacity to deal with adversity and prove themselves in a sometimes hostile environment. Forced to wear uniforms that greatly hindered their ability to perform their jobs, they staunchly endured enormous obstacles and criticism. The special bond between these women will never be broken. Rightfully proud of their achievements, they are pleased to have paved the way for future female deputies to work not only in patrol cars, but in the many other jobs that are available for all Los Angeles County deputy sheriffs.

Edited by Jan Jenkins (ret. LASD). ☆