Historical note:
Women have been active in police work in the United States since 1845, but it was not until 1893 that a woman, Marie Owens, was appointed to the Chicago Police Department by the city’s mayor. Ms. Owens was the first woman accorded the power of arrest with the rank of “policeman”. Seventeen years later (1910), Alice Stebbins Wells became the first woman to be honored with the classification of “policewoman”. A social worker by training, Ms. Wells actively promoted police woman intervention the protection of young people and the prevention of crime. She was responsible for enforcing laws to govern conduct in public recreation areas such as skating rinks, dance halls, penny arcades and movie theaters where young people often congregated. In 1915 the International Policewomen’s Association was established and Ms. Wells was appointed as the association’s first president. She held this position until 1923. The association’s charter was adopted in 1916 in Washington, D.C. and it remained in existence until 1932.

In May 1956, a significant meeting of the Women Peace Officers of California took place. The International Policewomen’s Association was revived and reorganized as the International Association of Police Women, and Lois Higgins, a veteran of the Chicago Police Department, was elected as the association’s new president. At the conference Ms. Higgins stated: “There is a real need and an opportunity for this International Association of Women Police...an effective International Association would serve as a clearing house for information. Through it the wisdom and experience of the policewomen of all member nations will be pooled for the common benefit” (Higgins, 1956).

Ms. Higgins was successful in garnering attention for the new organization through her many lectures and numerous radio and television appearances. Membership expanded
and the bi-annual meeting which had been held became annual training conferences/business meetings by 1963. An emphasis was placed on more clearly defining the role of women and expanding their role within law enforcement. Before 1969 women officers were not given patrol duties and were limited to “women’s work” of promoting socially acceptable public behavior. The IAWP took the stance that policewomen faced discrimination in assignments, promotions, and pay. By 1973, the association no longer supported the existence of separate women’s bureaus within police departments. Three years later, in accordance with its new spirit of professionalism and increased equality between male and female officers, the IAWP began to actively recruit male officers to join its ranks as members. While men do constitute part of the IAWP’s membership, the association’s stated mission is to “strengthen, unite and raise the profile of women in criminal justice internationally” (http://www.iawp.org).

Throughout the 1970’s and 1980’s the IAWP continued to grow and the annual conferences became more expansive in scope through the guest appearances of experts from all fields of criminal justice, workshops, and lectures. State, regional and nationally affiliated organizations were increasingly created. The IAWP became especially involved in law enforcement issues such as state by state automobile licensing and the federal programs focusing on missing persons and serial murders.

IN 1996 the IAWP held its first annual conference outside of North America, in Birmingham, England. In 1998 the “Adopt a Member Program” was established to provide international police women of limited means the opportunity to become IAWP members. By 2001 the IAWP had 2400 members from more than 45 countries of the world, including Africa, Asia, Australia, Latin America, Europe, the Middle East, and North America. In 2009 the Bangladesh Women’s Police Network (BWPN) pledged 500 memberships to the IAWP. This was in tandem with the Bangladeshi government’s commitment to prioritize women police recruits to eventually assist in United Nations peacekeeping missions.

Special programs of the IAWP have included an annual Woman Officer of the Year scholarship award, and the International Woman Officer Scholarship.


**Scope and Contents**
The records of the IAWP document the association’s history and activities from its beginnings in 1956 up to the present. The collection illustrates the importance of the annual conferences that the Association has held. Program guides, brochures, newsletters, attendee lists, publicity, correspondence, newspaper clippings and
photographs associated with these conferences constitute a major portion of the material of this collection (Series 5a, Conferences and Seminars and Series 7, Subject File). Series 1 is highly significant since it documents the functions and activities of the IAWP from its inception to recent years. The Minutes and Reports (Series 1) chronicles actions taken on business that is at times elaborated upon in Series 2. Financial reports that were issued as part of the annual meetings are found in Series 1. The Correspondence series (Series 2) contains significant memoranda written to the IAWP members which discusses important issues to be addressed and developments within the organization. The Administrative Records series (Series 3) includes different editions of the association’s constitution, some policies and procedures, early publicity and membership rosters. Series 4 contains articles produced by the IAWP which provide a historical background and context to the organization. Additional historical material of these early years of the International Association of Policewomen is located in newspaper clippings found in the Subject File (Series 7). It should be noted that not all of the IAWP training conference programs of Series 5a are available—1997, 2008, and 2011-2012 are not represented in the papers. The IAWP has supported a number of special programs over the years and one of these, the Woman Officer of the Year award, is documented in Series 5b. While the IAWP has produced a number of publications over the years, only a select number of these are represented in the association’s records. The earliest of these publications, The Policewomen’s Bulletin was essentially a report of conference proceedings but as the organization developed their publications grew in scope and sophistication, including reports within the IAWP’s various regions, conference photographs, and additional news and reports relevant to law enforcement professionals. Please note that a more complete run of IAWP publications (The Policewomen’s Bulletin, The IAWP Bulletin, PoliceWoman, WomenPolice) (all HV 8023 .I2) is available in John Jay College of Criminal Justice’s library in the bound periodicals area and electronically (The IAWP Bulletin).

The photographs found in Series 9 are black and white or color and vary in size from 4x6 to 8x10 and chiefly document lecturers and activities of the annual conferences.

The records are organized into ten series:

1. Minutes and Reports
2. Correspondence
3. Administrative Records
4. IAWP’s History
5. Programs
   Subseries 5a: Conferences, Seminars
   Subseries 5b: Woman Officer of the Year
   Subseries 5c: International Scholarship Awards
6. Membership Records

7. Subject File

8. Publications
   Subseries 8a: IAWP Publications
   Subseries 8b: Miscellaneous Publications

9. Photographs

10. Artifacts and Miscellaneous Material

**Container List**

**Series 1 Minutes and Reports, 1968-2015**

<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

**Series 2 Correspondence, 1957-2013**

<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>12</td>
</tr>
</tbody>
</table>
13 Correspondence, 1990

**Box**

**Folder**

14a Correspondence, 1991-1992

14b Correspondence, 1991-1992

15 Correspondence, 1993-1995

16 Correspondence, 2003; 2004; 2006; 2013

**Series 3 Administrative Records, 1958-2013**

1a 17 IAWP Incorporation Certificate (photocopy), 1926

18 Certificate of Amendment to Certificate of Incorporation, 1969

19 IAWP Constitution, 1960-62; 1969-1993 with gaps


21 IAWP Trademark (photocopy), 2013

22 Exempt status from Federal income tax, 1992

23 Publicity, 1958-1970’s

24 Publicity, 1980’s-2000’s

25 Publicity—IAWP Foundation, ca. 2003

26 Board of Directors Roster/Board of Trustees Bios, 1977-90; 1993

27 Stationery, ca. 1976-1985

1b Financial records, invoices

1c Financial records, invoices

**Series 4 IAWP History, 1950-2015**

2 1 “Mrs. Alice Stebbins Wells”, reprint by the newly formed IAWP, 1956

2 History, 1950’s-2000’s

3 “A Brief history of the IAWP”, ca. 2002
4 "IAWP: 100 Years at a Glance", 2015
5 Commemorative folders on past IAWP presidents, 2015

---

Series 5 Programs

Series 5a Conferences, Seminars, 1956-2016

For a list of locations of annual conferences see: [http://iawp.org/conferences.htm](http://iawp.org/conferences.htm)

<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Conference, 1956</td>
</tr>
<tr>
<td>2</td>
<td>Conferences, Seminars, 1958</td>
</tr>
<tr>
<td>3</td>
<td>Mock-up for Conference, 1960</td>
</tr>
<tr>
<td>4</td>
<td>Conferences, Seminars, 1962-64</td>
</tr>
<tr>
<td>5</td>
<td>Conferences, 1966-1970</td>
</tr>
<tr>
<td>6</td>
<td>Conferences, Seminars, 1971-74</td>
</tr>
<tr>
<td>7</td>
<td>Conferences, 1975-79</td>
</tr>
<tr>
<td>8</td>
<td>Conferences, 1980-84</td>
</tr>
<tr>
<td>9</td>
<td>Conferences, Seminars, 1985-89</td>
</tr>
<tr>
<td>10</td>
<td>Conferences, 1990-91</td>
</tr>
<tr>
<td>11</td>
<td>Conferences, 1992-93</td>
</tr>
<tr>
<td>12</td>
<td>Conference, 1994</td>
</tr>
<tr>
<td>13</td>
<td>Conferences—DVD, 1992-1996</td>
</tr>
<tr>
<td>4a</td>
<td>Conference, 1995</td>
</tr>
<tr>
<td>2</td>
<td>Conference, 1996</td>
</tr>
</tbody>
</table>
3 Conferences, 1998-99
3b Conference—Videos, 1999
4 Conference, 2000
5 Conference, 2001
6 Conference Symposium, 2002
7a Conference, general info., 2003
7b Conference, general info., 2003

Box Folder

4a 8a Vendor info, 2003
8b Vendor info, 2003
8c Vendor info, 2003
8d Vendor info, 2003
9 Conference Sponsorships, 2003
10 Conference ads for programs, 2003
11a Conference registration, 2003
11b Conference registration, 2003
11c Conference registration, 2003
11d Conference registration, 2003

4b 1 Conference transportation, 2003
2 Recruitment day, Conference, 2003
3 Force options training class, 2003
<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>4c</td>
<td>1 Conference, 2004</td>
</tr>
<tr>
<td></td>
<td>2 Conference, 2005</td>
</tr>
<tr>
<td></td>
<td>3 Conference, 2005—CDs, DVD</td>
</tr>
<tr>
<td></td>
<td>4 Conference, 2006</td>
</tr>
<tr>
<td></td>
<td>5 Conference, 2006</td>
</tr>
<tr>
<td></td>
<td>6 Conference, 2007</td>
</tr>
<tr>
<td></td>
<td>7 Conference, 2009</td>
</tr>
<tr>
<td></td>
<td>8 Conference, 2010</td>
</tr>
<tr>
<td></td>
<td>9 Conference, 2013</td>
</tr>
<tr>
<td></td>
<td>10 Conference, 2014</td>
</tr>
<tr>
<td></td>
<td>11 Conference program, 2015</td>
</tr>
<tr>
<td></td>
<td>12 Conference, 2015—DVD</td>
</tr>
<tr>
<td></td>
<td>13 Conference souvenirs, 2015</td>
</tr>
<tr>
<td></td>
<td>14 Conference, 2016</td>
</tr>
</tbody>
</table>

**Series 5b Woman Officer of the Year, 1985-1986**

| 5 | 1 Kathleen A. Adams, 1985 |
2  Christine Amluxen, 1985
3  Jacqueline Powell Bailey, 1985
4  Edith A. Barnes, 1985
5  Ruth A. Barnes, 1985
6  Sydney J. Baugh, 1985
7  Mary E. Buckley, 1985
8  Deborah Ann Burns, 1985
9  Kathleen Ann Carbury, 1985
10  Ellen Christopher, 1985
11  Kim Collins, 1985
12  Lynda C. Cusic, 1985
13  Diana Sue De Haven, 1985
14  Nancy E. Di Perna, 1985
15  Marie L. Donahue, 1985
16  Naomi S. Ferreira, 1985
17  Martha Findlay, 1985
18  Jacklyn Flannery, 1985
19  Connie Lee Garrison, 1985
20  Shirley A. Gray, 1985
21  Patricia E. Guessferd, 1985
22  Lisa Hale, 1985
23  Ruby Irene Hall, 1985
24  Penny Eileen Harrington, 1985
25  Ann Hayes, 1985
26 Teresa Hebding, 1985
27 Laurie Lee Helgren, 1985
28 Moderna Genois Holmes, 1985
29 Joan L. Hughes, 1985
30 Kathryn J. Hynds, 1985
31 Becky Jackson, 1985
32 Josephine S. Kaufman, 1985
33 Lindsey Kirk, 1985
34 Lucille F. Kutrick, 1985
35 Patrice D. Lambert, 1985
36 Vickie M. Lovelady, 1985
37 Brenda MacDonald, 1985
38 Mary McKenzie, 1985
39 Angelita Maria Marable, 1985
40 Deborah Janine Michalak, 1985
41 Kathy J. Meinke, 1986
42 Theresa Ann Miller, 1985
43 Elaine S. Okamoto, 1985
44 Doreen Olko, 1985
45 Terri Pettay, 1985
46 Mary Jo Phares, 1985
47 Mary Phelps
48 Carla Piluso, 1985
49 Gail J. Plewacki, 1985
50  Melissa F. Plotz, 1985
51  Sophie Bevilaqua Quay, 1985
52  Margaret K. Quigg, 1985
53  Sandra Reed, 1985
54  Marily Rementeria, 1985
55  Carolyn Robison, 1985
56  Elizabeth Rossman, 1985
57  Doris J. Rowe, 1985
58  Stephanie F. Scheibly, 1985
59  Jewell F. Smith, 1985
60  Charlotte R. Starnes, 1985
61  Trula Ann Tanner, 1985
62  Joanne Tawton, 1985
63  Roberta Webber, 1985
64  Bonnie Lowe Welsh, 1985
65  Ann Wilson, 1985
66  June C. Wilson, 1985
67  1986 Nominations
68  1986 Ballots
69  Apolinar, Shari, 1986
70  Arnett, Karen, 1986
71  Bedford, Joan, 1986
72  Boyd, Maureen, 1986
73  Brophy, Leslie, 1986
74 Cook, Kay, 1986
75 Cortez, Sandra Ann, 1986
76 Dekeeback, Patricia A., 1986
77 Dunn, Kathleen, 1986
78 Estes, Lynda, 1986
79 Failyer, Penny, 1986
80 Fleets, Dawn Denise, 1986
81 Gamble, Joann, 1986
82 Goethe, Polly W., 1986
83 Grant, Paula, 1986
84 King, Patricia M., 1986
85 Loesche, Sandra, 1986
86 Mahn, Lori Ann, 1986
87 Miller, Linda, 1986
88 Miller, Pamela, 1986
89 Modde, Camille, 1986
90 Olendorf, Margaret, 1986
91 Pinnell, Linda, 1986
92 Richardson, Lucy, 1986
93 Robinson, Robyn, 1986
94 Schneider, Patricia, 1986
95 Schoolmaster, Marie, 1986
96 Schultz, Susan D. 1986
97 Sheppell, Jill, 1986
98    Smith, Brenda, 1986
99    Strauchman, Kathie Ann, 1986
100   Sutich, Jeanne, 1986
101   Sylvester, Deborah, 1986
102   White, Leslie, 1986
103   Woods, Kimberly A., 1986
104   Yates, Katherine A., 1986

Box    Folder
5      105   Zerbe, Mary, 1986

Series 5c International Scholarship Award, 1985-1998 (with gaps)

6      1      Award criteria
       2      1982
       3      1985
       4      1986
       5      1987
       6      1988
       7      1989
       8      1992
       9a     1993
       9b     1993
       9c     1993
       9d     1993
       10     1994
       11     1995
Greetings cards from applicants

Vendors of trophies, keepsakes, emblems, etc.

**Series 6 Membership Records, 1966-2004**

**Series 6a Membership roster and correspondence, 1966-1998**

<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>2a</td>
</tr>
<tr>
<td></td>
<td>2b</td>
</tr>
<tr>
<td></td>
<td>2c</td>
</tr>
<tr>
<td></td>
<td>3a</td>
</tr>
<tr>
<td></td>
<td>3b</td>
</tr>
<tr>
<td></td>
<td>3c</td>
</tr>
<tr>
<td></td>
<td>4a</td>
</tr>
<tr>
<td></td>
<td>4b</td>
</tr>
<tr>
<td></td>
<td>4c</td>
</tr>
<tr>
<td></td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>8</td>
</tr>
<tr>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Box</td>
<td>Folder</td>
</tr>
<tr>
<td>-----</td>
<td>--------</td>
</tr>
<tr>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Applications “B”</td>
</tr>
<tr>
<td>3</td>
<td>Applications “C”</td>
</tr>
<tr>
<td>4</td>
<td>Applications “D”</td>
</tr>
<tr>
<td>5</td>
<td>Applications “E”</td>
</tr>
<tr>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Applications “G”</td>
</tr>
<tr>
<td>8a</td>
<td>Applications “H”</td>
</tr>
<tr>
<td>8b</td>
<td>Applications “H”</td>
</tr>
<tr>
<td>9</td>
<td>Applications “I”</td>
</tr>
<tr>
<td>10</td>
<td>Applications “J”</td>
</tr>
<tr>
<td>11</td>
<td>Applications “K”</td>
</tr>
<tr>
<td>12</td>
<td>Applications “L”</td>
</tr>
<tr>
<td>13</td>
<td>Applications “Mc”</td>
</tr>
<tr>
<td>14a</td>
<td>Applications “M”</td>
</tr>
<tr>
<td>14b</td>
<td>Applications “M”</td>
</tr>
<tr>
<td>15</td>
<td>Applications “N”</td>
</tr>
<tr>
<td>16</td>
<td>Applications “O”</td>
</tr>
<tr>
<td>17</td>
<td>Applications “P”</td>
</tr>
<tr>
<td>18</td>
<td>Applications “Q”</td>
</tr>
<tr>
<td>19a</td>
<td>Applications “R”</td>
</tr>
</tbody>
</table>
19b Applications “R”

10  1a Applications “S”
1b Applications “S”
2 Applications “T”
3 Applications “U”
4 Applications “V”
5a Applications “W”

Box Folder

10  5b Applications “W”
6 Applications “Y”
7 Applications “Z”
8 International Applications “A”
9 International Applications “B”
10a International Applications “C”
10b International Applications “C”
10c International Applications “C”
10d International Applications “C”
10e International Applications “C”
10f International Applications “C”
11 International Applications “D”
12 International Applications “E”

11  1 International Applications “F-G”
2 International Applications “H”
3 International Applications “I”
<table>
<thead>
<tr>
<th>Box</th>
<th>Folder</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>3a</td>
</tr>
<tr>
<td></td>
<td>3b</td>
</tr>
<tr>
<td></td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>6</td>
</tr>
</tbody>
</table>

**Series 7 Subject File, 1927-2007**

| 13  | 1       | News clippings, 1927-28; 1954-58 |
|     | 2       | News clippings, 1961-1973        |
|     | 3       | News clippings, 1974-1975        |
|     | 4       | News clippings, 1976-1980        |
|     | 5       | News clippings, 1981-1985        |
|     | 6       | News clippings, 1986-1989        |
|     | 7       | News clippings, 1990-1994        |
|     | 8       | News clippings, 1995-1999        |
9 News clippings, 2000-2007
10 News clippings, n.d.
11 Female officer uniforms, 1974-2004
12 Maternity policy, 1985-1991
13 Law enforcement associations, organizations, conferences, 1964-2002
14 Miscellaneous booklets, brochures, ca. 1960’s-1970’s
15a Miscellaneous clippings

Box Folder

13 15b Miscellaneous clippings

Series 8 Publications, 1961-2015

Series 8a IAWP Publications, 1961-2015

14 1 The Policewomen’s Bulletin, 1961-1965; 1968
3 The IAWP Bulletin, 1981-1983
4 The IAWP Bulletin, 1984
5 The IAWP Bulletin, 1985-87
6 Policewoman, 1987-88
7 WomenPolice, 1991-1993
8 WomenPolice, 1994-1996
9 WomenPolice, 1997-1999
10 WomenPolice, 2000-2002
11 WomenPolice, 2003-2004
12 WomenPolice, 2005-2007
13  *WomenPolice*, 2015


**Series 8b Miscellaneous Publications, 1977; 1993**


**Series 9 Photographs, 1956-2015**

16  1  Photographs, 1956-1972

2  Photographs, 1973-ca. 1984

**Box  Folder**

16  3  Photographs, slides, negatives, 1984

4  Photographs, 1984-1985

17  1  Photographs, 1986-1992

2  Scanned photographs, 2013-14

3  Photographs—CD, 2015

**Series 10 Artifacts and Miscellaneous Material, 1929-2000**

18  Unidentified binder containing alphabetical list of members and sponsors (IAWP?), 1929

Laminated newspaper clippings on poster board, 1980

City of Miami Dept. of Police framed Certificate of Achievement for IAWP, 1992

IAWP Affiliate Flag, 1993

IAWP Poster, 38th annual conference, 2000

IAWP pins, patch, paperclip receptacle