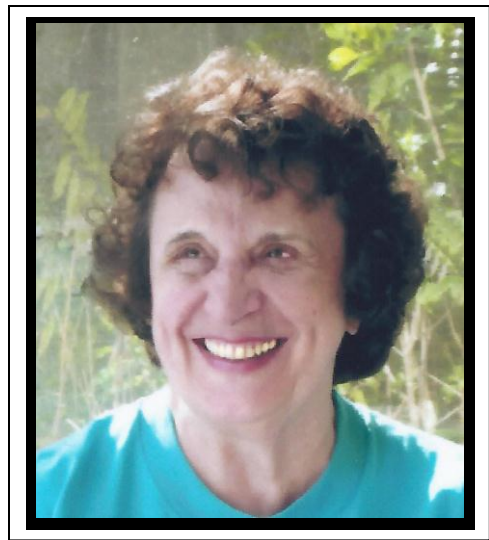


Transcript of Saint Paul Police Department Oral History interview with

Lieutenant
Carolyn Fay Gesin Bailey



1969



2007

Interviewed May, 10, 18, and 25, 2007

by
Kate Cavett of HAND in HAND Productions

Bailey home in Minnesota



**Saint Paul Police Department
and
HAND in HAND Productions**

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All pictures are from the Saint Paul Police Department collection or Carolen Bailey's family collection.

ORAL HISTORY

Oral History is the spoken word in print.

Oral histories are personal memories shared from the perspective of the narrator. By means of recorded interviews oral history documents collect spoken memories and personal commentaries of historical significance. These interviews are transcribed verbatim and minimally edited for accessibility. Greatest appreciation is gained when one can read an oral history aloud.

Oral histories do not follow the standard language usage of the written word. Transcribed interviews are not edited to meet traditional writing standards; they are edited only for clarity and understanding. The hope of oral history is to capture the flavor of the narrator's speech and convey the narrator's feelings through the tenor and tempo of speech patterns.

An oral history is more than a family tree with names of ancestors and their birth and death dates. Oral history is recorded personal memory, and that is its value. What it offers complements other forms of historical text, and does not always require historical collaboration. Oral history recognizes that memories often become polished as they sift through time, taking on new meanings and potentially reshaping the events they relate.

Memories shared in an oral histories create a picture of the narrator's life – the culture, food, eccentricities, opinions, thoughts, idiosyncrasies, joys, sorrows, passions - the rich substance that gives color and texture to this individual life.

Kate Cavett

Oral Historian

HAND in HAND Productions

Saint Paul, Minnesota

651-227-5987

www.oralhistorian.org

SILENT FOOTSTEPS

**A police officer was all I wanted to be,
It was the only thing that mattered to me,
Because I was a girl, I was told that I shouldn't,
And when I became one, I was told that I couldn't.**

**I cared about people, that's why I was there,
But some noticed more my shape and my hair,
Some said what counted was the color of your skin,
Or the boss was a buddy and dad was police kin.**

**Patrol, Vice, Homicide, I did it all,
It made no difference if I was tall or small,
"No one can do it that's not big and strong",
It felt so good to prove them wrong!**

**I comforted a man whose wife had just died,
I sat beside a rape victim while we both cried,
I had to work harder than those who were men
Just to prove a woman could stay to the end.**

**For many years that's what I did,
I fulfilled the dream that I had as a kid,
It doesn't matter if you're man, woman, black or white
When your silent foot-steps protect the night.**

by Carolen Bailey

Written by Lieutenant Carolen Bailey c.1978

Carolyn Fay Bailey was appointed policewoman
for the Saint Paul Bureau of Police July 17, 1961.

She resigned December 3, 1963
and returned to the department September 16, 1964.

Promoted to:

Sergeant— December 25, 1971

Lieutenant— May 25, 1985

Retired:

January 31, 1991

Minnesota Association Women Officer of the Year—1980
Minnesota Assistant Commissioner of Public Safety 1992-1997

KC: Kate Cavett

CB: Carolyn Bailey

May 10, 2007 interview

KC: Carolyn, introduce yourself to me, please.

CB: I'm Carolyn Bailey, I was born Carolyn Fay Gesin in Osceola, Iowa on
September 30, 1936. Not long after that, my father became general
manager of the International Harvester Company for the South American
Region, so we moved to Brazil, which is where I stayed until we came to
Minnesota.. I went to Johnson High School here [in St. Paul], and I also
went to the University of Minnesota . I met my husband Roger while in
high school, and we were married while we were still in college.

KC: What was your degree in college?

CB: A B.A. in social work and psychology.

KC: You went through college in a very short period of time.

CB: Yes. I was dating my husband in high school, and we had planned to get married, so I doubled up on credits. My first year was my freshman/sophomore year and I generally took twenty-nine credits a quarter. In those days they allowed quality credits, so that if you had a five credit A, you got one quality credit, up to a maximum of thirty quality credits, which I got, so that I eliminated two quarters just from quality credits. I finished, basically, in two years, the four year degree.

KC: What were those first jobs that you did?

CB: After I graduated?

KC: Yes.

CB: Because I worked at the University of Minnesota in their steno pool while I was going to school and then after I graduated, I worked briefly in the personnel office at the First Trust Company of Saint Paul. Then I took a test for the Ramsey County Welfare Department, it's the Department of Human Services, now. I was hired very quickly. I went to the top of the list, so I was a case worker in child protection for four years. Then I got pregnant so I quit. I was home for a year after our middle son was born, and then seemed to get a little restless and everything. And I thought, *you know the police department positions would probably offer me an opportunity at varied hours so that I could be home sometimes during the day with our children.* So, I called, and it just so happened that they were giving the first test in years for police women, which was the title of the job then. And it required that you had experience in social work. Even though it was entry level for police women, it was actually the detective level of men. So I had to take a test. There were twenty-five women that took this test, and

two of us passed, but the other woman didn't pass the final test. By the time you finished all these physical and mental exams, and everything else under the sun, you thought, *it's not worth it*. And just about that time when I thought this isn't worth all this, then they hired me, and I was the only one hired [at that time].

KC: Now you have two children at this point?

CB: When I came on the Police Department, which was in July of 1961, I had one son, Jeffry, who was born in '57, while I was still in college. He was due on my graduation day and our first anniversary, and he came a month early. I have photographs posing in my graduation robe, holding the baby.

I had him before I was working at the Ramsey County Welfare , Department. I'll never forget the director of the personnel, who later became the director of the agency, said to me, "You know, we're not accustomed to mothers working here. We don't really have very many women with children working here." In other words, he was quite biased that I was working and had a child. So, it was when I was pregnant with our second son, who was born in 1961, that I had quit the Welfare Department.

I started the Police Department with two children and then after two years, I had our third son. In those days, they didn't have any birth control pills. When I got pregnant with our third son, the chief said, Chief

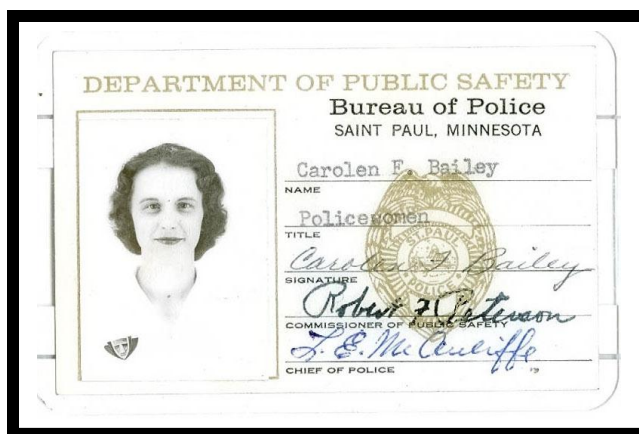
Lester McAuliffe¹ said that he would give me maternity leave if they had it, but he checked and found out they didn't have maternity leave for police officers. So, he told me, and he was very true to his word, that if I quit, he would rehire me anytime within the next year, at my current salary. And he did.

KC: Did you have to quit early in the pregnancy or did they let you work later into the pregnancy?

CB: I was fortunate, because I didn't show my pregnancy. I only wore maternity clothes for one month. And all three of our sons were born one month early, so, in other words, I really didn't show until I was seven months pregnant and I worked right up until I started to wear the maternity clothes, with our youngest one. There was no problem, I was working Juvenile Division and it didn't seem to be any issue at that time. I think there would have been a huge issue, as there was later, for uniform women.

KC:: Now, when you came on in 1961, were you required to wear any type of a police uniform?

Original ID card--1961



¹ Lester E. McAuliffe was appointed patrolman March 24, 1936; promoted to sergeant December 16, 1947; detective March 16, 1948; detective lieutenant December 1, 1949; assistant chief November 15, 1955; and chief May 23, 1961; and retired March 31, 1970.

POLICEWOMAN

DUTIES AND RESPONSIBILITIES:

UNDER SUPERVISION, TO PERFORM ASSIGNMENTS, FOR THE PURPOSE OF ENFORCING LAWS, ORDINANCES, RULES, AND REGULATIONS RELATIVE TO THE PREVENTION OF CRIME, THE APPREHENSION OF CRIMINALS, THE PROTECTION OF PROPERTY AND PERSONS; TO DO INVESTIGATIONAL OR INSPECTIONAL DUTIES IN PLAIN CLOTHES OR UNIFORM; AND TO PERFORM RELATED WORK AS ASSIGNED.

EXAMPLES OF WORK PERFORMED:

TO HANDLE QUESTIONING OF FEMALE VICTIMS, SUSPECTS, OR WITNESSES.
TO PATROL AN ASSIGNED DISTRICT TO DETECT AND PREVENT CRIME.
TO ASSIST IN APPREHENDING AND ARRESTING LAW VIOLATORS, AND TO GATHER EVIDENCE AND ASSIST IN THE PROSECUTION OF SUCH PERSONS AND TO MAKE REPORTS OF CRIMES COMMITTED.
TO ASSUME PRELIMINARY CUSTODY OF LOST, STOLEN, OR ABANDONED PROPERTY.
TO REPORT GAMBLING OR DISORDERLY HOUSES AND TO MAKE ARRESTS.
TO DO INVESTIGATIONAL OR INSPECTIONAL DUTIES, IN UNIFORM OR IN PLAIN CLOTHES WHEN SO ASSIGNED.
TO ACT AS DESK OFFICER AT POLICE HEADQUARTERS, AND TO ANSWER THE TELEPHONE AND HANDLE COMPLAINTS.
TO DISPATCH SQUADS BY POLICE RADIO AND/OR PHONE.
TO BOOK PRISONERS AND TO ACCEPT AND GIVE RECEIPT FOR BAIL MONEYS AND PROPERTY OF PRISONERS AND TO KEEP RECORDS OF ARRESTS AND PRISONERS.

MINIMUM QUALIFICATIONS:

HIGH SCHOOL GRADUATION. MUST BE NOT LESS THAN 5'4" TALL (BARE FEET). MUST BE AT LEAST 21, BUT UNDER 30 YEARS OF AGE.

SALARY - AS OF JANUARY 1, 1970

\$302.50 BI WEEKLY.

APPROVED JUNE 3, 1969

CB: No. I was hired as a police woman and that was basically detective level salary. You did not go through the academy. Ironically, I did a lot of training in the academy, but never went there for training. I had many opportunities to go to excellent training seminars. In fact, I had a greater advantage, especially for the International Association of Women Police. Their annual conferences were for one week periods, in various parts of the United States, and they were all on varied subjects. So when it turned out that I was reassigned or promoted, I had a huge advantage, because I had already had a lot of training in the subject. A good example is when I became commander of the vice squad. Normally, most officers would not have had a lot of training in that area, but I'd already had a lot of varied training in those areas. And when I went into patrol for the first time, I had a lot of experience and training from the IAWP training conferences.

KC: What training did you get? You're hired as a police woman, you're assigned to juvenile, but was there any training whatsoever that you got?

CB: Captain John Roberts² was in charge of the juvenile division when I went in there, and I think he and the other two policewomen that were there, kind of showed me the forms and the processes and so forth. Basically, that was about it. I think the reason they wanted the women with experience in social work is because a lot of the social work, intake particularly, was similar to what we handled in juvenile division. It was very easy for me to move into the juvenile division.

² John H. Roberts was appointed patrolman April 1, 1937; promoted to detective February 18, 1949; detective lieutenant December 1, 1949; rank changed to Captain December 1, 1965; and retired May 30, 1973.

KC: Can you talk about the other policewomen? Now, there were three in the department?

CB: Counting me. There were women before them, though, but they were primarily jailers. There was Micki Flores³ and Dorothy Freichel⁴. Micki was already thinking about retiring when I came on the job. Dorothy was married to a deputy chief, Robert Freichel. So, when I began my efforts for police women to take promotional exams, neither one of them were interested, because Micki planned to retire and Dorothy didn't want to rock the boat with her husband in the deputy chief position. But I wanted to, because I wanted it to include all women, because I'd been offered an opportunity to be promoted without an exam, just for me. I said, no, I want the opportunity for all the women to take the test and I want to take it fairly and so forth.

Micki Flores and Carolen Bailey
1963



³ Graciela "Micki" Flores was appointed policewoman July 13, 1953; promoted to sergeant December 25, 1971; retired July 30, 1976.

⁴ Dorothymae Freischel was appointed October 1, 1954; promoted to sergeant December 25, 1971; and retired October 19, 1979.

HERE'S THE STORY!

FEBRUARY 2, 1972

BOB KOST AND COMPANY HAVE BEEN VOLUNTEERING THEIR TIME AND TALENT FOR ABOUT A YEAR, -- WRITING SCRIPT, SNAPPING PICTURES AND SEEING TO IT THAT ITEMS APPEAR IN THE PAPER, ITEMS WHICH ARE BOTH NEWSWORTHY AND FAVORABLE. IN JUST THE FIRST YEAR THEIR EFFORTS HAVE RESULTED IN NEARLY \$12,000 WORTH OF FAVORABLE PUBLICITY IN THE ST. PAUL PAPERS -- AT NO COST TO THE BUREAU.

THANKS BOB, DAVID, DIANE AND HUGO ! !

TWENTY-FIVE CARS HAVE BEEN ORDERED FOR ADDITIONS TO THE TAKE HOME PLAN. THEY WILL BE AMERICAN MOTOR MATADORS. WE ARE EQUIPPING THESE VEHICLES WITH RADIOS WHICH WILL SERVE THE DUAL ROLE OF VEHICLE AND PERSONAL RADIO. AN OFFICER, UPON LEAVING THE CAR, MAY, IF NECESSARY, TAKE THE RADIO WITH HIM. THESE RADIOS ARE NOW ON BID.

A NEW BASE STATION FOR CHANNEL III IS ON ORDER. WHEN THAT ARRIVES WE WILL BE ABLE TO UPGRADE OUR SYSTEM. WE WILL HAVE THREE CHANNELS OF ABOUT EQUAL STRENGTH WHICH WILL ALLOW SOME CHANGES IN THE DISPATCHING MODE.

THE SPEAKER'S BUREAU IS UP AND RUNNING. FOR THE FIRST TIME IN THE HISTORY OF THIS BUREAU OFFICERS ARE ABLE TO SUPPLEMENT THEIR BASIC SALARY BY SHARING THEIR SPECIAL KNOWLEDGE WITH THE PUBLIC. IN TURN, WE ARE OFFERING FOR PUBLIC CONSUMPTION CONSISTENT INFORMATION.

THE BUREAU HAS LOST ALL OF ITS POLICEWOMEN. DURING THE PAST YEAR THE GALS TOOK AN EXAMINATION FOR SERGEANT. THEY WERE SUCCESSFUL AND NOW WE HAVE THREE MORE SERGEANTS. HOWEVER, THEY MAY STILL BE RECOGNIZED AS REMALES BY THE CUT OF THEIR CLOTHES. NOW IT'S -- SERGEANT, MA'AM !

I WILL BE OUT OF TOWN FOR TWO WEEKS IN FEBRUARY -- WHILE I AM GONE DEPUTY CHIEF BLAKELY WILL BE IN CHARGE.

THE PROCESSING OF THE NEW PATROLMAN APPLICANTS CONTINUES. ORALS ARE SCHEDULED FOR ALL OF FEBRUARY AND THE FIRST SIX OR SEVEN DAYS OF MARCH. BACKGROUNDS WILL BEGIN ON OR ABOUT THE 10TH OF FEBRUARY. AS WE PROGRESS, NAMES OF THESE RECRUITS WILL BE MADE AVAILABLE FOR YOUR CONSUMPTION. ANY INFORMATION ON THESE APPLICANTS WILL BE APPRECIATED AND SHOULD BE GIVEN TO PLANS AND TRAINING. AT THIS TIME OVER 300 ARE STILL ON THE LIST.

Signed on the back side by
R. H. Rowan

KC: About what year was that?

CB: Appointed sergeant, December 1971. I'd worked on the department for ten years before I was given an opportunity to take a test.

KC: And you took a one year off maternity hiatus?

CB: Yes.

KC: So in '71, you actually took the test?

CB: And was promoted.

KC: Did the other women take the test, too?

CB: Yes. Yes, they took it. Micki always insisted she didn't pass it, but they passed her and we all became sergeants. And that opened the opportunity then for all women to take the tests.

KC: You're on in 1961, you're in juvenile, what were the types of things that they assigned you to do?

CB: Juvenile division was primarily dealing with violations, missing persons as well, involving children under 18 years of age. I only worked in juvenile division for two years, before I quit to have a baby. But, basically, they would be bringing in juveniles that committed offenses and we'd make dispositions on what to do with them, whether it was to file in juvenile court or to refer them to a social service agency, or to their parents. This was easy, because when I worked in child protection, basically, you were making a lot of dispositions just like that. The advantage was in police work versus social work is that in police work you're dealing with people in crisis, and I firmly believe that you can get much more accomplished in motivating people and making change when

there's a crisis. We, of course, had a lot more authority, so, I found it much more satisfying to get results at the Police Department.

KC: How was the work that you were assigned different than the work that the male officers were assigned?

CB: Actually, there really wasn't any. If they were working juvenile division, it was the same thing. The difference was that the men handled the male juveniles and we handled the female juveniles, so, basically, we were all doing the same thing.

KC: You would go out on the streets and do investigations and look for kids?

CB: Correct. Whenever it was really quiet in Juvenile Division, that's what I did. I'd head up to the bus depot

to look for runaways. Especially when I was first starting, they also called on me to do a lot of undercover assignments, because I wasn't known in the community and I was still fairly young. I enjoyed the multiple opportunities to do other things.

KC: Can you talk about some of those undercover assignments?

CB: In the early years, when I was in Juvenile Division, most of it was involving illegal after hours clubs, where the community, usually the inner-city, would open up their after hours clubs after the legal hours and bars closed. You would get in there, and it often was associated with



Sergeant Bailey
1971

drugs and, of course, sale of alcohol and prostitution, so a lot of crimes developed from those clubs. I went into a lot of them more than once. I just changed my appearance. In one case, José Flood, I raided him seven times, got in every single time looking different and he'd say to me every time, "I'll know you next time." So, the last time I raided him, I put all my hair on top of my head and sprayed it silver. It was kind of funny, because they were doing security in the Police Department at the time, too, and I came in at 1:00 in the morning and walked past the front desk where you're supposed to check in and I had a hood on, a coat and a hood on my head, and I hid my purse under my coat, so I looked quite suspicious, and I just walked past the front desk and into the elevator and upstairs. The guys in the vice unit just roared when they saw me and they said, "Didn't they stop you downstairs?" And I said, "No, they didn't." So, they thought they'd have fun, so they called the front desk and said, "There's a strange person roaming the hallway here, did you notice?" And, the guy at the desk said, "Oh, you mean Carolen Bailey?"

[Laughter]

CB: But, I got José Flood that night, for the seventh time. It was a problem, because they very seldom ever let white men into these illegal after-hours clubs, but they would let white women in, so that's why I was used for that purpose.

There was a club called the Turtle Club that was infamous and they tried to close the Turtle Club so many, many times and there were so many problems about it and nobody could ever get in. So, I went over in

Minneapolis and made a whole bunch of connections with people that were going to go into the Turtle Club. So, I went with them from Minneapolis over to Saint Paul into the Turtle Club and raided it. I took a spit sample of the liquor I had and so forth while I was in there and they came in and raided it. It was kind of ironic, it was in the newspaper, I went over to one of the detectives to talk to the detective when they raided the place and a uniform patrol officer said, "Look lady, you're not leaving here." And the detective laughed and said, "Don't you know who this is?" And they explained who I was and we all laughed and that was the end of it. But the newspaper – I was called into the chief's office the next morning 'cause he was very alarmed that I was mistreated, because the newspaper quoted me as saying it was the most harrowing experience in my career to be arrested and hauled away. [Laughter] And, I told the Chief Lester McAuliffe that that didn't happen and he was reassured. He was very protective of me and he used to say to the officers that were my backup, "If one hair on her head is damaged, mail your badges in, don't come in."

KC: When you say you raided them, what all does that mean? I don't think know.

CB: Well, we had to get into the clubs to prove that they were selling liquor. That wasn't always easy, very tricky to get in sometimes. But in the case of the Turtle Club, I just picked up people that they knew and they brought me in, you know that the Turtle Club knew, in Minneapolis, and they just brought me in and they figured I was some woman from

Minneapolis and I got in. I got a commendation and three days off for that. That was the last of the commendations where you got time off.

KC: So, you would go in, you would see them serving liquor then did you call in other officers?

CB: Well, we had it set up that I'd be in there, it varied in the time, but usually about twenty minutes, and if I didn't come out or they didn't hear from me in twenty minutes, they would come in and raid it. Sometimes we didn't want to be identified, so we'd be a little more careful about who I was. But most of the time, we didn't care, 'cause I changed my appearance every time, you know. There's a lot of drama, I loved doing that. I was in the senior class play and all that in high school and I wrote plays and I just enjoyed the drama, the undercover work.

One of the most fun undercover jobs I ever had was the gypsies. We had gypsies coming into town and they would bilk people. First of all they would set up a little sign and they'd tell you they were telling fortunes, but then they would charge you for candles. Some of these people, especially some of the elderly people, lost a lot of money to these gypsies. So, I really loved doing that, because to fool the master of deception, which I considered these gypsies, they were really shrewd. I'd come in there and I'd get real tears over my cancer or over this, or my husband left me, or whatever and it was just fun, I enjoyed it. As soon as you arrested the queen, that's my term used loosely, then they would all leave town, they'd post bail and then they were gone. And that's all we really cared

about, we didn't want to lock them up forever or anything like that. But that was a fun undercover assignment, too.

KC: [Chuckle] How many times did you fool the queen?

CB: Well, there were different ones. They all come and go, you know. They'd do little things, like, they'd sell asphalt work or something and then they'd skip out on your money and stuff like that, too. You'd have to buy candles from them and they cost so much money. They were very, very clever.

KC: So, you didn't really ever prosecute, because they would leave town?

CB: We would charge them and they [the judge] would set bail and then they would disappear.

KC: But, in other cases, you would have to testify in court?

CB: Oh yes. Most of my undercover work they would plead [guilty], but they'd hold out until the day of the trial, especially, when I worked as a prostitute.

KC: Now, is this still in those early years when you're on assignment?

CB: No, absolutely not, it's much later. This was when I was working for Homicide unit.

KC: About when would this have been? What were the circumstances of you deciding that you were going to go out on the street and be a prostitute?

CB: Well, I didn't really decide it. Judge Bertrand Poritisky ordered that if the police officers wanted to work undercover to arrest female prostitutes, they would also have to use women officers undercover to arrest male customers, otherwise it was discriminatory. So, when that order came

from the court, I went into Assistant Chief Bill McCutcheon's⁵ office and told him that I wanted to do this, this was a great opportunity and I believed in the equality of it.

KC: Do you have any idea what year that was? Early 1970s?

CB: [Here is a picture.] I think that's the very first one I ever worked on. [The picture is signed '74]. [I had just pulled off my blond wig when Sgt. Paulos⁶ pointed his camera at me, so I put the wig back on crooked, because I really didn't think he'd take the photo.]

KC: And we have this wonderful picture of Carolen in a tight yellow sweater, short, short red skirt, blonde wig, standing on a corner absolutely looking like a good hooker.

CB: [Chuckles] I wore colors that would remind anyone of a street light, bright red stop signs and yellow slow down colors.

Most of our prostitution problem at that time was on Selby Avenue and Western. Most of the girls, and I say girls because they were juveniles, working that area were 12, 13, 14 years old, very young girls. And, when I told McCutcheon that I should do this, he said, "Well, we'll try it, but I think you're too old." And I never let him forget it, because the first hour and five minutes, I had eleven arrests and that total day, I had sixty.

Every time I had him as a captive audience where I was giving a speech or

⁵ William Wallace McCutcheon was appointed patrolman January 4, 1954; promoted to sergeant August 22, 1960; lieutenant December 12, 1965; captain June 20, 1969; deputy chief February 4, 1972; chief April 1, 1980; and retired July 15, 1992.

⁶ Paul Richard Paulos was appointed patrolman January 4, 1954; promoted to sergeant December 12, 1966; and retired September 4, 1990.

accepting an award, I would have the Chief stand up and I would tell them about his remark that I was too old, and the audiences loved it, they clapped and everything.

KC: How did you know how to do it, that first time, to go out and know what to say?

CB: Well, I'd seen it, it was blatant, the prostitution operation, plus since most of them were juveniles, I talked to a lot of the juveniles that were working the street doing these things and they had told how their pimps worked and

everything else. So, it was no problem. I was

just simply careful not to entrap. I would just stand there and if a car pulled up and said something to me, I'd simply respond so that they would offer so much



Carolyn, undercover
1974

money for a certain act and then I would get in the car and I would direct them to the Saint Paul Vo-Tech⁷ parking lot and at that point I would arrest them.

Now, it became necessary a couple times for me to make an arrest before then. One of them was a man that was out on the Huber Law⁸ from the workhouse and he said he hadn't gotten anything for so long and he really needed something, and he pulled over to the side of the curb, didn't want to go to the parking lot, so at that point I showed my badge and he lost [it]. He had not taken the car out of gear apparently, and he let up on the brake and it hit the bumper of the car in front of it. So, there were

⁷ Saint Paul College moved to 235 Marshall Avenue in 1966. This school was founded in 1910 as a private school, Rice Industrial School. It became part of the City of Saint Paul's Public School System with locations at Mechanic Arts High School and Central High School. In 1919 it became St. Paul Boys Vocational High School at 14th and Jackson Streets. Circa 1940 the Girls Vocational High School was formed. In 1945 it became AVTI—Area Technical Institute. In 1966 it moved to the current location and became TVI—Saint Paul Technical Vocational Institute. Becoming Saint Paul Technical College in 1987. In 1995 became a member of Minnesota State College and University System (MnSCU) becoming a comprehensive community and technical college. In 2002 the name was changed to Saint Paul College.

⁸ Huber Law is a court authorizes a jail sentence where the inmates are permitted to leave the jail to go to work; provide necessary care for their minor children; or to attend educational or treatment programs.

some individual cases that were kind of interesting. I arrested people ranging from a judge to an attorney. Usually, they were sleaze-balls, but there were a lot of rather respectable people, too, as well.

KC: Did you know it was a judge when he approached you?

CB: I didn't know him as a judge, it wasn't in Ramsey County. He wasn't a judge in Ramsey County. But after we made the arrest, I did.

KC: So the first hour out, how successful were you?

CB: The first hour and five minutes, I happened to look and it was one hour and five minutes, I had eleven.

KC: And by the end of the night?

CB: I told all my backup and everything, that I could make a lot more money doing this than being a cop, but of course then, I would have not been able to have a turnover as fast, because as soon as I made the arrest in the parking lot, the backup officers would drive me up and drop me off again and, so, I had another one right away. That whole parking lot was full.

KC: How many backup officers were there to support you?

CB: Oh, my goodness, I can't remember now, but it was the vice, well, it was morals, I think it was morals at that time, they changed it from morals to vice, no it would have been vice, because that's what they signed the picture, so it was already changed from morals. They were all out, the people in the vice squad were there. Then we had uniform patrol officers that were escorting each arrest, so it would be hard to say so, probably, half a dozen squads moving back and forth.

KC: A big operation.

CB: Well, not terribly, but it was busy.

KC: Was there ever a close call, anytime where maybe you became a bit afraid?

CB: Working undercover? Never. I always knew that I had people, I had the Police Department behind me. I felt a lot safer than when I was a social worker and I went up in the same area without a gun, without training, without a backup I always felt safe.

Now, there were a couple times when I was apprehensive about getting assistance. But it was interesting, because anytime I said, "Officer needs assistance," they were there. I mean, THEY WERE THERE.

One time, very briefly, I was questioning a very large oriental man and it was regarding a sex crime to a young child and he became despondent. He admitted it all to me, I had an interpreter.

KC: Where were you questioning him?

CB: In his home. It was in the McDonough Housing Project. I had an interpreter there and after he admitted it, he became very despondent and I could tell what he was going to do. He jumped up and – we were in the kitchen – and he reached for a sharp knife in the drawer. I reached the knife at the same time as he did, so we both had a hold of the handle. He was not coming for me, he was going to commit suicide, and I yelled to the interpreter, "Dial 911, officer needs assistance." And, she did, the phone was right near there, too. She said, this is so and so, officer needs assistance at such and such an address. In the meantime, he and I are struggling over this knife and the handle came off. So, I succeeded in holding him and I would say, it couldn't have been two minutes, the

backup was there. I mean, not only backup, but the sergeant in the backup, I mean, they were always there. So, on those occasions, I always felt comfortable, because I knew if I asked for help, I'd have it.

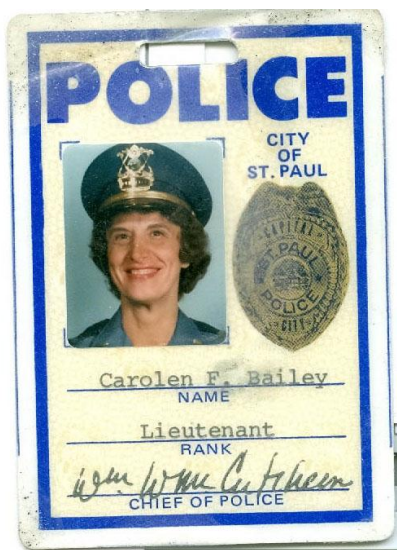
KC: You weren't wearing the pack radios on those days then or did you wear a radio?

CB: I wasn't in uniform, so as a plainclothes investigator, and I was working homicide then, you just carry your pack set.

KC: Were you given a gun at the beginning?

CB: Oh, absolutely. I wasn't given a gun, I had to buy it and then I had to prove that I could shoot. I still have that .38 snub nose Smith & Wesson. I did give my uniform weapon to the Minnesota Historical Society when they took a few artifacts. I always had a gun and I always qualified. I did

good. As a matter of fact, I never went hunting, but we had to shoot birdies⁹. Once every summer, we had to go out and qualify in the outdoor range, at least once. The person that shot the most birdies, didn't have to help pick up the wads and stuff in the range after the shootings. Usually, the officer that was doing the range would say, "Everybody get out there and pick up the wads." Or whatever he called them at the time, I don't remember. And, he says, "Except Carolen. Carolen Bailey, she doesn't have to and



Carolyn's
Lieutenant ID card
1986

⁹ Birdies / clay pigeons / skeet. A disk of baked clay or other material hurled into the air from a trap as a target.

it has nothing to do with her being a woman, she out shot you guys.” I used to love that. [Laughter] I don’t know, I never went hunting like they did, but I could shoot those birdies.

KC: You only had to qualify once a year?

CB: No, no, no, I had to qualify every month, like the other officers, but it was indoor range, so it was just routine shooting. But, once every summer you would do shoot, no shoot, and all that sort of thing, all the special things outside.

KC: Were you given any training when you came on in 1961?

CB: Yes, I was given training for shooting, I wasn’t given any other training.

KC: And you were a good shot from the beginning?

CB: Well, it took a little while. When we went into the Glock,¹⁰ and I really believe what precipitated that, was something that happened from our northwest patrol team when I was a lieutenant out in that patrol area and we went to the Glock. But, by that time, when we went to the Glock, I was in charge of the vice squad and there were four of us lieutenants, who were too busy, really, to devote time to [for the training] – they allowed two full days for training on the Glock and you had to shoot, I believe, eight hundred rounds during that time period, and we only had the morning. Instead of having the two days, the four of us only had the morning. It wasn’t the shooting of the Glock, I love the Glock, it was nice and smooth and easy, but reloading must have done something, and I

¹⁰ The Glock 9mm semi-automatic pistol became Saint Paul’s Bureau of Police’s Glock service weapon in 1988. Glock is an Austrian weapons manufacturer. Mainly known for being the manufacturer of polymer-framed pistols.

read some articles about it later, but after I'd almost shot eight hundred rounds and reloaded eight hundred rounds, my thumb popped out and gave me no control over shooting it. I had to have a couple operations after that, but I didn't have any real problem qualifying again.

KC: What were the circumstances that created going to the Glock?

CB: When I was working as a commander in the northwest patrol team, which was the highest crime area. We had a lot of what we called cowboys, officers who were young, eager, a little over enthusiastic, but really wanted to be where the action was and it really made my job easy, because even though it was my first patrol assignment – I told them, in roll call, my first roll call with braces on my teeth, I said, "You know, I've never worked patrol and I have a lot to learn and I intend to learn from you, but I'm a fast learner." They seemed to accept that and they helped me. I mean, the officers were wonderful, when they wouldn't volunteer for their sergeants, they always volunteered for me. They were great. I loved working patrol. It was a great assignment. Anyway, I started a couple new things in the northwest patrol team and one of them was the "Top 10 Wanted" and I would get lists of warrants and stuff and people that we knew in our area and their mugs and I'd set up a "Top 10 Wanted" northwest patrol team. On this sign, when they got them, I'd mark it and give them credit – officer so and so arrested so and so. So, the guys really worked to get those warrants and get those people that we wanted, arrested. Well, one night I was doing midnight roll call and I pointed to one of the guys and I said, "You know, this guy hangs out at such and such a bar." And, I said, "I can't believe you guys haven't gotten

him yet.” Well, after roll call, one of the officers headed over there, to this bar, and as he was doing so, a call came in with a man with a gun at the bar, and as he pulled up, I can’t recall the exact time sequence, but this man started shooting him and he shot our officer.

The officer had a regular six shooter and he shot all six rounds and it was probably the last one that killed him, the bad guy, but the officer was shot, too. We just didn’t have enough firepower. There was a lot of talk from then on, I think that’s why we decided we had to get into the Glock, because he didn’t die and he did a good job. In fact, he even apologized that he didn’t get the guy I wanted.

KC: You mentioned your roll call in braces, tell me that story.

CB: I always had slightly crooked teeth and I always wanted them fixed, but in Brazil they didn’t really have any good quality orthodontic care, when I was growing up. Well, then after I went to college, you don’t want to have braces in college and stuff, and then I got married and I had a family and everything. Well, once I finished paying for college for all three of our sons, then I said *it’s time for my braces*. So, I went and got braces.

KC: How old are you?

CB: It was in 1985 and I was born in ‘36, so I was 49. It just so happened that I was promoted at the same time and the day that I got my final braces on, was my first day in patrol. Because after I was promoted to lieutenant they put me in patrol right away which I had no objection to. In the early days, a lot of the women didn’t want to do patrol. I just thought it was great. It was a whole new experience, you know, of getting to know the

officers and how it worked. I really enjoyed it, it was an important part of my career.

KC: Having worn braces, I know that that first day when the braces are irritating the mouth and your mouth gets full of canker sores and it's just plain hard to talk.

CB: Yeah, it was, and I had to do roll call and I'd never done it before, not only had I never done it, I had never seen it. But, I had a real good way of controlling the braces. I got one of those waterpicks, so after I had a meal, I flushed out all the food and everything, so I never swelled up on my gums or anything. When I had my braces taken off, my regular dentist couldn't believe they were just taken off, because he said there was no evidence of trauma.

KC: So, you're out there, you have braces, so we know those first days you're not talking as well. You've never seen roll call, how did you know what to do?

CB: Well, I knew what was the agenda for roll call and they have the board all set up for you, so it was no problem. I don't, maybe, I was being naïve, but I don't think, it affected my speech that much. Maybe I lisped, a little, I suppose. Otherwise, the only thing that was really interesting about my braces, was that I was the only one that joked about it. The officers, never mentioned them, never, not one officer ever mentioned my braces. I did. I would make fun of them, I would do all that sort of thing. The guys never did. That was interesting.

KC: Were they a bit afraid of you?

CB: Oh, I don't think so. In fact, one guy, who was the

sergeant that worked for me, Golden, Steve Golden¹¹, he used to call me Mom. And it wasn't disrespectful, and it wasn't in front of other people, but he'd say, "Hey, Mom." And then he later worked for me, too. I didn't really sense anything like that at all. They would defend me, too.



Steve Golden
1983

KC: What do you think your formula was in developing this rapport with the male officers?

CB: I think the most important part was that I didn't pretend to know it all and I made it very clear that I had a lot to learn and that I wanted to learn from them. And I was interested in their opinions, their input, and I have always worked as a team.

I was one of the original founders for the Ramsey County Child Abuse Team, which was the first community based team in the United States. I also was one of the founders to start SOS, Sexual Offense Services, in the early days when they were starting rape crisis centers. I worked on the team concept that all professions work together to get the ultimate good and ultimate results. And that's the way I ran the units. I mean, the vice squad, I really worked that like a team. They were omitting one of our women officers and it became very obvious to me when I came into that unit, that she was not being used properly. They would use her for

¹¹ Stephen Golden was appointed patrolman October 26, 1971; promoted to sergeant October 7, 1995; and retired September 25, 1998.

getting mugs and keeping up files, I mean, a waste of her
Cheryl Indehar¹² and she
was a very capable young woman.



Cheryl Indehar
1983

So, what I started doing was having a unit meeting every Tuesday morning, in which we would all meet, everybody in the vice squad would meet, and would talk about our priorities, because the vice unit is very specified enforcement. If you have a special problem or something, you may be told to do certain things, but by and large, you can select your own. So, we would say, "Hey, there's been a lot of problems at this dance hall, let's go after it this time. The neighbors are complaining, everything." So, we worked together and we gave people certain assignments, like, Cheryl was really good with inventory when we went on our searches.

And, one of the other officers was very good in getting search warrants, so we had everybody assigned duties and we worked as a team. And then the results, in the first three months that I was in that unit, we surpassed the year's goals of the previous unit that prepared the next year's goals. We surpassed them in three months and we closed operations that had been a problem for a long time. I really think it was because all of us working together.

KC: How many were on your team?

¹² Cheryl Indehar was appointed police officer July 11, 1977; promoted sergeant July 27, 1986, and retired August 31, 2006.

CB: Oh, my goodness, I'm not sure, maybe twelve. Are you talking about the vice squad?

KC: Yes. When you were doing that.

CB: Probably about twelve.

KC: You've talked about being a hooker, you've talked about going out undercover, I have the illusion that you told your husband, "I'm going to be a police woman, I'll have flexible hours and I'm going to be in juvenile." Juvenile feels safe. How did the family react when your curiosity took you other places?

CB: Um – our three sons, said they were always very proud of me. Nobody ever worried about me, 'cause I didn't worry about me. My husband, there was one incident, I was fairly honest with what I was doing, you know, I wouldn't give him details of a case or anything, but I would say, we're working such and such or whatever, so he was vaguely aware of it. But his field was so different from mine, that he wasn't much interested, just like I wasn't much interested in graphic arts and design.

But there was one time when we had a complaint come in from Miss Minnesota. She had gone to this hair dresser to have her hair cut and set and he had molested her. It was a very detailed, involved thing, I mean, it was just a riot, it was quite the talk by anybody that read the report. But, we figured the best way to get him was for me to go in there. So, I made an appointment to get my hair done and I'll be doggone, if he didn't molest me! It was just a brushing and some conversation. It wasn't anything extensive, but he did brush my chest with his hand. Well, I had

to put that in the report, and when I went home, I had the report in the car, 'cause I was just finishing writing it. My husband accidentally saw it and said," this was really bad". I said,"not really", and that was the end Oh, my husband, Roger, just reminded me, I had a stalker following me for quite some time. It all started, briefly, because this woman was quite of it. He was a little concerned about that.



Carolyn in squad
c. 1967

dangerous and one of the detectives in homicide, Jerry Bodin¹³, had cases involving her. She sent strychnine to children, she was potentially very dangerous. Bodin had been working on it for months and never quite got her yet. And I was teasing him, you know, we teased a lot in homicide, and I said, "Jerry, for pete sake, wrap this up, she can't be that difficult." And, he's going on vacation, so, he says, "I'm going on vacation next week, you get the case." And, I says, "No way, that's your case." The captain, who heard me tease, gave it to me. So, I'll be doggone, if I didn't

¹³ Gerald L. Bodin (12/25/1915) was appointed reserve patrolman March 10 1941; patrolman full-time August 3, 1941; military leave February 16, 1943 to December 8, 1945; promoted to detective September 20, 1948; and retired March 11, 1977.

get the cases ,and I thought *this is it, I'm not gonna fool around with her*. So, I got her in and I got a confession. I can't remember all of the cases, but she was doing bomb threats, she was doing everything. The reason Roger got involved is this, after I got the confession, and she got to know me, and everything, I suddenly discovered her everywhere, following me. I'd go out in different cruisers, plain police cars, different ones for lunch or a call or anything and I'd look over and there she is alongside of me, driving along. I mean, she was everywhere, following me, constantly. I chose to ignore her, because I knew that she wanted attention and that was why she was doing all this other stuff. I knew she was potentially dangerous, so I ignored her for about, well, until I was coming home, I was working 4 to 12 in homicide and I came home about midnight, and I pulled up in front of our house [in Saint Paul], fortunately then officers were still required to live in the city. I came home, and my husband met me at the door. He looked outside, and he saw her in a car, parked across the street and down a little ways, watching me. He was upset then, he got upset.

So, I decided that I better do something about it, but I hadn't yet done anything about it when she came in to the police station. That previous night, I just went in the house, and we turned off the lights and that was it. I don't know what the time period is now, 'cause this was a long time ago, but when she came into the police station, I'd already filed complaints against her, she was already convicted, she was already on probation or parole, I think it was.

But she came in and said, "I have to talk to you." I said, "What is it?" She said, "When I saw you that one time, I formed a real attachment to you and I really wanted your attention." I knew that, of course, but I didn't acknowledge it. And, she said, "I've been following you." Like I didn't know. And, she says, "When you paid no attention to me, I was so angry, I almost made a bomb for the station." I knew a lot of that was drama. After that, she sort of faded away, gradually. But, Roger was alarmed about that, because she wouldn't leave me alone.

KC: Now, you live in the northern suburbs, you had to move back into the city, because you were required to live in the city?

CB: Yes. When I was hired, we lived in Roseville, and then they decided to enforce the law for all officers that they had to live in the city limits.

KC: What year was this?

CB: I started in 1961, so probably '62. So, we had to move into the city, so we moved into Como Park and that's where she followed me.

But by 1970, they abolished that law, they just said you had to be able to get into the station within a half-an-hour. Where we live now, the plowing services are so much better than the city that sometimes I was the only one that got to work in homicide in a blizzard. One time, we had about seventeen people on the hold book in Homicide and one county attorney, Paul Lindholm, available. I had to take care of all the dispositions. We had twenty-four hours to take care of those in custody. Since no one could drive in the City of Saint Paul, I had to walk in deep snow from the police station to the courthouse to get these complaints

signed. I was the only one that got there. I have gotten from our door here to the door of the police station in thirteen minutes, without speeding, just steady. So, it really isn't the distance, it's what you have to go through.

KC: While you were in the department, were there any other losses of officers while you were on the department?

CB: Oh yes, while I was working Homicide, James Sackett was lured to a home.

KC: That would have been 1970.

CB: He was lured by a phone call from a female that said her sister was expecting a baby, if I remember it right I worked that case, and I also got the voice prints, including the one of Connie Trimble, the suspect that made the phone call.

I recently testified at the trial that finally convicted them¹⁴. The atmosphere at that time was a lot of fear of the gangs, the drug pushers and so forth, so that you had problems trying to get informants and witnesses. We did, but when we went to trial in Rochester, one of our informants disappeared.

¹⁴ Police officer James Sackett, Sr. was shot by a sniper at 12:30 a.m. on the night of May 22, 1970, while responding to a fake police call to a home in the 800 block of Hague Avenue, near Selby Avenue and Victoria Street. An 18-year-old woman, Connie Trimble, was charged with making a fake call for help, telling authorities that her pregnant sister was ready to give birth. Trimble refused to reveal the names of others involved and served time in jail for contempt of court. In the spring of 2006, Ronald Reed and Larry Clark were convicted of first degree murder when Trimble testified that Ronald Reed persuaded her to make the fake phone call that brought officer Sackett to the ambush. Both Clark and Reed received life sentences.

James Sackett Sr.



KC: What was it like in the department when Sackett was ambushed? What was the attitude? What were the feelings?

CB: Well, of course, everyone was very upset about Sackett being shot, obviously. I got to know his wife fairly well, during that whole process, even up until the time of the trial, the later trial when we convicted Ronny [Reed]. There was a period of time when there was, kind of riots, WATTS [California] had a riot, we never had anything that compared to a lot of the other areas of the country.

I was working Homicide, so we were called out in the detective division, many of the detectives didn't even have a uniform that fit them anymore, so they couldn't go out in uniform, and I never had a uniform until I was promoted to lieutenant, so I was the one that was giving them all the gas masks and everything and I would go to the vault and I remember saying, "Praise the Lord and pass the ammunition." And I'd give them a gas mask and I'd give them this and that, you know. I was in a car once in awhile, but by and large, I didn't work the riots on the streets, because I wasn't in uniform.

KC: Let's talk about the Sackett case.

CB: One of my scrap books is in worse shape, because it was during the Sackett murder, and when Tom Dunaski¹⁵ and Jane [Mead]¹⁶ picked up on that case again, they couldn't find any files. So they initially reviewed my scrapbooks of articles on the killing. That began to give them a sequence and a place to start their investigation.

Thomas
Dunaski
1999



Jane Mead
1999



It became a federal offense to kill a police officer, so it brought the FBI into it, which meant that the FBI could give a \$100,000 reward for information on this case. Plus the fact that the Black Muslims were no longer strong and scary as they were at the time of the Sackett's murder in 1970, it really was a better time to reopen this case. The Olmstead County Court House seemed to have lost



Carolen in crime lab with Michael Alfultis
c. 1967

¹⁵ Thomas Dunaski was appointed patrolman October 26, 1971; promoted to sergeant October 10, 1979; named officer of the year 1977; received the Chief Richard Rowan award in 2006.

¹⁶ Jane Mead was appointed police officer June 30, 1986; promoted to sergeant June 26, 1994. International Homicide Investigators Association 2007 Cold Case of the Year Award; 2007 Minnesota Women Police Association Officer of the Year.

the files there. They went down to Rochester, to where the trial had been moved. They eventually found some files in the Ramsey County Court House.

KC: Were you on that night, when Sackett was ambushed?

CB: I was working, but I wasn't on patrol then. I was working in Homicide then. It's 1970.

I think I might have been home, because I didn't go out to the scene until the next morning. So, I might have been relieved before the shooting, because it was like midnight or something.

KC: Did they call you at home and tell you an officer had been killed?

CB: Captain Ernie Williams¹⁷ was in charge of the unit then and he was really very supportive. He would go along with my hunches all the time, even to the extent of the guys all telling us that we're crazy. He also liked me to come in when he came in, in the morning, so that we could start fresh. There wasn't a lot to go on, at the time. I mean, it was mostly talking to informants. The LEA unit was helping backup. Law Enforcement Assistance Unit, that was in Saint Paul, I think, Russ Bovee¹⁸ was in there then. They were helping and they were doing a lot of informant stuff. So then I started doing the voice prints. We had the phone call of the woman who called to lure him to his death, who later turned out to be Connie

¹⁷ Ernest H. Williams was appointed patrolman November 1, 1949; promoted to detective October 1, 1954; detective lieutenant July 1, 1964; rank changed to captain February 1, 1965; and retired August 25, 1975.

¹⁸ Russell W. Bovee was appointed policeman January 2, 1957; promoted to sergeant October 1, 1964; lieutenant January 11, 1973; and retired January 1, 1990.

Trimble. So I took a half a dozen tapes of different suspects, and I talked to Ernie Nash in Michigan, the University of Michigan, who was the voice print expert. He would try to tell me what to do that would make it easier for the voice comparison. What words to get her to say, things like that.

We got good voice prints on five or six suspects and none of them were it, until Connie Trimble came up. Well, Connie Trimble did not have a telephone and these had to be taped like the call to the police department. So, I figured out that she was on welfare and that she could be called into the Welfare Department and I could place the call into the office where she was. I happened to have worked at the Welfare Department before I came to the Police Department, as a caseworker, which was required as experience for a policewoman at the time. Men didn't have to have college, but women had to have college degrees with experience in social work, which I had. So then I called my former supervisor, Don Tomsuden, a fantastic man. I asked him if he would call her into his office, and then I would call his office and he could put her on the telephone. He said he felt the horrendous nature of the crime justified anything he could do for us, which I really admired in him. So that's what we did, we got her in there, and we had a time set, then I called his office. He put her on, and I asked her various questions and got her to say exactly what we needed, so we were able to prove that she made the phone calls.

As a result of that, the Welfare Rights Organization began, because some thought we used that inappropriately. It was never proven. Everybody was in sympathy of us, but they raised a lot of ruckus. There was even a contract out for me. They were passing flyers out at the courthouse, the Black Muslims, had given a contract for me.

KC: A contract to kill you? How does that feel?

CB: I wasn't worried, we lived out here [in the suburbs], and nobody can find here, I mean, unless you give them directions, and even then it's not easy. I wasn't the least worried. I never was scared on the department, because I always had total confidence in my backup. I always figured, if I can't handle it, they will be there to help me. And I always thought I could handle it, in those days you think you can do everything. So, anyway, we got the voice print and, of course, we had a slam dunk case.

It was only after [Lawyer] Doug Thompson learned that the Minnesota Supreme Court upheld our voice print – that was the first State Court in the United States to uphold voice prints as evidence – and when the Minnesota Supreme Court upheld that, Doug Thompson took an entirely different route on the defense. In Rochester, Minnesota defending Connie Trimble, he turned around and admitted she made the call and took the defense that she didn't know what it was about. And then one of our key witnesses got scared to death, he'd been threatened and he disappeared, so we lost that case.

KC: You had a lot of contact then with her?

CB: Yeah, quite a bit.

KC: Was she on drugs at that time? Was she willing to admit anything?

CB: She had two children by Ronny Reed, who was the shooter, and she wasn't about to talk. Plus, they were dangerous. They practiced shooting in the basement of the [Inner City Youth League] over on Selby Avenue.

KC: How do you know that they practiced shooting there?

CB: Oh, we heard all about it. We knew everything. We knew who did it. We always knew who did it. And when we were able to get Ronny Reed for robbery, he was sent away by the feds for robbery for maybe twenty-nine years, we were kind of happy with that. Everybody else was scared, the timing was bad,, so at that point when we convicted Reed and he went up to a federal sentence, we were quite content.

It wasn't until they let Reed out, many decades later, that then the FBI picked it up and Tom Dunaski and Jane Mead, both did a fantastic job of bird-dogging this case, that's all they did.

KC: Had Dunaski worked on the case early on with you?

CB: No, I don't think so. Tom Dunaski used to work for me in the Vice unit, so I knew him well, and I have a lot of respect for him. He's driven, he's really earnest in following up on leads . And Jane's fantastic, too. Jane wasn't even on the Department at the time of the killing and I don't think Tom worked on it.

KC: So you said you knew, I mean, when you knew that Connie Trimble had made the call then you knew that Ronny Reed had to have been the shooter?

CB: We knew that Ronny Reed was the shooter, before we proved that Connie Trimble made the call. See, we knew it was a woman that called and she was his girlfriend, so that's how we zeroed in on her, because of him.

KC: How did you know that Ronny Reed had done it?

CB: Oh, I can't remember all the details, but it was not a secret. The word was out everywhere, and we had a lot of information from resources. So we knew about all this, it was a question of proving it and people were too afraid. The Black Muslims were pretty threatening at the time.

KC: What was it like when the case is reopened thirty years later? It was just tried in 2006, so thirty-five years later.

CB: They had been working on it for a couple years or more. It was over a year before the trial that they called me and came out here a couple times, and I gave them the scrapbook to go on and information I recalled. I was testifying on some very specific information, so it was no problem. We were down in Rochester for a whole week during [Connie Trimbel's trial [in 1972]]. It really wasn't that difficult for me because I didn't have to do a lot of specific conversations. I had reports that covered everything I did and everything I had her say on the recording. That was primarily what my testimony was and then it was stopped for the Supreme Court Ruling. You know, the Trimble case was pending while they appealed it to the Supreme Court.

KC: How does it feel thirty-five years later to have worked on a case and finally, there's a conviction?

CB: Oh it's great, it's really great. I just felt that the twenty-nine years for robbery was some justice, anyway, so I never did feel like we had really

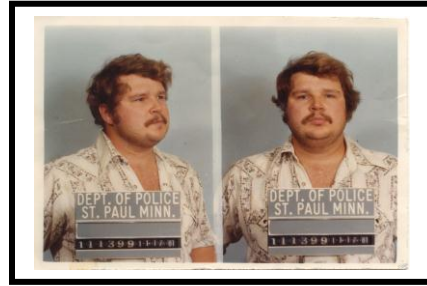
lost it. We knew who did it and we still had the hopes of maybe reopening it, but, at least, we had him off the street.

KC: Any other stories you're remembering today?



CB: We were eating dinner at home with our whole family, and I get this phone call where this guy says, "You wouldn't be interested in a massage, would you?" I responded impulsively, "Of course not." And he says, "Are you sure? You know maybe you would like a massage." And

then my brain started working. All the massages during those times were sex acts, it was all call girl activity and so forth, and here was a guy asking me if I wanted to pay for a massage. So, my brain clicked, "Well tell me more about it." So, he says, "Well, I'll give you a massage anytime you want." And I said, "Where do you go?" And he said, "I go anywhere you want." So my brain is working *oh, I can take him into the Saint Paul jurisdiction*. So, to make a long story short, we had a couple more phone conversations, and then I set it up where we had a room at the Hilton Hotel, and I had the Vice squad backing me up.



I was working Homicide at the time, and he came to the hotel room. I remember all the guys telling me that, before you identify yourself and place him under arrest, ask him what do most woman want, and so forth. It was hilarious. So then I placed him under arrest, and this is the mug, I always saved it, because it was such an unusual case. The poor guy, he shouldn't have gotten out of bed that morning, calling me at home. What's the date on the mug? That would be when it happened – November 17, 1981.

KC: But your brain went right back to police work.

CB: Yeah, and I brought him into the jurisdiction where I had authority, because out here I had no jurisdiction and no hotel. Then I got the back up, the Vice squad was in an adjoining room, and we got him.

KC: Saint Paul's creativity again.

CB: That guy should never have gotten out of bed that morning.

KC: I think we'll finish for today, and next time I'll come back and we'll explore the scrap books.

January 15, 1967



SCREAMING IS EFFECTIVE WEAPON AGAINST PURSE SNATCHER
Policewoman Mrs. Carolyn Bailey Demonstrates During a Snatching Staged for the Camera.

—Pioneer Press Photo.

POLICEWOMAN'S SAFETY TIPS

Women Asked to Avoid Going Out Alone at Night

By JACKIE GERMANN
Staff Writer

Women out at night are prime targets for muggers, purse snatchers and others who wait for their victims in the shadows.

But if you follow some tips from a St. Paul policewoman, you're less likely to become a statistic.

Mrs. Carolyn Bailey, a policewoman in the sex-homicide division, said many offenses could be avoided if a woman followed some simple — but important — rules.

The first rule, Mrs. Bailey

was just going to 'try and pick me up and that I could handle him.'"

If you think someone is following you, go to the nearest phone, whether this is the first lighted house or a phone booth, and call the police, Mrs. Bailey said.

"If you don't know the number, have the operator connect you directly. One woman was so nervous that she dialed the number incorrectly and the man was able to overcome her.

"When you dial the police, state your name and location clearly and tell the

night to carry something that could be used as a weapon, she said.

"A long hat pin stuck in your hair or clothing can send an assailant wailing. A spike heel or a sturdy handbag can be just as dangerous as many weapons criminals might carry. A rolled newspaper bent in half is unsuspecting in appearance but can be as effective as a rock.

"Some women also carry flashlights, whistles, 'tear gas' or aerosol spray containers."

The first rule, Mrs. Bailey said, is to travel in pairs, preferably with a male companion whom you know well.

"If the victim had not been alone, many offenses might not have been committed," she said. "Have your companion walk you to the door and be sure you are safely inside before leaving. Attacks have occurred right after the escort has left."

However, Mrs. Bailey warned women not to make the mistake of believing they are entirely safe because they are with another female.

"A single offender may be able to handle more than one woman or there may be more than one offender."

And also, she warned, don't agree to go home with a man "just because he looks nice."

"Many women who have been attacked tell us: 'But he looked so nice.' They have the mistaken idea that a sex offender has to look and act very strangely. Some of them are the most harmless-looking men in the world."

A second rule is to be aware of the people behind, she said.

"One young girl who was brutally attacked told us she knew a man had been following her for three blocks but she didn't think he would try anything."

"A more sophisticated victim thought her assailant

tion clearly and tell the dispatcher it's urgent. I know it's difficult to remain calm and thinking clearly, but it's important."

Also when walking, Mrs. Bailey said, avoid bushes, shrubbery or other obstructions near your path. Avoid dark streets and secluded parks. "Offenders prefer to catch their victims unaware."

"For women using public transportation, be aware of those getting off the bus with you. For women who drive, keep your doors locked at all times."

"Be sure to lock your doors when you leave your car," Mrs. Bailey said. "If it's locked, you know someone won't be waiting in it for you, and there's also less chance it will be stolen."

"The first thing to do when you get back into your car is to again lock the door. Some women make the mistake of starting their car first and then locking it. In those few seconds someone could be at your door."

If a woman should look out of her locked car and see a man standing beside it, the best thing to do is "lay on the horn," Mrs. Bailey said.

"One young girl was starting her car by the Cathedral and she looked up and saw a man holding a club. She accidentally fell on the horn and the man was frightened away."

It's also a good idea for women who must be out at

Calling ahead to your destination to tell when you will be there is another good rule for women to follow, Mrs. Bailey said. Then if a car door slams and you don't appear, someone can come to your assistance.

What does a woman do if she is suddenly overtaken by an assailant? The best single bit of advice is to SCREAM.

"The inherent physical weakness which women cannot overcome does not apply to the lungs," Mrs. Bailey said. "Even if no one might hear you, this has frequently been known to scare off the culprit."

"Screaming also will often scare off a purse snatcher. But if it doesn't and he persists, it's safer to let him have the purse."

If your assailant grabs you, instead of trying to pull his hands away, grab one finger and bend it, Mrs. Bailey said.

"A good jab in his foot with your high heel also is effective. Or try to hit him in the groin with your knee. Scratching and biting also are not only effective in scaring him away, but they also help later in identifying and convicting the assailant."

When you're free of your assailant, remember to run.

"Running is just as important as screaming," Mrs. Bailey said.

If a crime is committed against you, notify the police immediately. "We can't do anything if we don't know about the assault," Mrs. Bailey said.

"If the assailant used a car, try to get his license number. Many adults overlook this point. During the struggle, try to pull out some of his hair or grab pieces of clothing or jewelry. And try to look at his face so you could identify him later."

"I asked one 72-year-old woman who was brutally beaten to describe her attacker. She told me she couldn't because she couldn't bear to look at his face."

"Some women won't notify police when they've been assaulted because they are afraid of notoriety. But the St. Paul papers normally do not use the names of sex victims unless they've been murdered."

One final rule for women to remember, Mrs. Bailey said, is don't take chances or become over-confident. "Crime occurs when you least expect it."

4-13-1969

Police Do Multitude Of Tasks

By ROGER ROSENBLUM
Staff Writer

THE HEAD of a local business concern found himself saddled with an ever-growing problem of workers reporting late, a thorny issue which affected not only morale but also profits of the establishment.

The owner needed help. And help he obtained—from the St. Paul Police department.

As unlikely as this seems, it is only one of myriad public services performed daily by the police, in realms which might be considered outside the province of our law enforcement arm.

The owner was not employing malingerers or criminals. It turned out he had a major traffic and parking problem, created in the recent past because of new road construction.

The St. Paul Police Department worked with the businessman to set up different access to the plant parking area and assisted in other controls at peak hours when employees were arriving for work.

★ ★ ★

"WE TRY TO BE a community service organization in areas outside of crime," explained St. Paul Police Chief Lester McAuliffe.

"We devote as much time as is possible with the manpower we have in order to be a real help to the citizens," McAuliffe added.

Need a speaker for a large industrial meeting or church group? The St. Paul Police department will be happy to accommodate you.

St. Paul's "Men in Blue" are trained for emergencies, the majority of which naturally occur in the realm of criminal apprehension. But the least known many times serve a great community need, or emergencies and services you'd hardly expect from a police department.

"Many times we devote hours to our school administrators to help eliminate street-crossing hazards, improve bicycle safety for those who ride to school that way and work with Parent-Teacher Associations who feel they may have a



safety problem of any kind," said Capt. Kenneth Anderson, head of the St. Paul Police traffic division.

★ ★ ★

"PUBLIC SAFETY, to us, is the name of the game," Anderson continued. "Any human being who is in danger, where it involves the security of the person, is our concern. That includes anything from a pregnant woman to a lost elderly person to a child who has caught a hand in the washing machine."

The distaff side certainly is not ignored in the Police department's thinking. Carolyn Bailey, attached to Capt. Ernest Williams' sex and homicide division, plays a unique role.

Mrs. Bailey devotes many of her working hours giving talks and demon-

MUCH IN DEMAND
as a public speaker is
Mrs. Carolyn Bailey,
St. Paul Police-
woman. Here she
talks to members of
the St. Andrews
School PTA about
methods of self-
defense for women.
—Pioneer Press
Photo by Spence
Hollstadt.

Turn to Page 7, Col. 1

May 18, 2007 interview

[The historian is Carolen, through a series of eleven scrapbooks, preserved a significant record of her career and the changing times for women in policing. In this edited interview, Kate and Carolen review several of these books.]

CB: This book is 1977 to 1979. That was my heavy training time, when I was asked to do a lot of training.

KC: You're a sergeant now?

CB: Yes.

KC: So you've taken the test and passed it and you're beyond a police woman and they're acknowledging you as an equal patrol person.

CB: Here's the Kansas City Star, the news article starts:

- *Women police applicants find various physical not mental . . . and down here it says, sometimes additional entrance requirements are created to serve as barriers to women. Sergeant Carolen Bailey of the Saint Paul Police Department homicide unit said, "One suburban Minneapolis community added in a requirement of scaling a six foot wall when a woman applied for a job as an officer, although no such walls existed in the city." That is Linda Miller, she fought that, she went to court six times.*

I firmly believe that as soon as there's equal representation on the departments, the prejudice will decrease dramatically.



KC: And that was Bloomington [Minnesota].

CB: The woman became an officer after she challenged the requirement in court and won. Sergeant Bailey noted that law suits are being filed across the country challenging the applicability of physical requirements to police work. It goes on about -- Another problem mentioned by the officers is points awarded on civil service exams for military service. Most of the men are veterans and they get right on the top of the list, Sergeant Bailey said, the officers noted initial resistance by men began when women began moving out of more background job investigations and juvenile work, and began applying for jobs that put them on the streets. So, it's quite a story about that.

- CB: Linda Miller became very highly regarded though and was promoted to sergeant, but she sure had a battle getting on.
- KC: And then I think she went onto the Community Policing Institute or something like that.

Main Daily, Nov. 28, 1978

Policewomen find it's lonely as a cop; despite publicity, ranks are still slim

ings stayed low.

The official barriers gradually fell, and state law now requires only one civil service examination for the position of police officer.

The civil service tests require standard written and oral tests for everyone, but Lorenson believes agility tests still screen out females in subtle ways.

Area women evidently are having difficulty overcoming this latest barrier. In Minneapolis only three women were hired out of 600 women who applied during the last testing period. In St. Paul's last test only seven women survived the agility test out of several hundred applicants. All seven were hired.

It isn't that women can't do the physical tests—they just have little experience with obstacle courses or calisthenics, Lorenson said. "We just don't have the same physical background as men," she said.

Eden Prairie police officer Joyce Holte said if women want to be officers they should go through the same requirements. She doesn't think agility tests should be waived or arranged to accommodate women.

"If they want the job they should plan ahead and apply themselves," she said.

With a gymnastics background, Holte said she had no trouble with the tests.

But even Holte admits physical ability is a small part of police work. University police officer Julie Kurtz said only three percent

of her job was physical, and other women contend certain agility tests are appropriate only for a particular locale.

Linda Miller of the Bloomington police department overcame a real barrier to get her job. Miller passed her physical tests easily except for a six-foot barrier she failed to climb.

Miller contended in a discrimination suit that no Bloomington police officer would ever have to climb such a barrier in the line of duty because none exist in the city.

A judge issued an injunction against the barrier test in 1976, allowing Miller to join the force. The case now is before a state hearing examiner. The Bloomington police chief has said no one can tell him who to hire. He has vowed to appeal the case to the state supreme court if necessary.

"Police officers like to think their jobs are all wrestle, fight and shoot," Miller said. "It's just not that way."

"We're a social service agency, the only one left that is on call 24 hours a day to come to your house and help. Police officers like to think of themselves as big crook-catchers, but this job is much more mental than physical."

While some female officers have had to beat their way in with discrimination suits—notably in Duluth and Maplewood—most are hired routinely.

Kurtz simply eased into the University department from a job in a clothing store. Holte worked for several years as a police reserve officer and was immediately hired when an opening in the Eden Prairie force appeared.

But Lorenson thinks the women presently on the job are exceptional. The persistence and ambition required for a woman to over-

come the social and mental barriers involved has screened out all but the best women, she said.

St. Paul Police Sgt. Carolyn Bailey said her only chance for advancement was catching the eye of her captain with hard work. And in Eden Prairie, where Holte formerly is praised by her peers, the department's director said he wouldn't mind hiring more women "if they were like Joyce."

These officers have varying opinions on the future of women in police work. Lorenson sees progress because discrimination suits have opened doors for future applicants.

Bailey still sees trouble with the agility test screening out women applicants and also is concerned that veterans' preference points on exams will keep women's numbers down.

The next battles may be over advancement. Seventeen-year veteran Bailey is the only metropolitan area policewoman above the entry level rank.

Bloomington officer Miller thinks women's career horizons should be expanded in the high schools.

"Women haven't been taught to think of this as a job," she said. "When they do, they say 'I wanna be a detective like Angie Dickinson or Charlie's Angels.'"

Police woman from 5

Police Woman to 19

Linda Miller

Photo by Phil Prowse



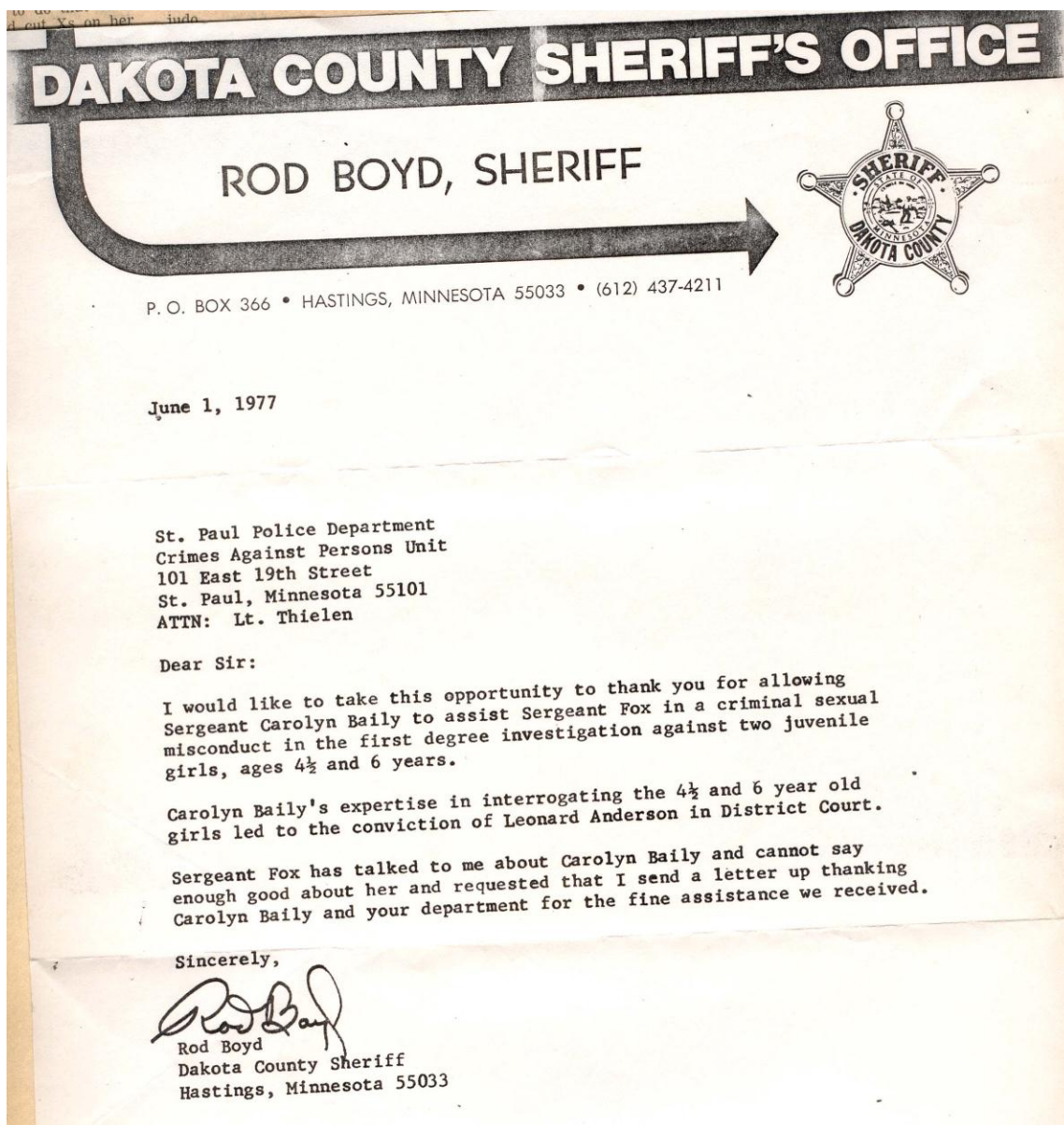
Police woman from 5

The next battles may be over advancement. Seventeen-year veteran Bailey is the only metropolitan area policewoman above the entry level rank.

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"Women haven't been taught to think of this as a job," she said. "When they do, they say 'I wanna be a detective like Angie Dickinson or Charlie's Angels.'"

Here is a letter from the Dakota County Sheriff showing how you were loaned to other departments for your expertise. [In this case it is for a juvenile criminal sexual contact case.]



And here is part of an undated article from the 1977-79 scrap book that describes your work.

Cop: Woman is super sleuth

Continued from Page 1

the-job injury occurred during an after-hours raid. She went to unbolt the door to the club just as an officer broke the door down with a nightstick, and she cut her little finger on broken glass.

She has arrested many "Johns," customers of prostitutes. "For years I said we should arrest customers and cut down on the trade," she said. Then a judge ruled it was discriminatory for police to arrest only prostitutes and not customers.

"That's when they sent me out," she said. "Most street hookers are in their teens, and (Deputy Chief Bill) McCutcheon said, 'You look a little old, but let's give it a try.'"

"The first hour and five minutes I arrested 11. Since then I've arrested over 60."

The Police Department then

trained civilian women employees to act as decoys and, Mrs. Bailey said, "we virtually eradicated prostitution in the area we were working (the Cathedral area)."

But the most challenging assignment is "a good whodunit murder," she said. She received a commendation for her work in helping solve the rape and murder of a young baby-sitter on the East Side in 1969. She recognized similarities between the crime and a case a year earlier, she said, and that helped lead police to Robert Pietraszewski, who later was convicted.

Mrs. Bailey's police superiors especially value her skill in investigating child abuse cases and cases of sexual abuse of children. The latter cases have shown a "huge increase" this year, she noted.

Though Mrs. Bailey once handled the bulk of sex and child

abuse cases, the workload has become too heavy and she shares the responsibility with male investigators. However, her colleagues say Mrs. Bailey has a special ability to interview young crime victims, who often are afraid to talk about their experiences.

Gingold said Mrs. Bailey has added a long-neglected dimension to child abuse investigations.

"She is able to uncover the situational facts, as distinguished from the clinical facts medical men discover," he said. "She finds out what happened in the neighborhood, in the home—maybe the neighbors heard the children cry, for example. She gets information on who might be the abuser, possibly a boyfriend of the mother."

When Gingold came to the bench, he said, "these things were found out by accident. Doctors were a little gun-shy (about reporting possible abuse) because they weren't supported by the situational facts."

Several people who have worked with Mrs. Bailey said that as a Police Department representative she has been able to draw police and other Ramsey County agencies together in a close working relationship, benefiting both police and the programs.

"She can look at causes and problems apart from the day to day people she sees and work to eliminate problems closer to their source," said Harriet Lansing, now St. Paul city attorney and a fellow member of the original Sexual Offensive Services committee.

Mrs. Bailey looks with satisfaction at some of the changes she has helped bring about. But she still is dissatisfied with the status of women in police work.

"We're still only 2 percent of the force," said Mrs. Bailey, who is secretary of the International Association of Women Police and a past president of the state association. "A police force should represent the community it serves. And women are half the community."

KC: Here we have an article about another female officer were you are quoted from the Minnesota Daily November 30, 1978.

Female cops still confront hostility

Editor's Note: This is the second of three stories on women police officers. Today's story tells how female officers have related to their peers and the public.

By JOHN PETERSON

Hostility greeted Julie Kurtz when she reported for duty five years ago as one of the first women on the University police department.

"No one here wanted to see women," Kurtz said. "I sensed the feelings so I just laid back and kept my mouth shut."

A strange new environment faced Kurtz and her sister pioneers who crashed the male world of the police cruiser.

For years women had been confined to traditional roles as juvenile officers. But now, with women assigned to the streets, female officers have to deal with sometimes hostile peers and a surprised public.

Kurtz had to overcome the general belief of patrolmen that women couldn't handle the job emotionally or physically. According to one male officer, the men's wives also resented her for riding alone with their husbands eight hours a day.

By keeping a low profile until she proved her competence, Kurtz managed to overcome those feelings. Today, most men describe her as a "good police officer."

While Kurtz has been accepted by her peers, one of the two other women on the force is bringing discrimination charges against the University.

The woman declined to be interviewed because of the litigation, but some of the male officers denied her charges and blamed her troubles on an abrasive personality and bad attitude.

Yet, female officers deny that they have to become "one of the boys" to be accepted.

"If you lost the femininity you have and turn into a rough-talking guy, they still don't respect you," said LuAn Lorensen, a Minneapolis police officer.

Kurtz said, however, that she wouldn't have lasted by coming on "as a banner-waving libber."

"I would rather sacrifice some feelings than be ostracized," she said.

But at least one metropolitan area police officer, Linda Miller of Bloomington, is a woman's activist in her duties as Minnesota coordinator for the National Organization



Photo by Phil Prowse

for Women (NOW).

"Yes, I'm a screaming libber," she said. "I see inequality under every rock."

Miller had to win a court injunction to get on the force, and the hostility she faced has never subsided.

Male officers force women into a tradeoff—their independence for acceptance, she claims.

Eden Prairie officer Joyce Holte, on the other hand, says she has enjoyed total acceptance from her peers since she joined the force three years ago. Holte drives alone on her patrols, so most of her problems are from a surprised public who don't expect to see a female face.

For a woman, Holte said, wearing the police uniform is not enough to establish control and respect. She told of a prowler call one

evening where she found a man and woman huddled inside their house, obviously scared.

Holte said she could see the man felt embarrassed when he saw a woman show up, and that he must have been thinking, "Gee, I could've gone out and handled this."

"You have to look like you can handle the situation," she said. "You have to take control, but once you do that they respect you."

Holte said she hears the normal angry epithets thrown at women and, as a good-looking blonde, slender police officer, she also hears a lot of flirting and date requests while she hands out traffic tickets. She said she doesn't accept dates, however, from official contacts.

Most female officers readily

Policewomen to 9

Policewomen from 3

admit they're lacking in the physical strength department.

As University police officer Julie Kurtz said, "If push comes to shove, I'm the one going to eat my lunch."

But most insist that, as women, they bring other advantages to the job that more than compensate for their lack of physical prowess.

Sgt. Carolyn Bailey, a St. Paul police officer, said she has noticed that young women who are incest victims of their fathers are visibly relieved to have a woman to talk with.

While rape victims don't seem to have a preference for one sex or the other, Bailey said, minorities seem to accept women officers as less threatening.

Bailey related an incident in which police were having a hard time restraining a rebellious man.

- Here's – I was appointed by Governor Rudy Perpich to the Peace Officer's Standard and Training Board on August 10, 1977. And another certificate for that board in July 1978.

This is good for timing to show different things, too.

- And this, the jokes that the guys played on me. [It is headlines from a pretend newspaper, the *Old Tucson News*. It says: *CAROLEN BAILEY BEING HELD IN TUCSON JAIL!*]

Nowadays, I suppose they wouldn't dare do it.

- Here's -- *woman cop on the most wanted list*. Pioneer Press-Dispatch December 31, 1977

Woman cop on 'most wanted list'

By LINDA OWEN
Staff Writer

Ten years ago, Sgt. Carolen Bailey was an oddity on the St. Paul police force.

One of a handful of policewomen, and St. Paul's first woman homicide investigator, she told a reporter then that new acquaintances always exclaimed, "You don't look like a policewoman."

Ten years later, women in police work still are scarce—despite the addition of nine female patrol officers in St. Paul this year—and people still tell Mrs. Bailey she doesn't look like a policewoman.

But since she joined the department in 1961, Mrs. Bailey has outgrown fame as a token woman and pushed on to prominence in her own right.

There is hardly a newspaper story on crimes against women and children—rape, wife beating, child abuse, incest—in which Mrs. Bailey is not quoted as an authority.

She is the Police Department's most sought-after speaker, and her superiors have had to limit her speaking commitments to allow her time enough for investigative work, which includes all types of crimes against persons.

"I turn down nine out of 10 requests, and still speak three times a week," she said. She also gets 30 calls a day from citizens and professional people for advice.

As various social forces have generated a wave of public concern over the plight of women and children as crime victims, the 40-year-old Mrs. Bailey has appeared not just as one of those riding the wave, but one of those making waves.

She was one of the founders of Ramsey County's Sexual Offense Services which offers counseling and other services for victims of sexual assault and has worked to reform the official handling of rape victims. She also helped found the Ramsey County Child Abuse Team, of which she is "an essential part," Juvenile Court Judge Archie Gingold said.

She's also on the Minnesota Advisory Councils for Battered Women, Victims of Sexual Assault and Child Abuse, and this August she became the first woman appointed by the governor to the Minnesota Peace Officers Standards and Training Board.

Her specialty in sex crimes and child abuse began with her experience as a social worker with the Ramsey County Welfare Department. The Po-



Sgt. Carolen Bailey, left, is interviewed by student Kim Koch for a paper on women in police work. Kim, 20, of 1415 N. Hamline Ave., is a fresh-

man in criminal justice and special education at St. Cloud State University. — Staff Photo by Sully Doroshow

lice Department first hired her to work in the juvenile division, and one of the prerequisites was experience in social work, she said.

"I was tired of working with families on a long-term basis," she said of her decision to change careers. "I considered it a challenge to work with people in crisis."

As one of the few women on the force, Mrs. Bailey has worked in other investi-

gative areas, often on colorful assignments.

Many times, in disguise, she was able to get into after-hours clubs and gather evidence for a subsequent raid. "I arrested the same guy five times," she said. "Each time he'd say, 'I'll remember you next time.'"

Far from the drama of television police shows, Mrs. Bailey said, her only on-
See Cop, Page 5

- And then we have the International Association of Women Police Conference held in Saint Paul in 1978.

KC: Did they ever bring it back here?

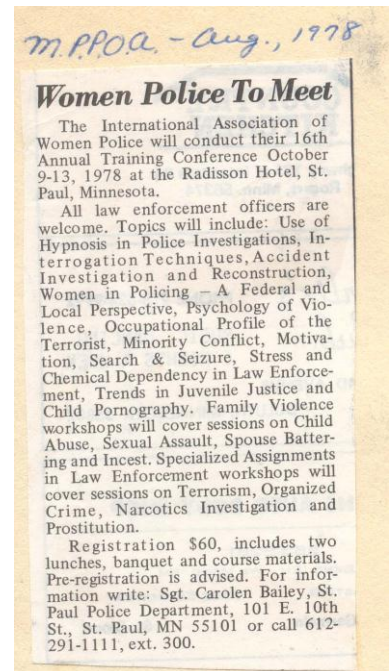
CB: We brought them back here in 1990, again.

- This is interesting. These are all past presidents and every single one of them is dead, except me and Kathy. The rest have all died.

KC: Does that have to do with stress on the job?

CB: I don't know, it could be. I just heard that one of them just died of a brain tumor in Philadelphia.

- Here's our mailing for the conference in 1978.



<p>The International Association of Women Police present</p> <p>THE SIXTEENTH ANNUAL TRAINING SEMINAR FOR WOMEN POLICE AND OTHERS IN LAW ENFORCEMENT</p> <p>Dates: October 8 through 13, 1978</p> <p>Place: Radisson Hotel 11 East Kellogg Blvd. St. Paul, Minnesota 55101</p> <p>Fee: \$60.00 (includes banquet, two lunches and published materials)</p>	<p>TUESDAY, OCTOBER 10</p> <p>9:00 am Panel WOMEN IN POLICING: A FEDERAL & LOCAL PERSPECTIVE Moderator: Peggy Triplett, Law Enforcement Assistance, Administration, Washington, D. C. Lt. Joyce Leland, Washington, D. C. Police Department Officer Deborah Montgomery, St. Paul Police Dept. Patrol Division & others.</p> <p>10:30 am Workshops: VIOLENCE IN THE FAMILY (Choice of 1)</p>	<p>12:00 noon to 1:30 pm Free Lunch period.</p> <p>1:30 pm ACCIDENT INVESTIGATION AND RECONSTRUCTION Lt. Myron Lofgren, Minnesota State Highway Patrol</p> <p>3:00 pm MOTIVATION Larry Wilson, Wilson Learning Corp., Eden Prairie, Minnesota</p> <p>Evening Mississippi River boat ride on Jonathan Paddleford Stern wheeler</p>
<p>PROGRAM</p> <p>SUNDAY, OCTOBER 8</p> <p>4:00 pm Pre-registration. Reception</p> <p>MONDAY, OCTOBER 9</p> <p>8:00 am Registration Coffee</p> <p>9:00 am Opening Ceremonies Color Guard Introductions & Official Greetings</p> <p>10:00 am Keynote Address Justice Rosalie Wahl, Minnesota Supreme Court Sara Wahl, Assistant Hennepin County Attorney, Minnesota</p> <p>12:00 noon Luncheon Speaker: John Tierney, Chief, Criminal Division, Hennepin County Attorney</p> <p>NEWS IN SEARCH AND SEIZURE</p> <p>1:30 pm to 4:00 pm USE OF HYPNOSIS IN CRIMINAL INVESTIGATIONS Major Gustave Trejbal, Summit County Sheriff's Dept. Akron, Ohio Hospitality Room</p>	<p>1. INCEST Dr. Lorna Anderson, Ramsey County Mental Health Center Marilyn Michales, Ass't. Dakota County Attorney Sgt. Tom Opheim, St. Paul Police Dept., Crimes Against Persons Unit Deborah Anderson, Hennepin County Sexual Assault Services</p> <p>2. CHILD ABUSE Gretchen Shafer, Coordinator, Ramsey County Child Abuse Team Dr. Winifred Scott, Ramsey County Mental Health Center Detective Ted Prisler, Washington County Sheriff's Dept.</p> <p>3. BATTERED WOMEN: HANDLING DOMESTIC CALLS Captain Robert Burke, New York City Police Dept. Ellen Pence, Director, Minnesota Program for Battered Women Sgt. David Hubenett, St. Paul Police Department</p> <p>4. SEXUAL ASSAULT Lt. Dale Dowson, Minneapolis Police Dept., Violence in the Family Unit Officer Joyce Holte, Eden Prairie Police Department Eileen Keller, Ramsey County Sexual Offense Services Kathleen Gearin, Assistant Ramsey County Attorney, St. Paul</p>	<p>WEDNESDAY, OCTOBER 11</p> <p>9:00 am Workshops: SPECIALIZED ASSIGNMENTS IN LAW ENFORCEMENT (Choice of 1)</p> <p>1. NARCOTICS INVESTIGATION Detective Kathleen Burk, New York City Police Department Officer Susann Belkair, Minneapolis Police Dept., Narcotics Division</p> <p>2. PROSTITUTION Officer Kathy Ascherman, Minneapolis Police Dept. Vice Division Rosalie Sundeen, Juvenile Prostitution Specialist, Hennepin County Youth Diversion Program</p> <p>3. ORGANIZED CRIME Chief John Erskine, Roseville Police Dept., formerly U.S. Treasury Strike Force, Kansas City, MO Agent Joy Rikala, Minn. Bureau of Criminal Apprehension Agent Dennis Owens, Minn. Bureau of Criminal Apprehension, Organized Crime Unit Sgt. Jerry F. Torrey, Minneapolis Police Dept., OCU</p>



IAWP Conference Parade
Kellogg and Wabasha
Saint Paul Minnesota
October 8-13, 1978



IAWP Conference
Saint Paul Minnesota
October 8-13, 1978

CB: • I was on the Law Enforcement Assistance Administration (LEAA) in Washington DC and that was my Certificate of Appreciation they gave for me.

KC: • This one says "Victim Urged to Prosecute" it's a newspaper article with your picture.

CB: I take horrible pictures.

KC: *Alice sat with her coffee cup in her hand and telephone in the other, hearing the noise, looked up and saw a man in her home. "Mabel" she said, the woman on the other end of the line, "I'll have to call you back." Politely, she asked the man "what do you want?" "A drink of water."*

CB: Well, what my point was, if somebody walks into your house, don't treat them politely. Recognize what the situation is and take control of it as quickly as possible, and I think that was an example. I imagine the story goes on to say more of that.

- Here I got the award for the Twin City Panhellenic Association Alumni of the Year at the University of Minnesota. That's all the sororities.

KC: Here is an article from March 1978 Minnesota Association of Women Police conducted regular training session.

Women police host convention

By MARY JANE GUSTAFSON

It wasn't your ordinary, chatter preceeding a woman's club meeting.

"I had to take this incest statement. There was this hysterical woman who came to the station and I had to quiet her down. She's living with this guy. He took several hostages and was shot in the neck, but he's out on six months probation. Only the bad guys live.

"She's scared to death of him. He ties her up, puts this noose around her neck and hangs her in this cute sex act and he beats her two kids. I figured out an escape route for her. He won't let her out of his sight except for her to go to work. She can't even visit her friends. She's too scared not to go home. I told her to go to Women's Advocates. She'd be safer there than in a fortress. I had to alert the night police crew."

THAT WAS Sgt. Carolen Bailey, a 17-year veteran of the St. Paul Police Department, sharing part of her hectic day with other members of the Minnesota Association of Women Police (MAWP) when they met at the Brooklyn Center Community Center last week.

And when Tony Beitz from the Hennepin County Attorney's Office walked in and spotted a Minneapolis policewoman, her first words were, "The hearing on the probate case is set. Yes, I think I found the witness in the nick of time. I have an offer he'll admit to two counts and will agree to pay a \$500 fine."

Beitz, an attorney, was one of three who spoke later in the evening at the final session in a series of MAWP sponsored mini-training seminars held at the community center.

In January the topic was child abuse and incest and in February, police stress. The one March 8 dealt with juvenile justice. Beitz spoke on what the county attorney's office does in prosecuting cases in juvenile court. Judy Hanson, the only woman in the Edina Police Department, a juvenile detective and school liaison officer, talked about handling juvenile matters. The third speaker was Frank Niznick from the Hennepin County Juvenile Services Division.

MAWP HAS been in existence for some time, according to its president, LuAn Lorensen, who lives in Robbinsdale and is a 17-year veteran with the Minneapolis Police Department where she spent 12 years working with juveniles, and two years as an administrative assistant before joining the sex crime unit.

"We were fairly active, distributed a brochure and did some public speaking," Lorensen said. "MAWP was rejuvenated five years ago after two of us attended a conference in New York. We had a chance to meet with other women in the United States and Canada who are in police work. It made me enthusiastic about my own job and we got a lot of suggestions. We decided to update the bylaws when we got back." (Bailey, who is MAWP vice-president, attended the New York conference with her.)

With the new trend of more women

in police work, MAWP membership began to swell. There are about 150 paid members, but the mailing list is larger. Lorensen and Bailey teach at the Bureau of Criminal Apprehension, the State Rookie School and speak to college students taking law enforcement classes where they are able to make contacts with other women police.

Lorensen said one of the biggest problems is to find women in the state who are in police work. "Until their departments send them for training, we don't know they exist," she said.

TWO YEARS ago MAWP sponsored a two-day training session in Bloomington that included talks by the coordinator of the New York City Police Department Hostage Negotiating Bureau, the author of "The Making of a Woman Cop," a Florida professor who wrote "From Professor to Police Officer," as well as sessions on techniques in sex crime investigation, personal views of a woman on patrol, new trends in juvenile justice, current trends in drug traffic and the role of the female officer in narcotic enforcement. Three hundred people from 14 states heard the 12 speakers.

"We give the best training to police officers in the state. Sessions are open to both men and women," Bailey said.

As well as focusing on training

sessions, MAWP holds two meetings a year. On April 8 Lt. Keith Wall, Edina, will speak on "Crime Prevention-Community Relations Equal Personal Success."

Gearing up to host the International Association of Women Police Convention at the St. Paul Radisson in October, the women talked about fund raising projects, selling teeshirts, mugs and police dolls. "We primarily depend on donations from interested businesses," Lorensen said.

BARB EGO, the only woman in the Golden Valley Police Department, said she enjoys the group because it takes women seriously. "Women law enforcement officers are not too widely accepted, especially by other law enforcement officers. Any minority faces initial stress, and needs the support of other members," Ego said.

"It's good to see successful women in law enforcement. Almost all of us work in departments where there are only one or two women officers," she added. "We don't have role models, feel isolated and don't know what a good woman officer is like."

Lorensen added, "We have someone to share our frustrations and excitement. If you're a minority within your own department, you don't have anyone to really share with like two women can."

CB: Then this goes 1979 to 1981.

- More training publicity.
- This is an article I wrote for the Police Chief magazine called Incest a Practical Investigative Guide. This was published in April 1979 issue of Police Chief magazine. And that was in the days

when we were just beginning to talk about sexual abuse and incest within the family. We were really trying to increase awareness to sexual assault



Carolen 1980

and child abuse and battered women. Here's a big story on family violence.

Incest: A Practical Investigative Guide

By CAROLEN F. BAILEY

Whether it is the result of mandatory reporting laws, increased incidence, or greater awareness, police have been caught unprepared and untrained for the surge in reported incest.

Although the actual extent of incest cannot be documented, due to limited available statistics and non-reporting, many police departments are suddenly being confronted with increasing complaints of sexual abuse within the family. Reports received in Ramsey County, Minnesota, increased 300 percent in a one-year period, and yet many researchers feel known cases are still just the "tip of the iceberg." Unlike aggravated rape, which has shown greater concentration in the larger cities, incest permeates the rural as well as the urban communities. With limited knowledge and training, the police officer is increasingly expected to investigate and resolve the most difficult, frustrating, and challenging of all offenses: incest.

Most states now have laws that require reporting to authorities of physical and sexual abuse to children by a parent, guardian or other person responsible for the child's care. Criminal statutes generally

describe "incest" as sexual intercourse between relatives nearer than first cousins with the knowledge of the relationship. For investigative purposes, the broader range of "sexual abuse" cases are included because investigative techniques are similar. There may not be actual intercourse but sodomy or other molesting may be involved in the sexual abuse; and although there may be no blood relationship, the child views the relationship as incestuous because the offender is serving as a parent, such as a stepfather or mother's boy friend who is living in the home.

Since father-daughter sexual abuse cases are the most often reported to police, for simplicity we will refer to the offender as he and the victim/child as she, but it should be emphasized that there are many male children who are victims of sexual abuse and some female adults who are perpetrators. The possibility that male children may also be involved should be paramount in the investigator's consideration of such cases. Also, during the inves-

tigation of father-daughter incest cases, it frequently has developed that brother-sister (or even other relatives) incest is also involved.

Probably more than any other type of offense, the incest investigation must be initiated and completed as quickly as possible after the report is brought to the attention of outside authorities. It is urgent that each family member be carefully questioned immediately after they are aware of the investigation and that this be documented because attitudes often change quickly and evidence is lost.

Assessing and Questioning

If the reporting source is other than the victim, as much detailed information as is possible should be obtained before the initial contact with the victim. How did the reporter obtain the information? Was it direct observation, suspicion or verbal complaints from a family member? Carefully prepared background information greatly facilitates the questioning of the victim.

The child who is the victim should be interviewed first before contacting any other family members. If the parents are aware the child is to be questioned, they may interfere and attempt to prevent the report. This is an extremely difficult interview, upon which the entire outcome of the investigation is based. The victim must be supported, reassured that she is not to blame, and must trust that the results of providing the report will be an improved lifestyle or she will not provide complete information.

If the victim herself has initiated the report, this is an advantage to the investigator because the child has already decided she can no longer tolerate the incest situation and desires a change. If the incest is initially reported by a social worker, it frequently is most effective to have the social worker bring the child in for a statement because the worker may already have a relationship with the child and the child may feel more comfortable. When the child has sought help, the child's primary concern often is finding a place to live. She frequently doesn't seem to care where she is to live as long as it is not with her father (or the incestuous relative). However, if



Sergeant CAROLEN F. BAILEY is a 16-year veteran member of the St. Paul Police Department, 101 East Tenth St., St. Paul, Minnesota 55101, presently assigned to the Crimes Against Persons Unit. Prior to joining the department, she served four years with the Ramsey County Welfare Department's Child Protection Unit. Her extensive experience includes state law enforcement instructor; planning and participating in both local and national police training seminars, among them the 1976 International Association of Women Police training seminar, teaching college courses; and service with the Mayor's Task Force on Sexual Assault, State Advisory Council on Child Abuse and Neglect, State Advisory Council on Battered Women, and many others. She was recipient of the 1969 Kiwanis Public Servant of the Year Award, named a 1970 Outstanding Young Woman of the Year in the United States, and presented the 1972 National Alpha Gamma Delta Sorority's Outstanding Personality Award. She is author of *Prescription for Protection*, was consultant for *Rape and Its Victims*, and has written various training articles.

KC: So, you were a marketing person, getting the word out?

CB: We were doing more training, awareness training types of things.

- Here's one that I did at Cornell University in New York.
- Here's South Dakota State University.



- This is one of the very involved investigations I did of Bethel Care Center and Harold Mordh, the director of the Union Gospel Mission, and we finally indicted him and convicted him. That was in November 1979.

KC: Let's talk about the Harold Mordh case.

The convictions came in '79, so this would have been late 70s. How did you first come upon this case?

CB: I had been aware of Harold Mordh for several years.

KC: And his position was?

CB: Director of the Union Gospel Mission and owner of the Bethel Nursing Home. In the Union Gospel Mission he started what they called "Friendship Center" and that was where they had teenagers come and stay like a camp. I had a girl come in, just a beautiful girl, and she was all beat-up. She walked in and said she wanted to talk to me, so she came in and I was working in homicide and she was really in bad shape. She said that her

parents had brought her from Michigan because they thought that the camp experience at the Union Gospel Mission would be good for her, so she went there. And then she describes in great detail how Carol Flumbaum, the assistant to Harold Mordh, had stood outside her room as guard, so she couldn't leave, and he came in her room in the middle of the night, put a gun down on the dresser and beat her and raped her.

Another girl came in later, so we had two known victims. This other girl was an adjudicated delinquent, and she was at Friendship Hall because of her delinquency, so she wasn't as credible, but this first girl was impeccable.

We had two cases, and they were both exactly the same, he came in, put a gun on the dresser, beat them up while Carol Flumbaum was standing outside of the door, guarding it. So I tried to get him on that. The County Attorney was afraid of doing it because everybody thought Harold Mordh was God, he



was director of the Union Gospel Mission and he was God, he was a great salesman.

I was after Harold Mordh all this time. We went to the Grand Jury and everything and I won't even go into what happened at the Grand Jury, but it was fixed. So, it wasn't until the late '70s that I got the director of his nursing at the nursing home, and she started telling me stories that looked like Jim Jones, drugs, guns, all kinds of illegal activity.

KC: How did she come in contact with you to tell you stories?

CB: She called me. I can't remember how, but anyway I got her as an informant. From her, I started getting other ones, the bookkeeper, all kinds of people that were in key positions working for Harold Mordh. I wound up with at least a dozen witnesses. As I started to talk to these people and collect what they were telling me, I went to Chief Rowan and I told him what was uncovering, happening. Well, this was a hot potato, and he told me, "You continue to work on it and you work on it full time, but don't involve anybody else in the department." And he said, "And check out anybody else you use for information." Because everybody was – there were so many contacts, this guy had so much influence. So, I worked for, I'd say, maybe six months, on this case and got a lot of evidence. We eventually raided his nursing home, simultaneously with his home and his pharmacy, and came up with sixty felony indictments. We sent him to prison, we finally got him. It was a tricky one. I'd never worked on a case that showed so much corruption, not just locally, but federally. I had to work with a federal agent from Chicago, who couldn't

tell his boss because his boss was a good friend of Mordh's. It was interesting, it was a good case and all his reports tended to disappear – that's another thing.

KC: His federal reports?

CB: No, all of the reports that I wrote tended to disappear, so I started keeping copies so that we'd have enough to go on. It was interesting.

KC: So, in other words, the corruption went into the Department, as well?

CB: Well, either that or somehow they were able to get something out, yeah. Somehow things disappeared. But I had it, so we got him and he died in prison.

KC: Is it possible that Rowan wanted you to work on it alone because if it blew up, it was going to blow up on a woman?

CB: No, not at all, not at all. Dick Rowan was one of my strongest supporters. He said, "The media likes you. . ." because he was crucified in the media, and he said, "The media likes you" he says, "and you handle things very well." In fact, I'll never forget when people came and told me – I wound up in the hospital during a conference where he was introduced to the membership – and he told them at that conference that I was the best investigator he ever had. I have always thought a lot of Dick Rowan and he had been a real good detective, before he was Chief.

KC: So he put you on it because you were the one that was going to get it done?

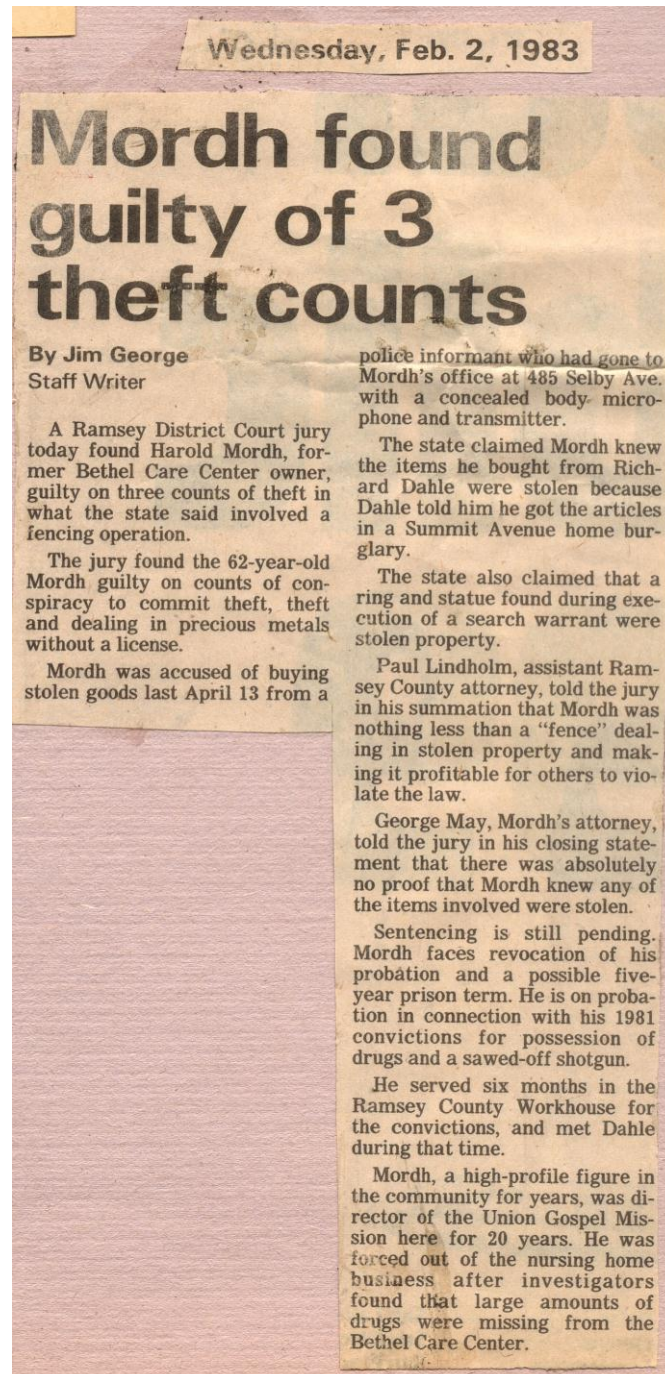
CB: Well, that's the way I felt and that's one of the reasons I was motivated to do it, too, yes.

KC: Did you ever find out what the corruption was within the Department or who was the weak link in the Department?

CB: No. And I don't think it was anything big. It was just people that supported him and then somebody, obviously, that took reports, but I don't think it was anything else more than that. But all over, outside, everywhere, the media and everything, they really hurt Chief Rowan on this case and he certainly didn't want another big blow up.

KC: You mean on the earlier Mordh case?

CB: Yes, that happened before I got it. Here's Harold Mordh found guilty



of three counts. He was found guilty of more than that.

- CB:
- Here's Governor Al Quie, made me a member of the Peace Officer's Standard and Training Board. The Board set up all the standards that eventually developed into the training requirements for police officers in the State of Minnesota and the licensing and so forth.
 - Here's where, after we got into all the other more visible crimes, then we started pushing on incest cases and this was part of that. The newspaper did a lot of stuff on that.
 - Women's Political Caucus appointed me Distinguished Woman in Minnesota in 1980.
 - This is the Parade magazine, they did a special feature on women when we were at the conference.

- KC:
- IAWP – 1980.
 - And here I was a Minnesota Association Women Officer of the Year, I got the first annual award. And here's Chief McCutcheon with me when I received the award.

- KC:
- And there's your husband Roger, and they gave you roses.

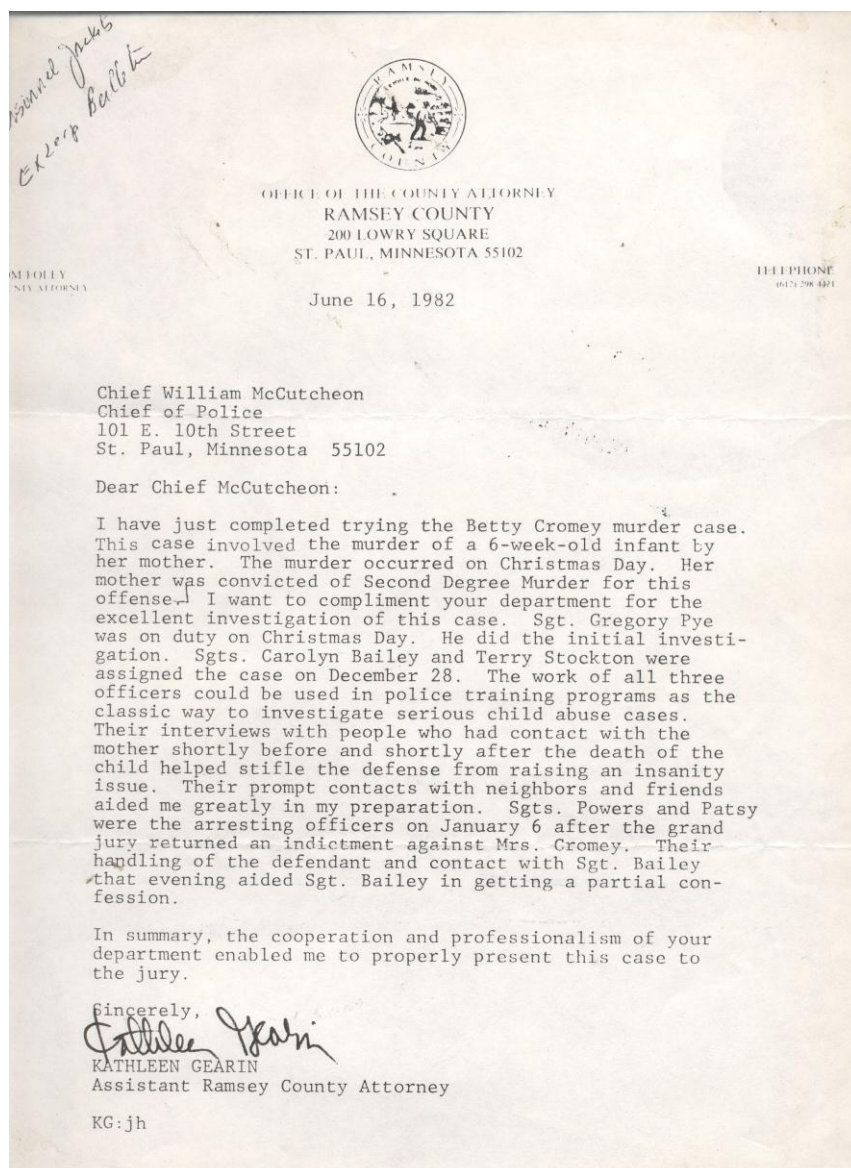


Chief William McCutcheon and Carolen 1980

- CB:
- Then this article in 1981 said:
Carolyn Bailey thinks women bring something special to police work and she wants to help them get the chance to prove it. It just says, Bailey is a sergeant in the Saint Paul Police force and senior woman in the department. Is in her two

year term a president of the 5,000 member International Association of Women Police. And it does an article about why we need more women.

- And here, Bailey was one of the founders of Ramsey County Sexual Offense Services.
- Okay, this book is 1981 to 1985. Let's see here, it talks about handguns.



They kept constantly reusing pictures of me that were just horrid, in the newspapers, because that's what they had available.

KC: • This is from Judge Kathy Gearin¹⁹, a letter from then Assistant County Attorney Kathleen Gearin acknowledging your excellent investigative work and getting a partial confession.

¹⁹ Kathleen Gearin, Ramsey County/Second Judicial District Judge 1987 - present/2007.

CB: • Study concludes women police equally effective in the Police Journal of December 1981.

MPPSA Police Journal - December, 1981

STUDY CONCLUDES WOMEN POLICE EQUALLY EFFECTIVE

In 1971, there were less than a dozen female police officers on patrol duty in the United States. Today 3.5 percent of all sworn officers are women. The vast majority of these female officers perform patrol duties according to Gary Rivlin in the article "The Last Bastion of Macho," in the fall issue of UP-DATE magazine.

While the controversy surrounding the presence of women on patrol duty has faded across most of the country, Rivlin says "the fight for respect is an unfinished battle." Most male officers Rivlin interviewed have quietly given in to the idea but they are not happy about the presence of women in certain aspects of policing.

"There's a place for women in police work but not on the streets," says Denver's Acting Division Chief of Patrol, George H. Buzick. Buzick feels that there are other police jobs for women such as matrons and work with juveniles and sex-crime victims which take advantage of women's abilities.

Rivlin states that in the early 1970's a few more progressive police administrators saw women as a solution to the problem of police overreacting in certain situations. "No one believed that the female presence would be a panacea," Rivlin says, "but it was hoped that the women would have a built in calming effect and therefore appear less threatening."

Sgt. Carolen Bailey of the International Association of Women Police (IAWP), believes that "minorities feel much less threatened by women police, knowing that they're less likely to bully them around." This belief is backed up by a New York City report which showed that there is a preference for women cops among minorities, as well as greater trust.

Critics of women on patrol often cite the issue of physical strength as a problem area. According to a soon to be released study of the San Jose police force, the average suspect is 5 foot 9 inches, 165 pounds. Sgt. John Thulis of the Chicago Police Department feels that the average-sized woman officer "is forced to compensate for her lack of size by using violence," in other words — pulling her gun.

According to Rivlin, Deputy Chief Gertrude Schimmel of the New York City police department argues that the physical aspects of police work are blown out of proportion. Schimmel says "violence is rare, and if an officer is well-trained, he or she can handle a situation regardless of sex." Chicago officer John McNamara quips that the job is "90 percent boredom and 10 percent panic," and adds that "foresight, rather than strength, is what makes a good cop."

Studies of women in policing by the Justice Department, the Police Foundation and other groups confirm the notion that good and bad cops are not things you can sort by sex, Rivlin says. He concludes, "In general, the various studies indicated that women are as effective as men in all facets of police work."

CB: • Here's an editorial. *Sergeant Bailey is right. This is in regard to the editorial in Monday's paper May 24, 1982. Sergeant Bailey is right, rape is a violent crime against women and girls. And then*

she goes on and on about this. And here's the article – *Halt violence against women*. Somebody else wrote the article, but I was in it, involved in it. And then we had quite a few baby killings in homicide at the time.



- This was an interesting case I had. I was investigating a baby, a small child, who had gotten a brain concussion from abuse from his mother. The social workers had been unable to make any contact with the family and the judge had eventually returned the child. They couldn't get any contact, so I heard that they had a lot of dogs in the house on University Avenue. This made the TV news, too. I took the health inspectors and the Humane Society with me, and we went to the house where I grabbed the little boy, the three year old little boy, who had been abused. The house had thirteen dogs in it that had never gone outside, it was a total disaster. They had to condemn the building. There were a lot of really cute little white poodles, but they had to kill them all, they were just wild. People wanted to adopt them after seeing them on the news. That was really a bad situation.



- This is the YWCA Outstanding Achievement Award for 1982.

KC: This is so incredible, it's looking at history.

CITY OF ST. PAUL

EMPLOYEES NEWSLETTER



January 21, 1983

Next Issue March 18, 1983



LORRAINE SCHMIDT, JUDY BARR, RANDY GRITZ, MARY SONNEN

City employees honored at Y's Leader Luncheon

Sgt. Carolen Bailey of the St. Paul Police Department recently won an Outstanding Achievement Award at the St. Paul YWCA's Annual Luncheon. In addition, six other city employees received Certificates of Recognition: Judy Barr, Randy Gritz, Lorraine Schmidt, Mary Sonnen, Joan Foreman, and Renetta Ciccarelli. All were honored for significant contributions to their field and their community.

Sgt. Bailey's efforts to promote "professional and community understanding of abuse issues" was the

primary reason she won the award in the "Professions" category. A Police Investigator, Bailey helped establish the Child Abuse Team in Ramsey County and serves on the Minnesota Advisory Council on Child Abuse and Neglect, the Minnesota Advisory Council on Battered Women, and the Mayor's Task Force on Sexual Assault. She is also President of the International Association of Women Police and was appointed by the Governor to the Minnesota Police Officers Standards and Training Board.

A parking meter monitor supervisor, Lorraine Schmidt has worked for the city for 14 years. She was one of the original group of employees hired in the parking meter program and has served on the city's employee evaluation committee, helping to develop evaluation policies and procedures.

Judy Barr is a Program Coordinator for the Parks and Recreation Division of Community Services. She has administered grants to St. Paul neighborhoods, organized workshops on



CAROLEN BAILEY

SEE EMPLOYEES HONORED
Page 3

- This is where I was appointed to a task force for the Federal Emergency Management Agency. *Great historic event, Fred Villella, White House.*

KC: January 1984.

NATIONAL COORDINATING COUNCIL on EMERGENCY MANAGEMENT

(formerly United States Civil Defense Council)

BULLETIN

N.C.C.E.M.'s Official Monthly Newsletter

Vol. 1 No. 4
© Copyright National Coordinating Council on Emergency Management
January 1984

NETC TO HOST FIRST WOMEN'S CONFERENCE ON EMERGENCY MANAGEMENT AND FIRE SERVICE

Planning around individual tables in separate rooms, in subgroups of three and four individuals, twelve professional women who are very much involved within the fields of emergency management and the fire service gathered together recently in Washington, D.C. to discuss and plan for the first Women's Conference on Emergency Management and Fire Service. The Conference, to be hosted by the National Emergency Training Center (NETC), is currently scheduled for late April or early May of 1984 and hopes to bring together approximately forty women from around the nation who represent the various disciplines in emergency management and the fire service.

The initiative behind the conference stems from the need to identify educational and professional issues pertaining to the involvement of professional women in the emergency management and fire service fields; and recognizes the increasing contributions and importance of women who hold upper level management positions in emergency management and related fields.

The twelve-woman task force which met on December 5, 1983, had been selected to assist in designing the conference theme. Both within their respective subgroups and as a whole, the members of the task force hammered out the major goals and objectives to be achieved by the conference, targeted issues to be addressed, and identified specific topics and appropriate speakers. Additionally, the task force has before it the challenge of identifying those issues which may be the subjects of future conferences with wider audience participation. Based upon the issues raised during the first Women's Conference on Emergency Management and Fire Service, as well as upon the topics presented by the speakers and recommendations from the conference attendees, a final report to be issued nationwide is also planned.

Members of the twelve-woman task force were selected so as to be representative of a wide range of emergency management expertise and upper level management experience at the local and national levels throughout the United States. Included on the task force are:

Ms. Carolyn Bailey
St. Paul Police Department
St. Paul, Minnesota

Ms. Joyce Berry
Associate Professor/Director
of Fire Science
Edinboro University
Edinboro, Pennsylvania

Ms. Joyce Burghardt
Wehrman Consultants
Associates, Inc.
Kirkland, Washington

Ms. Shirley Franklin
Chief Administrative Officer
City of Atlanta
Atlanta, Georgia

Ms. H. Marie Harkenrider
Office of the Superintendent
Emergency Management Institute
Emmitsburg, Maryland

Dr. Mary Ellen Huey
Texas Womens College
Denton, Texas

Ms. Myra Lee
President, NCCEM
Director, Office of Emergency
Management
Multnomah County
Portland, Oregon


Ms. Naomi Lynn
Department of Political Science
Kansas State University
Manhattan, Kansas

Ms. Diane Rushing
Eastside Hospital
Redmond, Washington

Ms. Ann Marie Schanzenbacher
Senior Associate
TRITON Corporation
Washington, D.C.

Ms. Ann Murphey Springer
Fire Chief
Bodega Volunteer Fire Department
Bodega, California

Ms. Lorraine Tempest
State Division of Emergency
Management
Salt Lake City, Utah



FRONT ROW: Schanzenbacher, Springer, Lee, Lynn, Burghardt
BACK ROW: Huey, Tempest, Berry, Harkenrider, Bailey, Rushing

CB: It's kind of interesting, through my contact there, I discovered quite the corruption. I informed a friend of mine that was a supervisor of the FBI, and they did an investigation. The Director was indicted and fired for a lot of corruption. He also used federal monies to build his ex-wife's house and landscape.

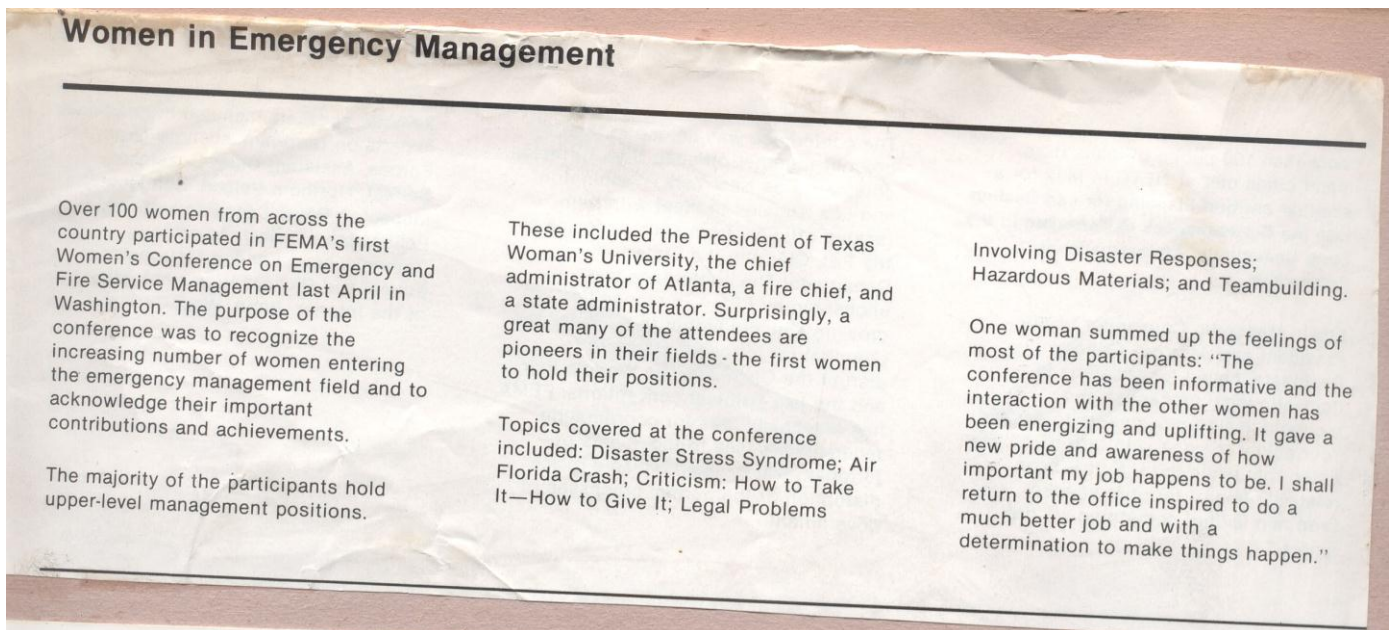
KC: Now how did you discover that?

CB: It gets pretty involved.

KC: I mean, you're just on a board and you show up at board meetings, I mean, is this intuition to start –

CB: No. The first that I started getting suspicious was because they would fly us to Washington DC, and we always had to deal with a private travel agency that handled all the federal travel. I called Northwest Airlines locally here and got a list of travel times so that I'd know when I could fly, then they would make my reservations. When I did that, I found out, say for example that my airline ticket was two hundred dollars roundtrip, if I'd ordered it here. When I called them and told them what flight I wanted, which was within a half-an-hour of when I got the price, it turns out my ticket was listed for thirteen hundred dollars, and this was a federal travel agency contract. Then I got to the hotel room, and we were waterfront, and the rooms had signs that read like nine hundred dollars a day. I had my own suite and everything, it just seemed very corrupt. We had receptions that were absolutely lavish. I just started getting very suspicious and so I checked with a couple of the other members and they had the same thing. One woman said she was flying from Alaska, went down to California on her own and then flew somewhere else and they

made all the reservations and she tried to reimburse them for the extra distances she went, and they had no part of it. I had the same experience, because I went to Washington DC and then I flew down to Florida and I wanted to pay the difference and nobody knew how to do that. So I happened to mention it to one of my friends that was with the FBI, she was a supervisor, and she sent some agents to see me here in Saint Paul after I was at one of the meetings. I said, "Do you get to stay in hotel rooms for nine hundred dollars a day?" And they all laughed and said they were at the Motel 6 or whatever. That's how it all erupted.



1984

KC: Notice of exam ratings December 1, 1984.

CB: That was my lieutenant's exam. I was far enough ahead in the lieutenant's exam that I was number one.

PERSONNEL OFFICE
CITY OF ST. PAUL

NOTICE OF EXAMINATION RATING

This is to notify you that you attained a passing mark in the examination for

Lieutenant

held December 1, 1984. Your name is

No. 1 on the promotion list.

Report of your ratings		
Subject	Wt.	Product
DIRECT EXAM.	85.20	(90) 7668.0
Seniority	95.25	(10) 952.5
		100) 8620.5
FINAL AVERAGE:		86.205

Carolyn F. Bailey
11 Eagle Ridge Rd.
North Oaks, MN 55110

(Over)

PO 67A

- Here's – *A police woman now lieutenant* and there I am with my husband at the time of my promotion.



Lieutenant promotion ceremony
May 26, 1985
Roger Bailey pin on Lt Badge
McCutcheon in back left

Right: Roger and Carolen Bailey



- *Distinguished citizens*, I was in New Orleans, they appointed me a distinguished citizen of National Alpha Gamma Delta. My sorority from college. University of Minnesota.

OUTSTANDING CITIZEN: OUTSTANDING OFFICER

Sgt. Carolen Bailey, past president of the IAWP, has been nominated by the Alpha Gamma Delta for their Distinguished Citizen Award. In the letter of nomination, Carolen was cited as 'a resource person in the departments in our federal government that disseminate information to law enforcement agencies across the country. She is also 'on call' as a resource person across the U.S., travelling to as many as twenty states in a six-month period.' Bailey is one of nine women on the Special Task Force to plan and participate in a national conference of women in management, and in this capacity is frequently in Washington D.C.

Bailey earned a B.A. in Social Work from the U. of Minnesota, and spent four years with the Ramsey County Welfare Department as a social worker before joining the St. Paul (MN) PD in 1961. She was promoted to sergeant and assigned to homicide investigations in 1972. Over the years she has received more than 200 commendations for excellent performance of assigned tasks. Cases she has investigated have received national recognition in magazines such as *Time*. One case concerning the murder of a 16-year-old girl, and its subsequent solution, was the topic of a story in *True Detective*.

An eternal optimist, Carolen says she will bet on the outcome of almost anything, and her co-workers are aware of this. She says she has won from them, among other things, a case of nut goodies, a red snapper dinner with all the trimmings and a coconut, garishly decorated and inscribed 'from one (nut) to another.'

One commendation of which she is particularly proud was received after two murderers were brought to trial. When the investigation of the murder of a 67-year-old grandmother began, detectives had very little evidence. Fellow detectives chided Carolen with 'This time you're gonna lose.'

But a canvas of the neighborhood indicated that one of the suspects had lived in the vicinity 10 years earlier. When a reporter contacted Sgt. Bailey to say that he had received an anonymous phone call from a woman, who gave information villifying the victim, Carolen played her hunch; followed every lead.

Two women were brought to trial, but when the key witness married one of the defendants, the case was jeopardized. Although there were no convictions, Bailey says the Minnesota state law has since been changed (as a result of this case) so that witnesses are not protected from testifying, if the crime occurred prior to the marriage.

'I almost lost that one', she said. But co-workers conceded that Carolen had in fact, solved another case, and paid off on the bet.



A past president of the Minnesota Assoc. of Women Police, Carolen was named Outstanding Officer of the Year in 1980 by that organization. But recognition and community involvement goes far beyond the police community. Bailey received the Kiwanis Public Servant of the Year ('69); the National Alpha Gamma Delta Sorority's Outstanding Personality award ('72) and the Outstanding Young Woman of the Year in the U.S. ('78) and was recognized in 1982 as Outstanding Community Leader: Professions, by the Y.W.C.A. Recently, she was awarded a plaque from the governor of Minnesota in recognition of the 8 years she has served on the MN Peace Officers Standards & Training Board.

In addition, she has served on various Minnesota boards, including the Advisory Council on Child Abuse and Neglect, the Program for Victims of Sexual Assault and the Advisory Council on Battered Women, to name just a few.

Bailey has authored, in addition to recruitment material for both the MAWP and the IAWP, training manuals for the MN Peace Officers Standards & Training Board and St. Paul PD and the pamphlet 'Prescription for Protection' for her department. *Police Chief Magazine* published an article by Sgt. Bailey (Apr. '79) entitled 'Incest: A Practical Investigative Guide'.

A tall, smiling, dynamic woman, Carolen spent her early childhood in Rio de Janeiro, Brazil, and speaks Spanish, French and Portuguese fluently. She has been married for the past 28 years to Roger Bailey, an instructor of graphic arts in a local Vo-Tech school. He also teaches tele-communications at Lakewood College in St. Paul. They have three sons, two still in college.

We have been fortunate in our association with this outstanding leader. We are proud to count her as a member of our organization and to number her among our friends.

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The I. A. W. P Bulletin
Volume 18, Number 1, June 1984

- Here's a picture – magazines in Israel start like the opposite of ours, the cover is at the back. Here I am in uniform, riding patrol in Israel.

KC: What year were you there?

CB: I won't be able to tell from this one, it's all in Israeli.

KC: It's all in Hebrew.

Carolyn on front cover of Israeli police magazine
November 1986



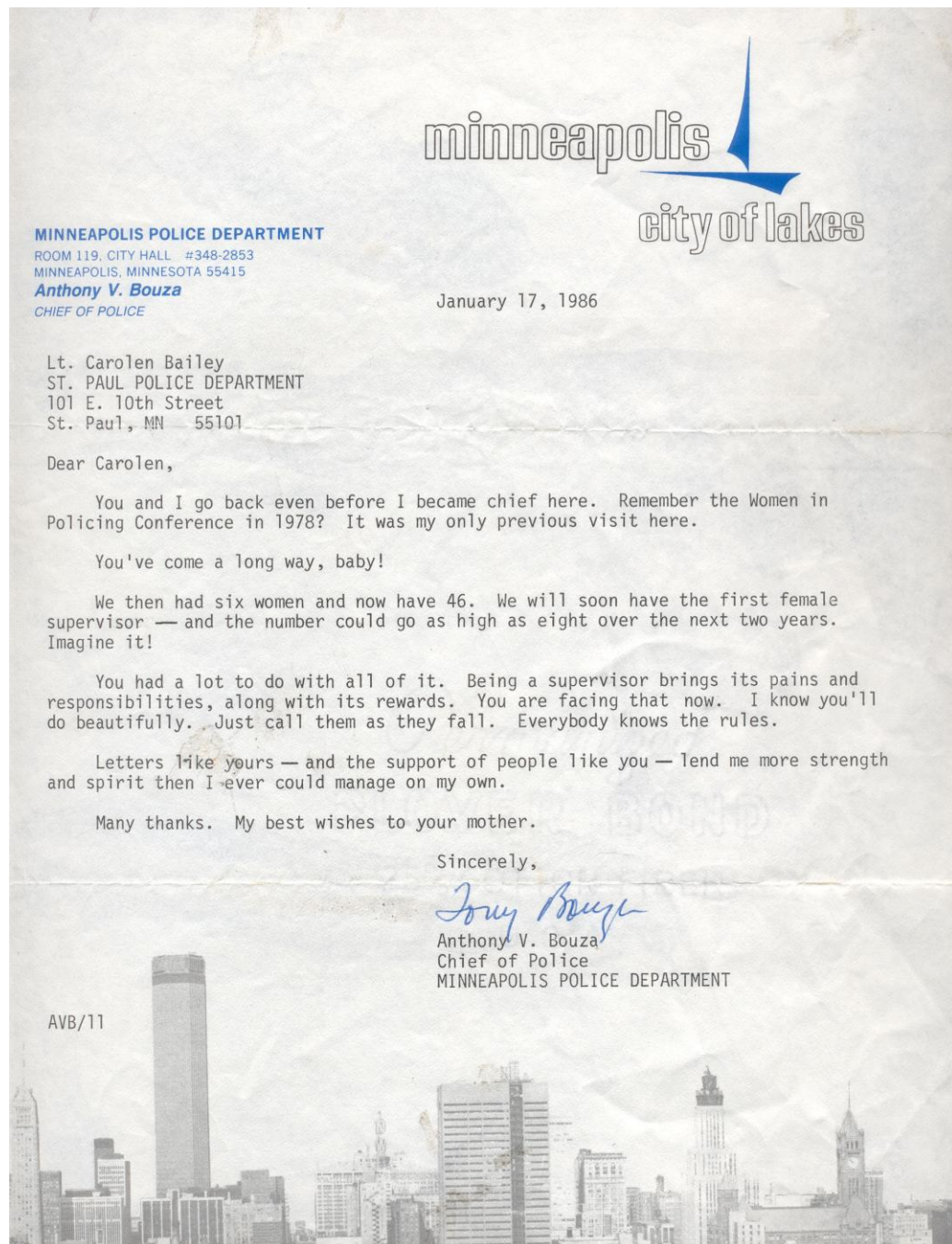
KC: Your first years you were in plainclothes, you weren't in uniform until you became a sergeant, right?

CB: No, until I became a lieutenant.

KC: So from 1961 to 1985, you're in plainclothes.

CB: • Here's one from 1986, I love this letter. It started my book.

Dear Carolen, you and I go back even before I became chief here. Remember the Women and Policing Conference in 1978? It was my only previous visit here. You've come a long way, baby. And he goes on and on and on, Many thanks, my best wishes, Tony Bouza, Minneapolis Police Chief. This was after I was promoted to lieutenant.



CB: • Police Institute of Technology, September 23- 27, 1985

KC: Now you're the only woman in this picture of the Police, the only woman being trained.

CB: Institute of Technology, yeah, I am.



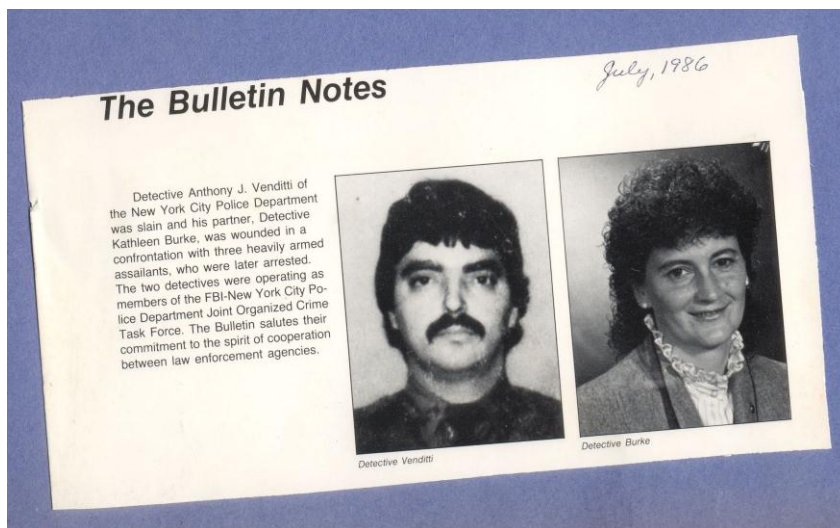
CB: • Barbeque King. That's when Bob Fletcher²⁰, who was my midnight sergeant in the Northwest patrol team, and I, had to figure out a way to get this place closed. It was a restaurant, but after hours then it ran illegal operations of liquor and prostitution and drugs. So we had to figure out how to get them and we finally did.

²⁰ Robert Fletcher was appointed police officer July 11, 1977; promoted to sergeant February 8, 1981; lieutenant February 23, 1987—rank title changed to commander January 4, 2003; leave of absence to be Ramsey County Sheriff 1995.

KC: What creative policing did you do to do that?

CB: We had all kinds of ideas, including one that Bob said, "Let's take a tank from the Armory and go up University Avenue and then turn the gun towards the second floor of the Barbeque King" he said, "It will empty out real fast." I said, "Yeah, that's a great idea. The only problem is, it will probably chew up the roadway." But we finally got them on various things. We did raid them, but we finally closed them on income tax evasion.

- Here's a picture of me with Kathy Burke²¹, one of my very best friends, she just wrote the book, "Detective"²².



Kathy Burke & Carolen
Anchorage, Alaska 1985

²¹ Kathy Burke New York City Police Department detective 1968 – 1991. She received New York city's highest commendation for heroism, the Medal of Honor.

²² Detective, Kathy Burke and Neal Hirschfeld, Scribner, New York 2006

- Here I am in uniform, they had a cake for me when I was transferred out of patrol



Carolen in May 1987

KC:



ed

by this woman who was their boss.

CB: Oh, no, like I said, when I went on patrol, I told them "Look it, I've got a lot to learn, I've never worked patrol. I've got a lot to learn and I expect to learn from you." And I said, "But I learn fast." And they were wonderful, they took it on themselves to do whatever they could for me. I was the only ranking officer that got volunteers for anything. I always had plenty of volunteers for different details. The guys were wonderful. A couple of them I saw just not too long ago, and they said, you're still the best boss we ever had.

- I was the commander of the Vice squad at the time. For years, the neighborhood complained about this dance studio, which was a lot more than just a dance studio, and we finally, as a team in the Vice squad, planned it out and attacked it and got it closed.

KC: That was in 1987.

CB:

- When I was in the Vice unit, there was a newspaper war between Saint Paul and Minneapolis. I think they wanted to just have one single newspaper for both Twin Cities, so there was this huge war, and both of them decided that getting the most headlines would be on prostitution, so they were always haranguing me. There were many articles.



Former Playboy Lounge is raided

By Larry Oakes
Staff Writer

A prostitution raid late Thursday on the former Playboy Lounge in St. Paul apparently has paved the way for another attempt by the city to stop nude dancing at the controversial night spot.

Undercover vice officers Thursday arrested two 21-year-old female dancers employed by the lounge after allegedly making deals with them for

sex in back rooms of the lounge, now called the Hollywood Stars Dance Studio, said St. Carolyn Bailey, head of the police vice unit.

The lounge at 361 W. 7th St. promotes itself as a dance studio and school. But nearby residents complain that it is a front for prostitution allegedly carried out in back rooms under the guise of "private dance lessons." Police have made several prostitution arrests there in past months, and city officials have tried

to stop nude entertainment there on the grounds that it violates a zoning ordinance that prohibits "adult-use" businesses within 200 feet of a residential area.

But the lounge, which lost its liquor license in 1984, prevailed in court with the argument that it did not fit the definition of an adult-use business because it admitted minors. Under the law, an adult-use business

Lounge continued on page 4B

Continued from page 1B

was defined as one that prohibited minors. Minors had been permitted by state law to enter establishments that have nude dancers as long as they were not charged admission. But the Legislature passed an amendment this year specifically in answer to the Playboy Lounge case that prohibits minors, whether or not they pay, from being admitted to businesses that display sex or nudity.

The amendment, which took effect Aug. 1, means that the lounge now appears to meet the definition of an adult-use business because it must prohibit minors, Bailey said. She said that city officials are planning to renew a request for an injunction against the dancing, with the hope that they are on more solid legal ground.

Jerry Segal, an assistant city attorney, confirmed that some action is planned, but said "commenting right now would be inappropriate."

Randall Tighe, the lounge's attorney, said he can defend the lounge on at least two grounds. He said the lounge existed legally once and therefore is entitled to remain in its present location as a non-conforming use, a traditionally accepted zoning concept that grandfathers in existing businesses.

A second issue, he said, is whether St. Paul's restrictions on adult-use businesses violate First Amendment rights of businesses to sponsor nude dancing. He said the ordinance allows the city's Planning Commission to waive requirements at its discretion. It is unconstitutional, he said, for activities covered by the First Amendment to be subject to governmental discretion.

Bailey said one of the women arrested Thursday night also was arrested during a vice raid in June that led a felony charge of promoting prostitution against the lounge's owner, Patrick Carlone. Three female lounge employees arrested in connection with the June raid initially told police that Carlone was promoting prostitution. The case later was weakened when two of the women recanted.

Bailey said the woman arrested Thursday reaffirmed her original statement after her arrest and told investigators she earlier recanted because Carlone promised he'd reward

Friday, Aug. 7, 1987

Refund checks were mailed this week to people who submitted claim forms after the initial agreement was reached last October.

Blackjack arrest is made

A 19-year-old woman was arrested Wednesday night in the Grand Central Bar, 788 Grand Ave., after allegedly dealing blackjack to two undercover vice squad police officers for about 20 minutes.

Playing blackjack in a public establishment is unlawful.

Police said they entered the bar about 10:30 p.m. and saw the St. Paul woman setting up a blackjack table. Then someone announced over the public address system that "Blackjack is now available."

A sign on the wall near the table listed prices for chips, \$5 for 20, \$10 for 50, and so on. After playing several hands, the officers identified themselves as police and arrested the woman for gambling.

*It is not often that someone
like you comes along
to make a difference in
another person's life,
as you have made in mine
by just being what two people
can best be to each other, friends..
I believe that our friendship
has grown into something
special because we never
expected anything more of
the other than friendship
and because we never gave anything less.*

Thank you for your thoughts on one of the greatest days in my life.

Sincerely, Debbie .M.

KC: What was the great day?

CB: This was October of 1987, Debbie made sergeant. Debbie had been taking the sergeant's exam and never passing [high enough to be promoted]. So I finally said, "Debbie, we have to sit down and buckle down and you're going to pass this one." I met with her about three different days and we spent hours. We went over materials, and I kept testing her and haranguing her, and she passed.

And I had outlines for all the books that she needed for the test. We went over and over again. Because Debbie is always so busy, she didn't really put any effort into studying, and I made her.

KC: And then Debbie tells in her oral history that she had passed at least a couple of times, but they didn't promote her, and they were going to jump people and promote her. At this point the Chief was going to – because I guess you can do some jumping, and she said, no, if you don't promote everybody in front of me, I'm not going to take it, because I don't want the harassment.

CB: As I had remembered, she hadn't passed, but if she hadn't passed high enough to make it anyway, that would probably be why I would remember it that way, too.

KC: how about veteran's preference?

CB: There was no veteran's preference then. Oh no, she wouldn't have made it, because veteran's preference was almost unsurpassable. It wasn't until around 1971 that they abolished veteran's preference for promotion. That's why I pushed to take the sergeant's exam. So, there was no veteran's preference for promotions anymore, at all, when Debbie was there.

- Here's a whole summary report of my July activities in the vice squad, kind of interesting. I never thought that I'd find it interesting, but now I do..

KC: Big front page article.

- *Teen prostitution probes stalls*
- *In the beginning investigation was a routine matter*
- *Bar Licensing compromised*
- *Police probe caller list of phone escort service*
- *Target in prostitution [probe arrest4d*

CB: Oh they did many articles when I was in the Vice squad. They were just haranguing me, and I didn't really talk to them. But the Chief found out another way that they were getting information.

KC: Somebody else was talking to them?

CB: Through a City Council member, somebody was talking to a City Council member and the City Council member was talking to the media. We got bar owners that all went to prison, during that probe.

- Here I did the People-to-People exchange. I think I mentioned that I led these trips for Women in Law Enforcement to Russia, China, Australia, New Zealand. The People-to-People delegations were in 1988, 1990, and 1992.

- Here is a letter from Chief McCutcheon regarding the conviction of Pat Carlone on two counts of promoting prostitution. And it says, *Absolutely great job*. Some of these were real challenges that had been going on for years.

KC: How were you able to solve that one and get a conviction?

CB: We teamed it and figured out how to get him. Here he is, yeah. That made a lot of hit, because he was quite prominent. This one was a prominent politician.

KC: • This one says *McCutcheon plans shakeup for vice squad, officers say*.

CB: We were sued and that was okay, that wasn't any big deal, but the Chief was concerned about how the information was getting out, and he did find out. It was one of my officers talking to the City Council buddy. He's a good officer, he really was, and he didn't mean harm.

KC: Does he just get redirected or does he get punished?

CB: No, he was reassigned.

- I am a "founding feminist", the Ramsey County Women's Political Caucus gave me the annual 1988 Founding Feminist Award.
- Here *Heads Delegation to China*, here's Debbie.

Lt. Bailey heads delegation to China

By Tony Blass
Staff Writer

Lt. Carolen Bailey of the St. Paul Police Department leads a national delegation of 34 policewomen embarking today on a two-week technical and cultural exchange with female law enforcement officials in China.

The first-of-its-kind delegation, which includes five policewomen from Minnesota, is a response to an invitation last year by the Chinese Ministry of Public Safety.

The purpose of the visit is to exchange tactical information of special interest to female law enforcement workers, who make up 10 percent of the public safety force in China compared to 4 percent in the United States, Bailey said Friday.

Bailey said the group, which includes St. Paul Sgt. Deborah Montgomery, is qualified to answer almost any question the Chinese may have about law enforcement.



Bailey



Montgomery

"We have every discipline covered; from range instructors to secret service to fraud," Bailey said. "I'm excited and looking forward to it."

Bailey and Montgomery were scheduled to leave Minneapolis-St. Paul International Airport at 9:40 a.m. today for Seattle, where they were to meet the other 32 officers who were selected from applicants around the country. The group will continue on to China later in the

day, arriving in Beijing on Monday afternoon.

The three other officers from Minnesota attending the four-city exchange include Joann Springer, a Ramsey County sheriff's deputy who works in the jail annex; Sgt. Carol M. Nelson, a Maplewood paramedic and patrol officer; and Deborah Martin, an Alexandria law enforcement instructor who is slated to become a U.S. marshal's deputy when she returns from China, Bailey said.

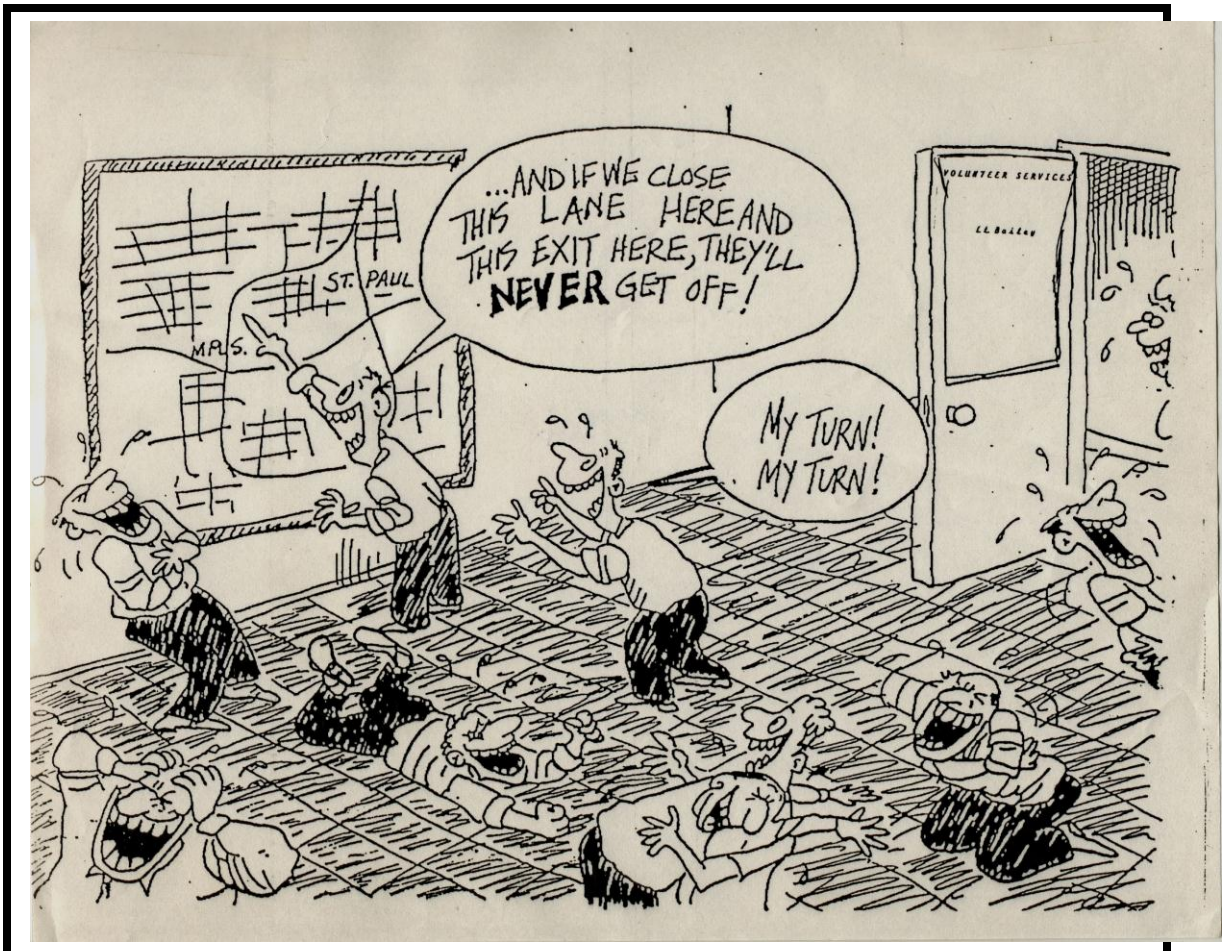
Minnesota's contingent is the largest of any state, said Bailey, who was chosen in December by the International Association of Women Police to organize the delegation. Ohio has three officers, but no other state has more than two, she said.

"Minnesota has the largest representation and China loves Minnesota," Bailey said, adding that Gov. Rudy Perpich's visits there are probably the main reason.

KC: It's my illusion from looking at all of this history, that you were a National and an International expert.

CB: Well, I did a lot of National and International activity, yeah. I was also President of the International Association of Women Police [1980-1982].

- This is one of the funniest, I love this cartoon, and I'm glad I saved it. It's when we were in charge of Special Events – *And if we close this lane here, this exit here, they'll never get out.* And the reason it was so funny, is because we had Gorbachev visiting the Governor's mansion on Summit Avenue and Lexington, and we had Grand Ol' Days parade one block away with a hundred thousand people and we had to plan traffic control in an area that's pretty tight and the streets coming in, in the goofiest ways, one-ways and everything else. This article wasn't deliberately written for us, but the guys in our unit wrote *Saint Paul-Minneapolis*. They even put me at the blackboard. It was so funny. Look at how they're laughing.



I was driving in a squad, just to check how things were going and I came across a one block street that was one-way. The one-way street was blocked off because it led to Summit Avenue, so the drivers couldn't go anywhere. They were stopped right there. I wound up doing traffic duty for about a half-an-hour, trying to get people out of there, until we could correct it.

KC: Close it off completely?

CB: No, we had to figure out another way for them to go. We couldn't just close it off, because then they'd be stuck at the other end. It was funny. We had a lot of events. The Saint Paul Police Reserves and NAO's are dedicated volunteers and perform the best traffic control. They assist at most large city events.

KC: These scrap books are a wonderful reference.

CB: It does give us a time sequence.

KC: Yes. They are absolutely fascinating.

KC: We were just doing some talking about family, Carolen. How did you separate your work life, your family life?

CB: Well, I loved my work life and, of course, I loved my family life, but they were entirely two different fields. When I went home, I very, very seldom thought anymore about it. The only time I ever remember having work interfere with my home, was one time – I went to my first autopsy and it was Carol Ronan, a social worker that I knew. After that autopsy I came home and I was going to rotisserie a chicken and the ribs reminded me of it, so I called my sister and gave her the chicken. Other than that, really

and truly, I just didn't think about it when I got home. I was so busy with everything around the home that I just never really thought about the work.

KC: Did you do a lot of extra overtime or you just did various rotating shifts?

CB: I did rotating shifts, but I also did quite a bit of overtime, especially in Homicide when I was called out or working weekends or special assignment. Overtime gave me time off to be with my family, too. When I first came to police work, I was looking forward to working 4:00 to 12:00 shifts, because I could be home during the day with the children when they were young. So, it had its advantages.

KC: Did you ever have child care problems or did you kind of work the shifts so that your husband could be home?

CB: I wish that was the case, my husband's hours were longer than mine. We were really fortunate. We got a woman, right away, Millie, that the children loved, and she came into our house. We could afford to pay her to come to our house instead. And they didn't have the daycare centers and things they have now. She stayed with us for many, many years. When she finally got remarried, her best friend came instead. We moved out here in 1970, and it was very difficult for anyone without a car to come here, anyway. By this time, our youngest one was in school, so I was able to arrange things for after school and that worked out well. So, I never really had a big problem with that.

KC: You were promoted to sergeant in 1971. By the time you were promoted lieutenant in 1985 the children were grown, and out of the home?

CB: Yes, the youngest would be in college. They were gone.



Bailey family holiday card in 1985

KC: You spent fourteen years in Sex Homicide. What are some of the additional stories that you can remember about being in Sex Homicide and what that work was like.

CB: We handled primarily all crimes against the persons, in fact, for awhile it was called Crimes Against Persons. We would investigate physical abuse or sexual abuse of children, and it was really depleting your energy. So whenever I felt overwhelmed with, say, a child murder or abuse, I would take a nice clean 'who done it?' homicide. The cases were so variable that you could avoid being burned out.

In fact, I did a lot of training on "burnout" and how you can work so you don't get burned out. I have a very dear friend, who is still one of my dearest friends, who worked for the Minneapolis Police Department and she was all this time in family violence, the Family Violence Unit. I could never understand how she could do that all those years. Finally, she reached the point where she was so burned out, she'd cry on the way to

work. So, she retired early. I think you need to protect yourself from the burnout. And I had enough variety that I could.

KC: Saint Paul was set up where you could chose different cases or you could say "I prefer this case at this time" or something like that?

CB: No, it was assigned to you by the captain of Homicide, but if you were really eager to work on something, the captain would certainly take it into consideration. You did get enough variety, you didn't work just one type of case.

KC: Were there any cases that you remember that were particularly difficult, that stayed with you for a long time?

CB: Well, there's some that you remember because of the uniqueness of it. Hugh

Byon Morse was one of them. He was a serial killer, and he had killed Carol Ronan, the social worker acquaintance. That was one of my first homicides I worked on. He was identified because a Saint Paul resident had gone to the FBI building in Washington and had spotted him as one of the "10 Most Wanted" and said he lives in Saint Paul and that's how we began to identify him. There were some of the very outstanding ones like Robert Pietraszewski, who was very unique and is still in prison.

KC: You have a friend who's murdered and then you're working on the case –



CB: She actually wasn't a friend, she was a work associate. She was murdered and it just happened to be my first autopsy, so it disturbed me a little bit, knowing her.

The very first chief that hired me, he wasn't on the Department long after I joined the Department, Chief McAuliffe. I remember him telling me that he had worked homicide many years and that working homicide was the greatest satisfaction, because "you put all the pieces of the puzzle together and when they fit, you knew it." Absolutely, he was so totally right. We get, not a smoking gun case, but a good 'who done it?' and you just start putting the pieces together. When you're right, you just know it. I won a lot of bets from the guys, I never lost one. I think women are particularly able to assess relationships and in many cases homicides result from relationships or what makes sense, too.

KC: Now, I hear you talking about intuition.

CB: Well, I think it's a lot more than that. I do think that from experience and working with people and knowing how people respond to each other and so forth, that it's a tremendous advantage.

KC: Can you remember a time where just intuitively you knew you needed to follow a certain path?

CB: Oh, many times. There was one case of a grandmother, she was in her sixties, on the east side of Saint Paul, who was found shot to death at the bottom of her staircase in the basement. It was clearly not a burglary, and we eliminated most of the obvious motives. So, when we were canvassing the neighborhood, one of the neighbors just remotely, casually mentioned

that ten years earlier the victim's next door neighbor had wanted to buy her house and when she refused to sell it, the neighbor began accusing her of running a house of ill repute, of prostitution. It was so remote and so bizarre that you wouldn't normally think about it much, but I put it in my report because there was an absence of any other motive, here was this wonderful grandmother that everybody loved.

Well, I'm doing my reports that night, and it must have been about midnight, when Don Giese, a reporter from the Pioneer Press called me and he said "I just got a really strange call." And he said, "It was a woman, she just had to be crazy and she said that your victim was running a whore house." Well, as soon as that happened, I knew, I knew it was that person! It just fit, and it wasn't because of the facts we had obtained, it was the absence of any other facts. Fortunately, we had a captain, Ernie Williams, who used to always go along with my hunches and he sent everybody, including me, out on this one. We found the gun, and we were able to charge her. You just know when it's right. I won a red snapper dinner at Gallivan's for that, from the guys.

KC: [Chuckles] So there was a bet?

CB: Oh, absolutely, the guys were quite irritated that they had to go out on this hunch. They thought it was just a long shot and, of course, it was the absence of anything else that made me convinced this was it.

KC: So now, when you're working with the guys, do you just enthusiastically, passionately say "I really think this is the track, this is where we need to go."?

CB: Well, I don't say, "I really think this is the track.", but I do say, "He did it, this is it. Let's prove it." You know, I mean, I'm determined, yes, that's probably true.

KC: Any other cases that you remember working on and finding the satisfaction of solving it?

CB: We did death investigations where there may have been some question about the cause of death, so not all of our death investigations resulted in homicides. One of them looked like an obvious homicide, and it occurred in Highland Park. It was a student at Cretin High School, who was found dead in the woods with both his thumbs missing. It looked very, very suspicious. It was not too far from the railroad tracks, so the first thing we thought was maybe he was trying to jump the railroad. I went to talk to some of his friends in school and eventually something came out that he had talked about doing a pipe bomb. So, I, right away, figured that's exactly what happened and I called the captain in Homicide. He detailed Earl Miels,²³ who was great at crime scene searches, and a couple of the other detectives and some patrol officers to go back to the crime scene. They began circling the area from where the body was found and eventually found the pipe bomb. So, it was not seen or readily evident at the scene, but eventually they did find that. That was a sad case.

Those deaths are very sad, just like suicides are always very sad. Because you figure that if they could wait a day or a week or a month or a year,

²³ Earl E. Miels was appointed reserve patrolman November 1, 1949; promoted to detective March 1, 1962; and retired February 5, 1982.

things would look very, very different. So, I always found that particularly tragic. And then we also got the death by mischief, where mostly young boys were masturbating while they were hanging themselves. The lack of oxygen created the sexual excitement, but sometimes they lost control, and they accidentally hung themselves, asphyxiated. Those were sad too, very sad. The homicide scenes did not seem quite as tragic to me, even though they certainly were.

KC: What was it like doing a mischief death and then coming home to your boys?

CB: Well, I didn't even relate that, at all. It was very difficult to deal with the parents. In fact, I did a lot of death notifications, and the challenge is that you have to let the parent know what has happened and, yet, you have to get as much information as you possibly can from the parents so you can proceed quickly on the investigation. A homicide is usually made or broken by the first few days, the first 24 hours are critical. You need to get as much information from the family while you notify them of the death. Sometimes they get so distraught that you try to get some information before you even tell them.

KC: Do you remember a death notification that you had to do?

CB: Oh, sure, a lot of them.

KC: Any that you want to share?

CB: Well, nothing that was unique, people get very distressed. I know that a couple times it was so critical that I get information from them that I wouldn't tell them right away, what happened. But you can't prolong it very much.

KC: Then from there you moved to patrol? Any stories that you can share about patrol?

CB: I really enjoyed working patrol. I used the Saint Paul Police book to study the faces and names of all the officers that were assigned to the Northwest Patrol Team, so I learned them very quickly. Within a week, I knew everybody's name. We probably had a hundred officers working there. A lot of them, because it was a high crime area, were what I call *cowboys*. They wanted to work where the action was and they'd get all excited. So part of my job was when there was a big case, going out and putting some of those officers back in service, because they would all infiltrate, like a herd of elephants, on something that was sensational.

There was one time that was kind of fun. It's involved FBI agents. We had a man, John Patrick Murphy, who was a stalker, and he did it all, just name it, he was really screwed up. He would put dead animals, pets and rats and you name it, in mailboxes – he was really distressful. He would harass judges and everyone that had contact with him. We were trying to get him and the only way we could seem to do it was through a federal crime. We contacted the FBI. I had worked on {cases involving} John Patrick Murphy while I was in Homicide, so I knew him well, anyway. I was out on patrol, and they called me to come to the team house. I got there, and here were two FBI agents in black suits, white shirts, black ties and very pretty boys, maybe late twenties. They said, "We are having a problem, we're trying to serve a subpoena and we can't get the man to respond to our knocks." I asked, "Who is it?" And they said, "John

Patrick Murphy.” Then I asked, “What have you been doing?” And they said, “We’ve been knocking on the door, and he won’t answer.” They apparently had no street experience, and I said, “He won’t answer if you come like that.” So, I called one of our outstanding officers, Tim McNeeley, and I told him, “We want to serve a subpoena.” They, of course, all knew John Patrick Murphy, he lived in our team area. So, Tim put on his gym clothes, and we put the subpoena in a empty pizza box. He went to the Murphy’s front door – it was sort of ironic because that was one thing that John Patrick Murphy used to do, send false orders of pizza to the houses. Tim went up to the door, knocked, and he said “pizza”. John Patrick Murphy came right to the door, and Tim opened the pizza box, served him with the subpoena and that was it. It was really sort of funny though, because the FBI was baffled as to why they couldn’t serve this subpoena.

KC: [Laughs] I hear a lot of creativity. Were you ever hit with any resistance for your creativity? Or was it just always the game of everybody is being creative?

CB: No. I got resistance from the guys, but it was playful resistance. I mean, they would tell me I’m crazy, and that’s why I won so many bets from them, because they just figured things were a long shot.

KC: What were some of the jokes that were played back and forth?

CB: Oh, my. One I remember the most was on my birthday they put rolls of paper, about six feet in width, and wrapped up the building across the street, saying ‘Happy 40th Birthday, Carolen Bailey’. Well, it was not my 40th birthday and I was not one bit happy about it. They put signs in every

single bathroom, saying call such and such a number and wish Carolen Bailey a happy 40th birthday, inside the bathroom stalls, everywhere, they did that.

KC: How old were you?

CB: Thirty, and it was a traumatic birthday, believe me. I thought I was really getting old. They just never let up on that, so I figured out who was the ringleader, and on his birthday I had a t-shirt made with a picture of him on a Vice search, where he was sticking his tongue out and had long hair and mustache. I had it put on a t-shirt, and I wore it all day long and then I gave it to him. So, we get back and forth on those kinds of things. It's called "survival" in a tough world!

KC: What did you bet mostly? You said you won a lot of bets.

CB: I won all of the bets on cases, and that's mostly what we bet on, I can't think of much else.

KC: Would you bet dinners out or money?

CB: No money. We ran out of things to bet on. I got a case of Nut Goodies once. One of the bets, we couldn't think of anything, so the guy said, "I'll bet you a coconut." I said, "sure." So, when I won, he brought in this big coconut, and it had a really hilarious face painted on it. On the back of the coconut shell, it read, "from one to another". When I was promoted to sergeant, they had a big dinner at the Pool and Yacht Club for me.

KC: Who's they?

CB: The guys in Homicide and some others, I guess. And they presented me with a big peach bra, had to be size triple D. They had sewn sergeant stripes on it, a Saint Paul School Police badge, you name it, it was all

decorated. They presented this big thing to me at dinner. But, I knew it was all in fun, now today you wouldn't dare do that. But it was hilarious, and I still have it.

KC: Why do you think things changed, where there's that male/female humor, because I think that's what it is. I have long-term male friends and we have a male/female humor and there isn't anything that's sexual about it, but male/female humor can have an underlying risqué flavor, and that's what I'm hearing you say. I mean, acknowledging the differences in the genders.

CB: Well, part of it, of course, is teasing on cases. There has been some that have been nasty for some women. I don't recall having that experience, but I know, I have talked directly to women who have. That spoils the good intentions.

And it's very important, I think, for both the male and the female that are working together to understand the intentions and to not get disturbed if somebody really meant well, they were just trying to be friendly.

Sometimes we all get a little too sensitive and then you make a big deal out of something that shouldn't be. And, a good example of that is in, one of my best friends, Kathy Burke's book, Detective, because she describes some of the things that had happened and how you had to handle it. You have to pick your fights, and some aren't worth it.

KC: Who was your mentor to help you learn how to pick fights? Was there anybody that you had to talk to? If something, maybe you're not having a great day, it hits a bad cord and, yet, is this a fight that's worth picking?

CB: I had a lot of them. Chief Lester McAuliffe was my first. He would tell people when I was working undercover, he would call the backup into his office – and someone might take this offensively – and, he would say “If one hair on her head is hurt during this raid, you don’t come in the office, you mail your badge in.” He would tell me things about his experience in Homicide that I found very helpful. And then, of course, George Barkley²⁴, he was the captain of Homicide. He was the one that handled the T. Eugene Thompson murder, and he was wonderful. When he was in the hospital dying of cancer, he heard that I had some heart trouble and I was in the hospital, he immediately called me to be sure I was okay. He was terrific. Basically, I’ve been really fortunate because I’ve had a lot of people that have been helpful to me.

Bill McCutcheon, when he was assistant chief and then deputy chief, he sent me to my first conference, on his budget, for the International Association of Women Police. He wanted a report on school police and I gave him a detailed report from the workshops I went to there. He was very supportive in sending me to those conferences. I learned a lot because those conferences were not just one particular subject, they were a wide variety and they prepared me for all the new assignments I had.

²⁴ George G. Barkley was appointed patrolman November 21, 1938; military leave March 13, 1942 to November 1, 1945; promoted to detective November 18, 1947; detective lieutenant May 1, 1956; rank changed to captain February 1, 1965; and retired January 14, 1971.

KC: How did you mentor the women that came on? The first woman came on in 1975, and 1977 there were a large number of women that came on.

CB: Well, the first one was Debbie Montgomery. I was really eager to get women on the Department and for them to come on patrol or wherever. So when I heard that Debbie was just taking the test for fun, yet she was the only woman who passed the agility test, I really started encouraging her. I invited her over to a meeting of the Minnesota Association of Women Police at our house. Fortunately she stayed, because she was a real asset. Then when Judge Miles Lord issued an order that we have seven black officers hired out of twenty-five, then McCutcheon set it up, talked to me, and he set it up for seven women to be hired. That's when we got the next group of women. Now there must be dozens of women on the Department.

KC: I just heard there were 101 sworn female officers, and 11 more in the academy. Our Deputy Chief is a woman [Nancy DiPerna²⁵] and so, I mean, they are certainly moving up the ranks and getting acknowledged.

What were some of the ways that you mentored the women as they came on?

CB: Well, some of it was a little frustrating. Debbie had horrible experiences with her uniform. It was hilarious, really. The way she would describe her tie falling in the toilet and things like that. So, when the seven came

²⁵ Nancy Elizabeth DiPerna was appointed police officer October 31, 1980; promoted to sergeant March 9, 1986; lieutenant May 1, 1990; commander October 4, 1997; senior commander January 1, 2000; assistant chief June 26, 2004.

on, we wanted to be sure that the women had well fit clothes and shirts that weren't just made for the men and pants that weren't just made for the men, but tailored for the women. Chief Rowan told me that I could talk to the women and they could have any change we requested on the uniform, as long as they all agreed because it had to be consistent, all of the uniform.

KC: So all the women's uniforms had to be consistent?

CB: That's right. We could change the hat, everything. Well, of course, the immediate resistance was one woman didn't want the hat changed. In frustration, I pointed out that the authority was not with the cap. There's always been a problem getting officers to wear the cap anyway. Then there was an argument that one woman preferred to wear men's shoes anyway. We had real problems. Finally, we were able to agree on a fitted women's shirt and pants, which was a huge step, because it was awful trying to fit into all that. But, by and large, we weren't able to make a lot of changes, because they couldn't agree. A couple of the women told me a couple years later that they were just so glad to have a job and that they just didn't even care at the time. They made a mistake, they said.

KC: Were they afraid of being too different?

CB: Maybe. I don't know, maybe that's it. There was a problem when women first started becoming more active as police officers. Some women, not necessarily in our department and not by any means near the majority, but some women thought that they could be a better police officer if they acted tough like the men. Some would adapt their language, and instead

of using the skills that they had and their own personalities, they would come across much tougher.

I don't think we see that as much now as they did then, but they really did have to prove something and some of them mistakenly thought that was the way to do it.

KC: You and I have talked about the fact that some of the women had some very horrendous experiences and that it is critical that we not get into those experiences, because we need to protect the women. But let's make reference to the fact that it wasn't just all an easy road for the women.

CB: There were several women that would call me and ask me to meet them somewhere, and they were in tears. Some were ridiculed, and there were a couple that left because of some of this. We didn't have a maternity policy at all, so that created problems for one woman and eventually she left.

And, of course, I was the first one that it created problems for, but Civil Service was not interested in setting up a policy at the time, so I simply resigned and then came back because the Chief had already arranged to rehire me.

KC: How did they work out a maternity policy? What did the next woman do?

CB: What they did, the next woman that was pregnant, she took over desk duty and worked at the front desk. She didn't like it much, but they didn't want her out on the street or anything of that sort, and I can understand that. I think some departments are still very strict about that.

KC: One of the male officers has referred to the fact that when there started to be a number of women on the Department that there was some dating and some dating between partners and the ups and downs of that from the male perspective. Did some of the women experience enjoyment in dating and others experiences a feeling of forced that they had to?

CB: There wasn't a lot of that in the early days. I think there was more later, but I don't think there was any real problem with single men and single women dating, except that they tended to, in the early days, to keep them in different assignments, so that they weren't both working for the same team and that sort of thing. That was perfectly consensual, so there was no real problem about that, except to keep them apart when they were working. Although, I don't know why, frankly.

But there was, in the early, early days, when a few rare women were promoted to higher positions, there was this backlash that she slept her way to the top. Which I always thought was incredible, because they never blamed the man, it was always the woman who slept her way to the top and not the man that was in the position to take advantage of her. I have talked to a couple women that were in positions where they felt coerced into sex to even hold their job and it was extremely unpleasant for them. Certainly, nothing that they would have ever chosen to do. Very, very intimidating and very difficult for them to talk about. So, I don't think a woman sleeping her way to the top was something that a woman chose and got a lot of pleasure out of doing and I think they were extremely rare.

KC: What were some of the hardest challenges that the women faced in coming into this *cowboy department*?

CB: We had a lot of criticism about one woman, in fact, when I came to the Northwest Patrol Team, they told me that they wanted to get rid of her. And I couldn't find one thing that she was doing wrong. I think women were subjected to a closer scrutiny and criticized for things that would have been overlooked for the men. I think they had to work harder to prove themselves and be very careful about it.

KC: You left in 1991, so this had been fifteen, sixteen years after the first woman came on, after Debbie [Montgomery] the time you left, were you seeing some changes?

CB: Oh, definitely. But there were still things happening. There was a big emphasis in the department that if there was sexual discrimination or harassment and you were a supervisor or a boss, you had to report it, otherwise you would be personally liable. So, this was really emphasized. And I did have some instances, which I cannot identify because of this confidentiality of the women, that I did report to the [City's] Services in the Personnel Office.

KC: Were they investigated? Was anything done?

CB: I don't think there was any consequences that resulted from that.

KC: None of the women ever filed any discrimination cases or sexual?

CB: No. It was always so traumatic for the women that they really didn't want to go through a court process or the kind of harassment that officers would gang up on them, and that's definitely true. And that happens to the men, too.

KC: Were there ever women where the male officers didn't back them up? We had gone to single cars with the idea that one car is primary and there's another car that is a backup.

CB: Yes.

I certainly had not that experience at all. I didn't call for assistance more than three or four times max, and they were there within a minute or two. I was always confident that there would be somebody to back me up. There was one woman that was in disfavor, and they would heckle when she came on the air. This didn't last, and it wasn't too obvious or blatant because, I think, the higher echelon or the administration, would have taken action. It was much more subtle.

KC: Now, after you were in patrol, you went into Volunteer Services?

CB: No, I was commander of the Vice Squad for two years after I left patrol. That was a challenge. There was a woman working there, and I was told when I came in the unit that she should probably be transferred out. I

found that she was a very hard worker, had a lot to offer, wanted to be in the unit, and I held onto her as long as I could.

KC: What were some of the challenges of working vice? Early in your career you did the undercover work.

CB: Yeah, I used to joke that the reason they put me in charge of vice was because I was the first officer that posed as a prostitute. I never



asked any woman to do any assignment for me that I hadn't already done myself. I ran the Vice Unit as a team. The Vice Unit has so many areas that they can investigate that they have to be selective. We would have a meeting every Tuesday morning of all the people assigned to Vice, and we would get the input of everyone. What should we do next? Where's the problems? We were getting a lot of trouble from a dance hall in a certain neighborhood that was associated with prostitution and drugs, so we decided to tackle that one. Everybody took a special assignment, and then we would get a search warrant and act out. And as a result, too, we raided all of the saunas which were associated with prostitution, simultaneously, within the city and we had a judge standing by in our office. We really worked it as a team.

KC: And the smile on your face says that you take a lot of pride in how that worked.

CB: In the first three months we accomplished the previous goals for a year from a previous plan.

KC: So then after Vice, it was Volunteer Services & Special Events Unit?

CB: Yes.

KC: What were some of your successes in Volunteer Services?



Lt. Bailey
1985

CB: Well, I was told that because of the International Special Olympics coming that we had to increase our police reserves from 60 to 300 or something, so it was an immense drive for recruiting in the academy and we actually did

it. I felt that part of that was to acknowledge the generosity of those who volunteered their time. We had volunteer reserve officers and neighborhood assistance officers, who put in more time than a full time job. So, I changed the annual recognition dinner to be more of a celebration. We had it at the Town and Country Club with balloons everywhere, we did the pins for the [years of] service and anything we could do to really recognize the tremendous service that they were doing and, I'm sure, still doing for our Department.

KC: Any particular stories that you remember when you worked in Volunteer Services?

CB: Well, it isn't a case, but in trying to give them some recognition, we took over the hallway that led to the skyway [between the old headquarters building and the annex on Tenth Street] and made that all recognition for the services of different volunteers, with photographs and so forth. We had a lot of activities and special events in the city.

KC: Any other stories about the International Association of Women Police?

CB: Well, I'm still on their board. I haven't been to the last couple conferences, because I was recovering from illness. But, it's still necessary, because there are many small departments where the women are still isolated and need the support and reassurance that they can do the job, the training, and the reassurance that other women have encountered the same problems.

KC: What are you most proud of, of your years as being a pioneer policewoman?

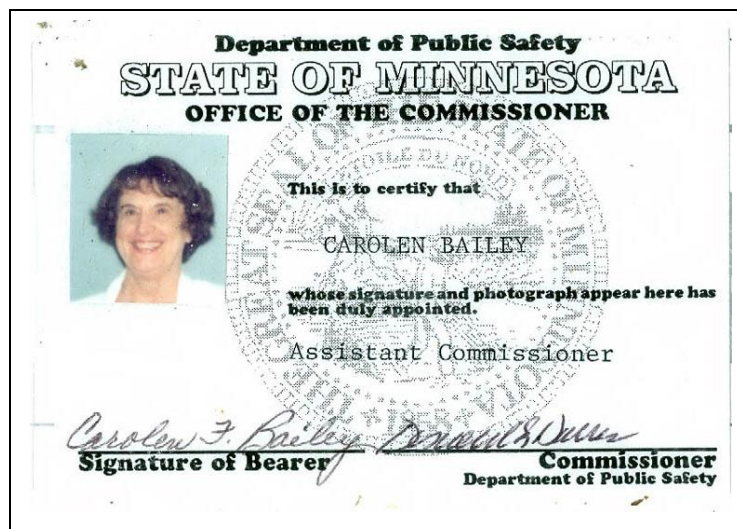
CB: Oh, my. I suppose being partly responsible for opening up the promotional opportunities for the women in general. For increasing the numbers and for, in some small way, demonstrating that women can do the work.

KC: And as a pioneering woman, what are you most proud of in your life?

CB: Oh, probably my family, our three sons that have done very well and never caused me a moment of concern. Especially, our oldest son, who is disabled and is able to drive with hand controls and be the sole support of his family. I'm very proud of our family. And the support I've gotten from my husband, as well.

I think that's really important, because some of my dear friends did not have the support. One of them has gone through two marriages already, and it's difficult. It's not just difficult for women, it's difficult for men too. It's not an easy job to encourage a marriage.

KC: Thank you Carolen, for you dedication to women in police work.



RESUME BRIEF

Carolyn F. Bailey

11 Eagle Ridge Road
St. Paul, Minnesota 55127

WORK HISTORY:

- 1/92 to present Assistant Commissioner
Department of Public Safety, State of Minnesota
395 John Ireland Boulevard
St. Paul, Minnesota 55155-1889
Management in multi-divisional agency of 1,800 employees and \$135 million budget.
Primarily responsible for policy and legislation.
- 5/85 to 2/91 Lieutenant
City of St. Paul Police Department
100 East 11th Street, St. Paul, Minnesota 55101
- 5/88 to 2/91 Commander, Volunteer Services/Special Events Unit
Responsible for recruitment, training, assignments, and operations of 300 Police Reserve Officers, Neighborhood Assistance Officers, Police Chaplaincy Corps, and Police Explorers Program. In addition, all special event permits and activities, such as parades, marathons, and festivals are planned, organized, executed and billed in unit.
- 5/87 to 5/88 Commander, Vice Unit
Responsible for the enforcement of laws that regulate and control gambling, prostitution, liquor, and obscenities, including investigating complaints, utilizing undercover personnel, informants, and search warrants, inspecting licensed facilities.
- 5/85 to 5/87 Patrol Division, Northwest Team
Executive Officer in highly diversified and active district comprised of six sergeants and approximately 100 officers who respond to citizen calls for service.
- 12/71 to 5/85 Sergeant
Sex-Homicide-Robbery Unit
Investigated all types of violent crimes, presented to prosecutors, and testified in court.
- 7/61 to 12/71 Policewoman
9/66 to 12/71 Sex-Homicide Unit
7/61 to 11/63 Juvenile Division
Investigated all offenses committed by juveniles, referred appropriate agencies and filed petitions to Juvenile Court. Also worked special assignments to other Detective Divisions, including undercover for Vice Unit.
- 10/57 to 1/61 Social Worker
Ramsey County Welfare Department
476 St. Peter Street, St. Paul, Minnesota 55102
Assigned to Child Protection Section, where was assigned cases involving abused, neglected, and delinquent children, unmarried mothers, adoption studies, and children
- 6/57 to 10/57 Personnel Officer
First Trust Company, First National Bank Building, St. Paul
Interviewed and tested job applicants, misc. personnel work

AWARDS AND ACHIEVEMENT:

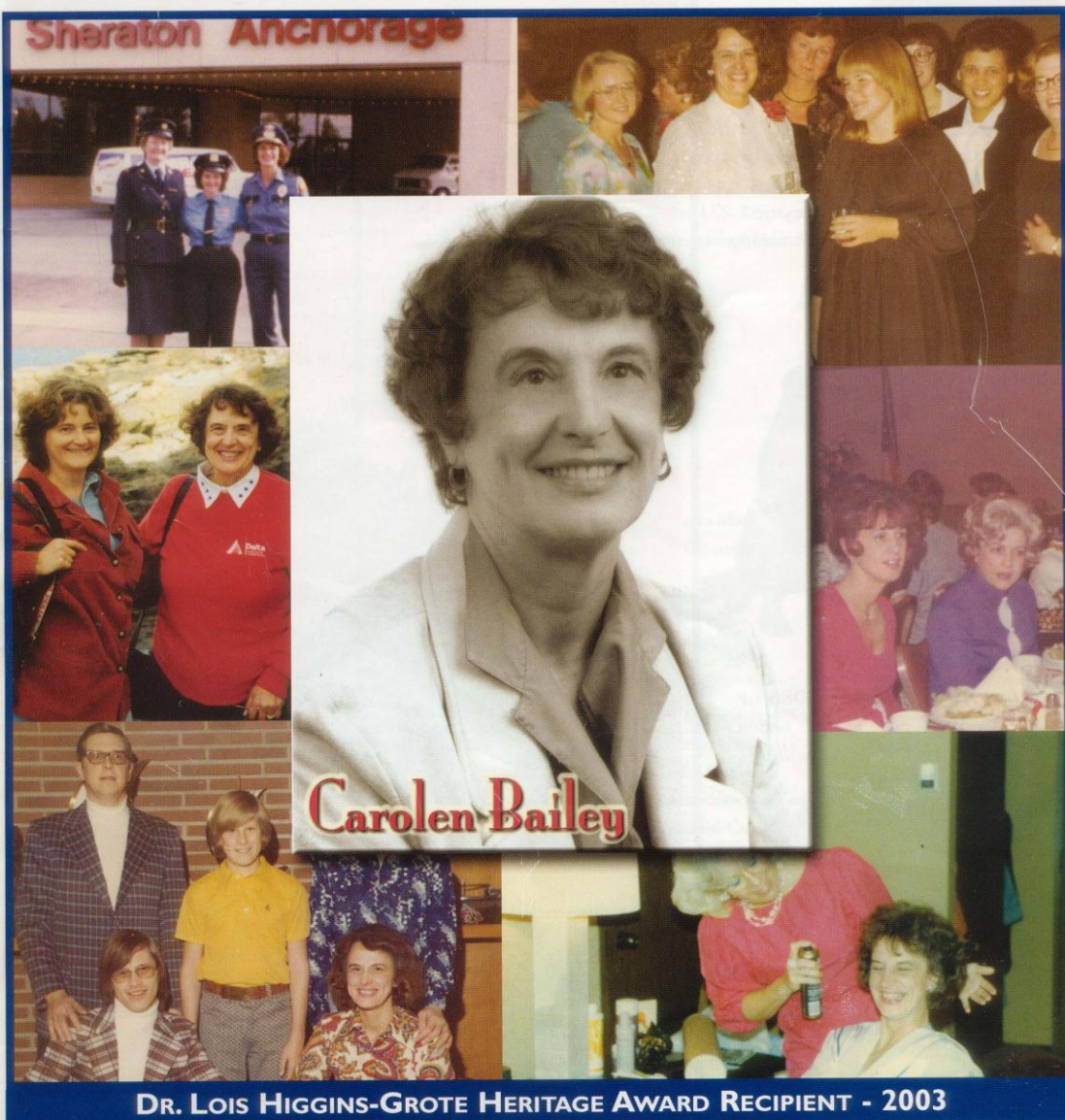
- ATOM Hall of Fame, Association of Training Officers of Minnesota, 1992
(1st woman to receive the annual award)
- Susan B. Anthony Award, Minnesota Center for Women, 1991
- Received First Annual "Carolyn Bailey Mentoring Award", Minnesota Association of Women Police, 1991
- A "Minnesota Treasure", Women in State Employment, 1990
- Minnesota Women's Consortium Merit Award, 1988
- Executive Director, International Association of Women Police, 1988-1991
- Delegation Leader, Women in Law Enforcement, Citizen Ambassador Program
8/92 Australia/New Zealand, 4/90 U.S.S.R., 8/88 Republic of China
- St. Paul Community Education Advisory Council, 1988-1991
- President, International Association of Women Police, 1980-1982
- National Distinguished Citizen Award, Alpha Gamma Delta Sorority, 1985
- White House Award for Professionalism and Leadership to Nations, D.C. 1984
- Outstanding Community Leader Award, St. Paul Y.W.C.A., 1982
- Officer of the Year (first annual), Minnesota Association Women Police, 1981
- Minnesota Peace Officer Standards and Training Board, 1977-1980
- Minnesota Advisory Councils on Child Abuse and Neglect, Sexual Assault, Battered Women, 1970-85
- Community Councils and Boards for Alpha Human Services, Face to Face Center, Alpha Gamma Delta
U. of M., Children's Hospital Sudden Infant Death Center, Stress Resource Institute
- Author, 1979 - 1985: "Incest: A Practical Investigative Guide", Police Chief magazine; "Sexual
Assault" and "Incest, The Hidden Crime", State of Minnesota Training Manuals; "Prescription for
Protection", St. Paul Police Dept.; "Law Enforcement Bible", Stoeger Publishing Co.
- Outstanding Alumnae, Twin City Panhellenic Association, 1979
- A Founder, Ramsey County Child Abuse Team and Ramsey County Sexual Offense Services (SOS)
- Kiwanis Outstanding Public Servant of Year, St. Paul, 1969
- Instructor and Speaker at numerous seminars, colleges, meetings throughout U.S.
- Served on various oral hiring boards for law enforcement and social service agencies.
- Numerous Departmental Commendations, St. Paul Police Department
- Speak Portuguese, French, and Spanish

Sept, 2003 Heritage Award, IAWP San Francisco CA
June, 1997 Annual Lifetime Achievement Award, Natl Assoc of Women Police

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The Official Publication of the International Association of Women Police





2003 IAWP

*Dr. Lois Higgins Grote
Heritage Award
Winner*



**Carolen
Bailey**

Carolen is a woman with extra-ordinary talent and lifelong devotion to women, especially those in Law Enforcement, as well as being the most efficient person I have ever met.

Carolen has been a role model and mentor to women officers during her 30+ years in policing. In fact, the **Minnesota Association of Women Police** (which she helped organize) named a mentoring award in her honor: **The Carolen Bailey Mentoring Award**.

Carolen joined the St. Paul Police Department in 1961 and soon began to rise thru the ranks from Policewoman to Sergeant and on to Lieutenant. She was assigned to Sex, Homicide and Robbery. As a Lieutenant she commanded a patrol division, a Vice unit and the Volunteer Services and Special Events units.

In 1992 following Carolen's retirement from the St. Paul Police Department, she was appointed, by the Governor of Minnesota, to the position of Assistant Commissioner in the Department of Public Safety, State of Minnesota. There she was primarily responsible for policy and legislation.

Carolen has received over 30 awards and commendations from various civic and law enforcement organizations; she has been written about in several books and has authored many manuals and magazine articles on the subject of "incest and sexual assault", as well as other police related topics. She has been an instructor and speaker at numerous conferences, seminars and colleges, and served on various oral hiring boards for Law Enforcement and Social Service agencies.

Carolen joined IAWP in 1969, in Madison, Wisconsin. There she met **Dr. Lois Higgins-Grote, Mary Rita Ostrander, Felicia Shpritzer, Rosie Mason** and so many other women who dedicated themselves to the IAWP. She had found a home. In 1971, while attending the conference in Kansas City, Missouri, Carolen and I met and immediately became friends. We were always up to mischief, spending all day in the classroom, learning...and all night seeing the sights and meeting new officers from the hosting agency. Always networking...always having fun.

Carolen served on the IAWP board for several years before becoming the President in 1980. **Rosie Mason** was her Executive Director. Together they brought many new ideas to the organization. She served as Executive Director for two Presidents of IAWP, from 1988-1991 (**Kathy Burke**) and again from 1996-1998 (**Connie Maki**), and she continues to serve on the Board of Trustees.

There is however, another side of Carolen. She married her loving husband **Roger**, while in her first year of college, it was **Roger's** second year of school. That was 47 years ago and together they have raised three sons, **Jeff, Paul and Jim**. She has three grandchildren, **Eric** who is 14, **Cindy** 11 and **Elizabeth Carolen** 8. Carolen enjoys sharing many hours of fun, teaching them her crafting secrets.

Carolen loves to write poetry, decorate her two beautiful homes, paint and make creative objects from wood, shells and other materials, often obtained while at IAWP conferences. No pinecone, shell or cork shall ever escape us on our travels.

Carolen is one of the truest friends anyone could wish for. Continuing to mentor and guide those who come to her. She can always be counted on for her input, support and creativity. She initiated the International Scholarship program and wrote many of the IAWP Policies. She is an active participant in the Adopt An Officer Program and oftentimes hosts visiting officers in her home. She is always there if you are in need.

And so it is with great pleasure that IAWP presents **Carolen Bailey** with this year's - **Dr. Lois Higgins-Grote Heritage Award**.

*Kathleen Burke
Retired NYPD Detective*



*The Baileys: Roger, Carolen, Jeff, Paul and Jim
from Christmas 1976.*





Police pins from around the world
collected at IAWP conferences
create frame for Carolyn's last badge