



## **Gender Equity: Leveling the Law Enforcement Playing Field with Special Agent Dee Neely, United States Secret Service (Ret.)**

### **SESSION DESCRIPTION**

This lively and interactive presentation addresses a crisis faced by every law enforcement agency and administrator: providing gender equity for women in federal law enforcement through recruiting, retention and promotion opportunities. Over 109 years after the United States swore in its first female officer, women still constitute only 13.3 percent of law enforcement personnel. Female officers continue to face challenges that negatively affect gender equity in law enforcement career paths. Rather than focus on past problems, this presentation will provide proactive solutions in two parts. The first session will focus on the immediate needs of recruiting and retention, and the second session looks to the future with the perception of an agency's efforts in gender equity and changing legislation and policies that make that perception reality.

### **SESSION OBJECTIVES**

At the end of the presentation, participants will be able to identify challenges and return to the workplace prepared to implement solutions for:

- recruiting candidates seeking a work/life balance and equity in promotion,
- retaining officers during parenting and being present in the lives of children,
- eliminating the perception of gender segregation in policing, and;
- the legislation, policies, and realities that affect women in law enforcement.

### **ABOUT DEE NEELY**

Dione (Dee) Neely is a graduate of the Naval Postgraduate School, Master of Arts in Security Studies and recipient of the Outstanding Thesis Award, University of Phoenix, Master of Business Administration, and the University of Maryland University College, Bachelor of Arts. Prior to her retirement, Dee served as the Assistant to the Special Agent in Charge, Atlanta Field Office, United States Secret Service and was responsible for USSS protective operations in Georgia. In addition to a secondment to the Joint Terrorism Task Force (JTTF) Domestic Terrorism Squad, she also served as a Public Information Officer, and EEO Collateral Duty Counselor. She currently teaches in higher education and is CEO of a woman-owned consulting firm addressing gender equity and corporate governance.