



WIFLE, INC.

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Women in Federal Law Enforcement (WIFLE)

WIFLE Vision Statement:

Achieve equity for women in law enforcement by maximizing the benefits of gender diversity.

WIFLE Mission Statement:

WIFLE promotes gender equity by conducting research, providing consultation, training, scholarships and awards, and by networking with law enforcement, our members and supportive sponsors.

WIFLE Value Statement:

WIFLE values communication, collaboration and credibility as effective leadership competencies to advance law enforcement, while maintaining our commitment to the highest ethical standards.

Women in Federal Law Enforcement (WIFLE)
Strategic Plan
(WIFLE, Inc. and WIFLE Foundation)

January 1, 2008 - December 31, 2012

Strategic Goal 1: Expansion of Services

By 2013, WIFLE, Inc. and WIFLE Foundation will provide more effective, efficient and unique services to the organization, the membership and the public.

Tactics: WIFLE will:

- serve as a resource for agency executives seeking to improve gender diversity
- provide preliminary legal consultation for employment issues, particularly issues facing women
- conduct research on issues regarding the recruitment, retention and promotion of women
- provide scholarship and tuition opportunities for members
- create a unique resource database to share legal resources
- share academic research on law enforcement related issues, particularly issues facing women
- create and maintain an Advisory Council comprised of law enforcement professionals
- award annual scholarships to select criminal justice students pursuing a career in law enforcement
- provide complimentary registration to select criminal justice candidates
- plan, organize and conduct an annual federal leadership training conference
- conduct annual state, local and/or international law enforcement training
- conduct an annual recognition ceremony to honor outstanding achievements through awards such as, Julie Y. Cross, Top Prosecutor, Outstanding Federal Law Enforcement Employee, Outstanding Advocate, Distinguished Honorable Mentions, Executive Committee and Executive Director awards
- solicit supportive sponsors

Performance Measures: Each January, the Executive and/or Deputy Executive Director and President/Vice President will approve an annual services operating plan outlining specific actions to be taken, the responsible persons, and completion dates that will be executed during the year in furtherance of the selected strategic tactics for completion that year. The Executive Director and/or Deputy Executive Director will provide detailed information regarding the progress and achievements made to Executive committees, the membership, stakeholders, and the community (as appropriate) regarding relevant legal issues, research, the annual training conference, awards, scholarships and sponsorship.

Strategic Goal 2: Conduct Relevant and Credible Research

By 2013, the WIFLE Foundation will be recognized as a premier research organization and knowledge management center regarding issues facing women in law enforcement.

Tactics: WIFLE will:

- conduct research regarding the recruitment, retention and promotion of women in law enforcement
- increase the visibility of the WIFLE Foundation through research projects addressing key issues and challenges facing women in law enforcement
- identify research grant sources
- collaborate with colleges, universities and foundations on research projects
- conduct an annual survey to acquire stakeholder feedback (annual evaluations)
- provide significant research findings to law enforcement agencies, the WIFLE Executive Committee, the membership and the public (as appropriate)

Performance measure: Each January, the Executive Director and/or Deputy Executive Director and President/Vice President will approve an annual research operating plan outlining specific actions to be taken, the responsible persons, and completion dates that will be executed during the year in furtherance of the selected strategic tactics for completion that year. The Executive Director and/or Deputy Director will keep the Executive committees, the membership and stakeholders informed of research findings and future research initiatives, as appropriate.

Strategic Goal 3: Extend Both Membership and Value Membership

By 2013, WIFLE, Inc. will increase (and sustain) membership by 5% each year for an optimum membership of 1000.

Tactics: WIFLE will:

- expand membership to local, state and international law enforcement agencies
- provide members with limited legal consultation
- offer a professional liability program to members
- conduct outreach to high school and college students to generate interest in law enforcement careers
- conduct annual membership drive
- conduct annual recruitment fair
- provide unique resources and research findings to members through password protected website
- conduct monthly agency representative meetings
- create membership incentives

Performance Measures: Each January, the Executive Director and/or Deputy Executive Director will approve an annual membership operating plan outlining specific actions to be taken, the responsible persons, and completion dates that will be executed during the year in furtherance of the selected strategic tactics for completion that year. The Executive Director and/or Deputy Executive Director will provide detailed membership status to Executive Committees and the membership through the annual business meeting.

Strategic Goal 4: Share Information and Knowledge

By 2013, WIFLE Inc. and WIFLE Foundation, will be recognized (through communication, collaboration and credibility) as a leader in research and center for knowledge management on law enforcement issues, particularly those facing women.

Tactics: WIFLE will:

- complete and publish a comprehensive 5-year strategic plan
- conduct and publish research regarding key issues facing women in federal law enforcement
- publish an informational brochure outlining WIFLE's vision, mission and values
- conduct an annual survey and respond to feedback from stakeholders and customers
- archive historic WIFLE materials
- post historical facts about women in law enforcement, upcoming training opportunities and conference highlights, to the WIFLE website
- distribute WIFLE e-news on a quarterly basis
- issue news releases (a minimum of 2 per year)
- advertise WIFLE membership benefits
- publish written articles in relevant trade publications (a minimum of one per year)
- publicize upcoming WIFLE events

Performance Measures: Each January, the Executive Director and/or Deputy Executive Director and President/Vice President will approve an annual communications operating plan outlining specific actions to be taken, the responsible persons, and completion dates that will be executed during the year in furtherance of the selected strategic tactics for completion that year. The Executive Director and/or Deputy Executive Director will communicate critical information to Executive Committee(s), the membership, law enforcement related agencies, and the public, as appropriate.

Strategic Goal 5: Create a Strong and Sustainable Organization

WIFLE will create a strong and sustainable management team and revenue stream for the future.

Objective: By 2013, WIFLE (WIFLE, Inc., WIFLE Scholarship and WIFLE Foundation) will obtain average annual funding increases of 5%, an overall increase of 25%.

Tactics: WIFLE will:

- increase capital through an annual leadership training conference
- establish and maintain Combined Campaign Fund (CFC) certification
- consult annually with (a minimum of 3) members of Congress to acquire and sustain grants for scholarships and training
- collaborate annually with (a minimum of 10) federal, state, local and international law enforcement agency heads to enlist support for WIFLE goals
- contact annually (a minimum of 10) corporate and private sponsors for funding support
- conduct an annual silent auction to raise funding and awareness of the WIFLE scholarship program
- establish and maintain financial controls
- create and maintain monthly financial reports
- create and maintain an annual audit schedule
- create a staffing model, to include paid positions
- create a succession plan
- publish an annual financial statement

Performance Measures: Each January, the Executive Director and/or Deputy Executive Director and the President/Vice President will approve an annual management and fiscal accountability operating plan outlining specific actions to be taken, the responsible persons, and completion dates that will be executed during the year in furtherance of the selected strategic tactics for completion that year. The Executive Director and/or the Deputy Executive Director will ensure WIFLE's financial integrity and accountability through a series of financial reports, regular committee meetings, and the annual business meeting. Through a strong and sustainable revenue and succession planning, WIFLE is preparing tomorrow's leaders today.