



Virginia Association of Chiefs of Police & Foundation
Women in Law Enforcement Conference

March 10-11, 2025

Hilton Short Pump Conference Center • Henrico County, VA

CONFERENCE AGENDA

Monday, March 10

7:30 a.m. – Registration – Capital Ballroom Foyer

8:00 – 9:00 a.m. – Continental Breakfast – Capital Ballroom Foyer

9:00 a.m. – **Conference Opens** – Capital Ballroom A-E

Welcome – Dana Schrad, Executive Director, Virginia Association of Chiefs of Police

9:15 – 10:30 a.m. – **“Keeping it Together and Staying Well”** – Jesalyn Moore, LCSW, LSATP, Public Safety
Clinical Program Manager, Virginia Beach

10:30 – 11:00 a.m. – Break with Exhibitors – Capital Ballroom Foyer

11:00 a.m. – 12:00 p.m. – **“Leading While Hurting”** – Captain Michelle Rhone, Deputy Branch
Commander/Crisis Negotiation Team Commander, Hampton Police Division

12:00 – 1:00 p.m. – **Lunch:** Pete Hatcher, AT&T/FirstNet – Capital Ballroom F-G

1:00 – 2:00 p.m. – **KEYNOTE: “Women in Public Safety – Awareness and Survival in a Changing Profession”** –
Tracie L. Keese, PhD., Associate Professor of Public Safety & Justice, University of Virginia

2:00 – 2:30 p.m. – Break with Exhibitors – Capital Ballroom Foyer

2:30 – 3:45 p.m. – **Hot Topics Breakouts:** Facilitators work with groups of attendees to address key concerns for
women in public safety, challenges and how to impact change
(15 min break)

4:00 – 5:00 p.m. – **Report Out from Breakout Sessions**

5:00 p.m. – Adjourn

Tuesday, March 11

7:00 – 8:00 a.m. – Buffet Breakfast – Capital Ballroom F-G

8:00 – 9:00 a.m. – **KEYNOTE: “Do Not Fart in Briefing”** – Ret. LTC Linda Toney, Henrico County Police Division
*This one-hour presentation will address the recurring themes that women encounter in law enforcement, as
discussed in the book, “Uncuffed Voices: Her Story is My Story.” One of the contributing authors of the book will
highlight key points and provide advice for life after a career in law enforcement.*

9:00 – 9:30 a.m. – Break with Exhibitors – Capital Ballroom Foyer

9:30 – 11:00 a.m. – **“Difficult Conversations and Conflict Resolution”** – Captain Michelle Rhone, Deputy
Branch Commander/Crisis Negotiation Team Commander, Hampton Police Division

11:00 – 12:00 – **“Servant Leadership”** – Captain Kylene Paranto, Ph.D., Chesterfield County Police Department

12:00 – 1:00 p.m. – Lunch – Capital Ballroom F-G

1:00 – 3:00 p.m. – **Hot Topics Panel of Experts: Mentoring & Best Practices:** Panel of Women Public Safety
Professionals Lead Discussion of Breakout Issues from the Attendees

3:15 p.m. – Adjourn

SPEAKER BIOS

Dr. Tracie L. Keesee, Associate Professor, Public Safety & Justice, University of Virginia

Dr. Tracie L. Keesee is a retired 25-year veteran of the Denver Police Department and former Deputy Commissioner of the New York Police Department. Dr. Keesee works to improve equity within law enforcement agencies and the vulnerable communities they serve. To do this, she works closely with communities to ensure their voices are centered in the co-production and redesigning of public safety systems. She also uses data-driven and evidence-based interventions to help law enforcement agencies receive the resources needed to create more equitable outcomes and reduce harm.



Dr. Keesee served as Project Director of the Department of Justice-funded National Initiative for Building [Community Trust and Justice Initiative](#) and is the Co-Founder of the [Center for Policing Equity](#) (CPE). This research center provides decision-makers with data, stories, and relationships to facilitate bold, innovative, and lasting change. Dr. Keesee took a sabbatical from CPE in 2016 to serve the New York Police Department in several roles; first, as the Deputy Commissioner of Training for Commissioner William J. Bratton, directing the implementation of transformative initiatives, including restructuring the recruitment curriculum.

Subsequently, she served as the first-ever Deputy Commissioner of Equity and Inclusion for Commissioner O'Neill, where she was responsible for the overall organizational development and implementation of NYPD's Equity and Inclusion strategic framework. During this time, she also advised the Police Commissioner on implementing accountability systems that monitor training, recruitment, employee opportunities, and complaints to help increase the organization's ability to attract and retain an inclusive and diverse workforce. Dr. Keesee returned to CPE in 2018 as the president until accepting a full-time associate professor position with the University of Virginia School of Professional and Continuing Studies.

In 2021, Dr. Keesee was appointed by the U.N. Human Rights Council President to serve as a member of an expert mechanism tasked with advancing racial justice and equity for Africans and people of African descent in the context of law enforcement around the world.

She holds a Bachelor of Arts degree in Political Science from Metropolitan State College-Denver, academic certifications in Public Policy and Public Administration and a Master of Arts degree in Criminal Justice from the University of Colorado at Denver, a Ph.D. in Intercultural Communications from the University of Denver, and a Diversity and Inclusion Certification from Cornell University. Dr. Keesee is also a graduate of the 203rd Session of the FBI National Academy at Quantico, Virginia. She has published numerous articles across various collected anthologies and peer-reviewed scientific journals.

Lt. Col. (Ret) Linda Toney, CEO, L. Toney Consulting, LLC

Linda Toney served as a law enforcement professional in Virginia for over 29 years, retiring from Henrico County Police Division in 2021. She broke the glass ceiling becoming the first female Lieutenant Colonel in the history of the division. She achieved and surpassed goals as: Interim Police Chief, Assistant Chief of Support Operations, Deputy Chief of Support Services, Commanding Officer of Criminal Investigations, Commanding Officer of Community Services, and Public Information Officer.

Linda holds a bachelor's degree in Criminal Justice from Virginia Commonwealth University. She is an effective communicator with an approachable demeanor, proven during her tenure with the Henrico County Police Division.



Skilled in developing partnerships internally and externally, Linda served at every level within Henrico Police School Services, focusing her expertise on school safety. Proudly, she is experienced in promoting and fostering a culture of inclusivity, equality, and diversity, serving as the LGBTQ liaison, mentoring female recruits in the academy and throughout their careers, and spearheading the Police Division's faith-based coalition.

Linda's leadership training includes being a graduate of the VACP's Professional Executive Leadership School at the University of Richmond; the Administrative Officers Management Program at North Carolina State University; the Senior Management Institute for Police at Boston University; FBI LEEDA, Law Enforcement Executive Development Association, Trilogy; the VACP's Institute for Leadership in Changing Times at Virginia Tech; and she achieved the highest level in the Henrico County Leadership Development Program.

Still a public servant at heart, after retiring from law enforcement, Linda obtained instructor status in North Carolina to continue sharing leadership experiences with criminal justice personnel. In addition, efforts to mentor and cultivate positive relationships with youth endure, as she is a substitute teacher at an all-girls public charter school.

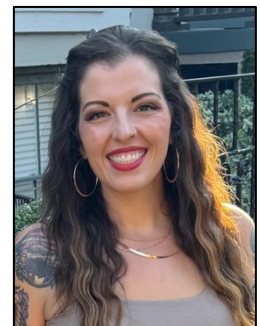
A family enthusiast, she enjoys time with her husband, two adult children, granddaughter, daughter-in-law, sisters, nieces, nephews, and several friends she considers extended family. Other passions include spoiling her sweet labradoodle Finn and volunteering at church.

Jesalyn Moore, LCSW, LSATP, Public Safety Clinical Program Manager, Virginia Beach

With a Master of Social Work from Virginia Commonwealth University and expertise in trauma and addiction counseling, **Jesalyn Moore** serves as the Public Safety Clinical Program Manager for the City of Virginia Beach. Along with her team, she focuses on triage and referral, maintaining vetted community resources for safety sensitive individuals; particularly those facing high-stress situations like First Responders and Military personnel.

Additionally, Jesalyn co-owns **Mission Mind Wellness** with her husband, Ryan. Her background as a military child and spouse combined with her education in Clinical Social Work uniquely equip her to navigate military-specific issues. And supporting her husband Ryan throughout his career as a law enforcement officer is where her interest in competent care for public safety began. Confidential and discreet care is a tenant of their practice as they understand the nuances of holding a safety-sensitive position or supporting someone who does.

Jesalyn's previous roles include SUD Clinician for the U.S. Navy and Market CEO for Summit BHC, a national behavioral healthcare corporation. She is dual licensed in the state of Virginia as a Licensed Clinical Social Worker and Licensed Substance Abuse Treatment Practitioner.



Captain Michelle Rhone, Deputy Branch Commander, Hampton Police Division

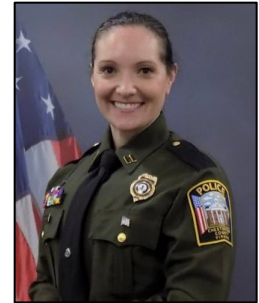
Capt. Michelle Rhone has over twenty years of critical problem solving, strategic planning, decision making, and leading others in the law enforcement industry. She has specific expertise in training and education, leadership development and human resource functions, and has a record of success solving workplace effectiveness problems through the development of systems, policies, and cultivating relationships.

Capt. Rhone holds a bachelor's degree in Criminal Justice/Police Science from Old Dominion University and a master's degree in Management & Organizational Behavior from Benedictine University. She is a graduate of the VACP's Professional Executive Leadership School at the University of Richmond and is now an instructor in the program on the topic of Urban Development. She is also an Adjunct Professor for Old Dominion University and an instructor for the IACP's Women's Leadership Institute.



Captain Kylene Paranto, Ph.D., Executive Staff Officer, Chesterfield County Police Department

Captain Kylene R. Paranto is a 23-year member with the Chesterfield County Police Department (CCPD). She holds a Ph.D. in Industrial/Organizational Psychology from Liberty University, Master’s Degree in Human Resource Management from University of Richmond, BS in Criminal Justice from Shippensburg University, and a Diversity, Equity, and Inclusion in the Workplace Certificate from University of South Florida Muma College of Business. She is a graduate of the VACP’s Professional Executive Leadership School (PELS) Session 49. She is also a graduate of the National Criminal Justice Command College (NCJCC) through the University of Virginia. Dr. Paranto’s dissertation and research pertains to the influence of servant leadership on police officer wellness and perceived organizational support.



Capt. Paranto is the Peer Support/Critical Incident Stress Management (CISM) Team Coordinator and has a passion for leadership. She has a strong desire for process improvements and communication among all staff members in CCPD. Her career has led her to many positions such as a Detective in property crimes, polygraph examiner, and hostage negotiator. She was promoted to Sergeant in 2013, and while a Sergeant, she worked in Patrol Services Bureau, Criminal Investigations, and Vulnerable Populations. As a Lieutenant, she was the Unit Commander in the Personnel Division, and 1st Watch Platoon Commander of the Falling Creek Division in the Patrol Services Bureau. While a Captain, she has been the Division Commander of Management Services and is currently the Executive Staff Officer. As the Executive Staff Officer, one of her responsibilities is leading the CCPD Wellness Program. She has also been on the Diversity, Equity, and Inclusion Council for Chesterfield County for nearly 16 years.

Appointed by the Chief Coordinating Officer, Lieutenant Colonel Eric Gowin, of the Virginia State Police, Captain Paranto currently serves as a part of the work group to support Governor Youngkin’s Executive Order 38: Establishing the Office of First Responder Wellness. The work group is designed to collaborate and research to make recommendations for first responder wellness to the Governor through the Secretary of Public Safety & Homeland Security.

Dr. Paranto believes when there is clear communication, support systems, and various opportunities for education in the workplace, it can have a tremendous impact on how an employee remains engaged and motivated throughout their career. Kylene is originally from Pennsylvania; She and her husband, The Honorable Steven A. Paranto, have 14-year-old fraternal twins, Alexis and Tatum, and a nine-year-old son, Luke.

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