

# Letter: Two cultures of Lake Tahoe

To the community,

We recently spent our first vacation in Lake Tahoe. From experience and observation this is what we found.

The culture of South Lake Tahoe is dominated by big time gambling, parties, drinking, restaurants, tourist traps, and lake activities. For sure action is the buzz word for tourist. There is only one main road around the lake and in South Lake traffic moves at a snail's pace because of traffic volume and stoplights. Be ready to spend one to two hours in bumper to bumper traffic when driving through South Lake Tahoe.

In North Lake Tahoe we found a culture of laid back, kick back, relax, stop and smell the roses. A place to enjoy nature, fine food, beautiful beaches, dense forest, and scenic drives. As a professional AV producer-photographer of 40 years, I found North Lake Tahoe to be a photographer's paradise.

From the Internet we happened to pick a lodge that perfectly matches the culture of North Lake Tahoe. In addition, this wonderful place to stay just happens to have the finest small gourmet restaurant in America. With two master chefs, they keep traffic low and food quality at the highest levels, better than five stars. For the ultimate taste bud experience and treat make reservations at The Rustic Lounge months early.

**John and Brigitte Sims, Dallas**

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# Letter: Parishioners help serve at B&B

To the community,

“Today was a wonderful experience,” commented Sheldon Zimbler, as he was volunteering as a member of Friends of Our Lady of Tahoe Catholic Church’s Adopt A Day of Nourishment sponsor crew. “It was good to not watch TV, especially in this difficult time, rather to feel a very small part of the solution.”

Zimbler and fellow sponsor volunteer Ed Day came to Bread & Broth’s dinner on July 11 to work alongside B&B volunteers to serve the food insecure of the Tahoe South Shore community.

The full course evening dinners served at St. Theresa Grace Hall every Monday by the Bread & Broth program are funded by generous donors who provide the \$250 used to purchase food, serving supplies and utilities for each Monday evening dinner. Such wonderful sponsors as Friends of Our Lady of Tahoe Catholic Church feed up to 120 nutritious meals at their evening dinners and provide a safe and secure environment for those who struggle daily with just the basic needs of life.

At the Friends of Our Lady of Tahoe sponsorship dinner, Zimbler and Day served 110 dinner guests a wonderful meal with a salmon entrée, roasted potatoes, green beans, asparagus, tomato salad and a wide array of desserts. In addition to the main meal, food give-away bags and meal left over containers were distributed by the hard working duo and the week No. 2 B&B team members.

Zimbler best described the atmosphere at the Monday evening dinner with his comment, “The volunteers were great. The dinner guests were so appreciative. God bless us all.”

# Opinion: Not everybody is an expert on policing

By Maki Haberfeld

Nowadays, everybody—agenda-driven politicians, entertainment moguls, and many citizens on the streets—is considered an expert on what needs to be done to improve policing.

This is not helping policing or our current national conversation. As a former police officer and as author of many books and articles about the police profession, I resent the current rush-to-judgment environment and the ubiquitous pontification about the solutions.

Very few academics who study policing are part of the media conversation. We academics hear public officials quote out-of-context statistics, repeat catch phrases like “community-oriented policing,” and fuel the anger. Reputable media outlets often quote the number of people killed by police officers in a given year as an example of police use of force or brutality—even though that figure would include homicidal criminals like Micah Xavier Johnson, the Dallas sniper who killed five officers.

Almost 20 years ago I started teaching a course about police training, and the scarcity of available resources prompted me to write my first book, “Critical Issues in Police Training”. Published in 2002 and based on years of fieldwork and research, I identified five main areas that are extremely problematic for policing: recruitment, selection, training,

supervision, and discipline.

Fast-forward almost 15 years, and we are talking about the same problems—as if they were new and we still need to study them and create commissions to identify what needs to be done. This is a dangerous waste of time for officers risking their lives and for communities living in fear of their local precincts. Research is clear: we know quite a lot about what needs to be done—we must transform the way police organizations operate.

It's gratifying to hear so much in the conversation about the need to change how we train police to reduce violent encounters with citizens. But how we recruit and select officers comes first, before training.

For over two decades, research has shown a direct correlation between the emotional maturity of officers and their problem-solving capacity. Yet, as if deliberately ignoring the scientific research finding, most police departments in the United States continue to recruit and select their officers at the very young ages of 19 or 20.

Instead, we should be hiring older officers and putting them through a standardized, mandatory curriculum of training for all our law enforcement agencies. This training must cover a minimum number of hours that will approximate, at the very least, a two-year college degree. Don't we owe it to our communities to give the officers we charge with guarding our lives at least as many hours of training a beauticians and hairdressers? We would not have to invent such standards. We already have the templates, primarily from other countries. Take Finland. The police college there offers bachelor's and master's degrees for its police force. Completed in about three years, the bachelor's degree is composed of 180 credits.

While we have some police departments trying to transform recruitment, selection, and training, we have close to 18,000

different law enforcement agencies in this country, most of them smaller than 50 sworn officers. Teaching de-escalation techniques at the NYPD or the Dallas PD academy did not change the behavior of officers in Louisiana or Minnesota. If we want change nationally, we need to institute a standardized mandate for all.

What is standing in the way of change? On a federal level, a transformation would require revisiting the autonomy of the states to determine their own standards for police forces—the sort of changes politicians don't want to touch. On a local level, sometimes unions oppose raising the standards, local politicians fear they will lose control over hiring, and money for recruitment and training is not a priority.

Yes, many police departments around the country have gotten better at recruitment of ethnic and racial minorities, but diversity is not a stand-in for emotional maturity. Nor does having a department where members of minority communities are in the highest leadership ranks of the police, as in Dallas, change the perception that policing is a profession that is inherently racist and discriminatory in its application of the law.

The promise of this moment is that we can reach the goal that any use of force must be necessary. But to get there, we can't rely on opinions. We need to start with what we actually know about policing. And we need to pray for the right leadership to enable these changes.

*Maki Haberfeld is a professor of police science in the Department of Law, Police Science, and Criminal Justice Administration at John Jay College of Criminal Justice in New York City and a former police officer. She has written, trained and lectured extensively on the police profession, specifically training needs in the areas of leadership, police community relations, multicultural policing, and operational tactics.*

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# Opinion: Nix the campfire

By Marjorie "Slim" Woodruff, High Country News

In 1972, Grand Canyon National Park outlawed campfires in the backcountry. Backpackers like me considered this an outrage. After all, the only people who carried those fancy little stoves back then were people incapable of building a fire. I bring this up because we are living through another explosive fire season in the West.

Of course, popular campsites back then looked a lot like parking lots. No downed wood, no dead (or live) grasses, no bushes, no bark on the trees as far up as you could reach. When a dozen people a night are building campfires, anything burnable vanishes pretty quickly.

Note: Fires denude the camping area.

I had a stove. I remember setting up my tiny SVEA, putting the pot on to boil, and turning to organize my sleeping place, because when cooking on a wood fire, it takes forever for the pot to boil.

But my pot boileth over, more quickly than I expected.

**Read the whole story**

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# Editorial: What would legal pot do for Nevada's economy?

**Publisher's note:** *This editorial is from the July 15, 2016, Las Vegas Sun.*

By legalizing recreational marijuana, Nevada voters would spark \$7.5 billion in economic activity in the first seven years of sales.

That's the biggest number in an extensive report released this week by RCG Economics and the Marijuana Policy Group, but it's not the only eye-popping figure.

With voters poised to decide a ballot measure on the issue in November, here's a by-the-numbers look into some of the researchers' other findings and projections:

- \$1.7 billion: Total wages and business owner income that would be generated in the first seven years after legalization.

**Read the whole story**

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## Opinion: CalPERS sees flat earnings for a second year

**By Dan Walters, Sacramento Bee**

The California Public Employees' Retirement System – the nation's largest pension trust fund – took a beating during the Great Recession, dropping nearly \$100 billion in value.



Dan Walters

However, it recovered nicely as the nation emerged from recession and finally got back to its pre-recession level three years ago.

At the time, it sparked much celebratory verbiage from the system's professional cheerleaders. But the public employee union flacks have been noticeably quiet since then – for good reason.

CalPERS' investment portfolio barely eked out a profit during the 2014-15 fiscal year and it performed even more poorly during the 2015-16 cycle that ended June 30, declining by \$8 billion (2.6 percent) to \$293.7 billion.

**Read the whole story**

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## **Opinion: Dissecting workplace discrimination**

**By Serena Does and Margaret Shih**

While the U.S. currently has a black president and a woman just made history by clinching the Democratic presidential nomination, both racial minorities and women still face significant barriers in professional settings.



Considering the parallels and differences in the biases that women and racial minorities face is an important way to increase our understanding of workplace discrimination and equality. By reviewing some recent work by cross-disciplinary researchers from across the world, we attempted to shed light and theorize on some ways in which racial minorities might suffer from similar biases as those identified for women. For the sake of comprehension, we narrowed our scope to research on Asian Americans.

As our starting point, we took four patterns of workplace bias that women face as identified by a 2014 study by a research team based out of UC Hastings College of the Law's Center for WorkLife Law. Joan C. Williams, Kathrine W. Phillips, and Erika V. Hall interviewed 60 women who work in the sciences and found that 100 percent reported experiencing one or more of four gender bias patterns.

Although these biases were identified as specific to women, by comparing them to findings from research on biases that Asian Americans face in the workplace, it becomes clear that they can also apply to racial minorities.

The first bias, "prove-it-again," refers to when women have to provide more evidence of competence than men in order to be seen as equally competent. As the name suggests, women can find themselves in situations where they have to prove again and again that they are professional, competent, and/or intelligent. For example, a woman might have to exhibit competency at her job for a longer period before being considered for promotion than a man doing an equivalent job.

Similarly, Asians oftentimes have to provide more evidence of competence than non-Asians. A 2013 study by Lei Lai and Linda C. Babcock found evidence that Asian Americans are evaluated as less socially skilled than whites, and are therefore less likely to be hired for a job requiring social skills (like public relations) than technical skills (like information

technology). A 2013 study on the leadership theories of Asian Americans and whites found that even when Asian managers are seen as equally competent as white managers in specific metrics, on the whole whites see Asian managers as less sociable, less transformational, and less authentic compared to white managers. Like women, Asian Americans must prove their competence to a greater extent than whites, particularly in areas where stereotypes and prejudices remain.

The second bias, “tightrope,” refers to when women find themselves walking a tightrope between being seen as too feminine to be competent—or too masculine to be likable. This is a difficult—not to mention unfair—balance for women to have to consider, and is often very hard to attain. Hillary Clinton is only the most recent and prominent example of a woman who has been criticized for being “too masculine” or, in more coded language, “too ambitious and eager.”

Similarly, Asians are commonly stereotyped as being more feminine and less masculine compared to whites or blacks. In 2012, Jennifer L. Berdahl and Ji-A Min examined stereotypes of East Asians (Chinese, Koreans, and Japanese) and found that they are expected to be as competent and warm as whites—but also less dominant (i.e., masculine). And a 2015 study of “gender profiling” by Erika Hall, Adam Galinsky, and Katherine Phillips found that because Asians are seen as more feminine than whites and blacks, they are seen as better fits for feminine rather than masculine positions. This could pose barriers when Asians seek positions—like police officer or banker—that are historically seen as masculine.

The third bias, “maternal wall,” refers to women finding themselves confronted with the stereotype that they lose their work commitment and competence after having kids. Men who have children don’t typically face this same stereotype in the workplace.

There is evidence suggesting that Asian women are faced with

particular biases and challenges around motherhood in professional contexts. In the same 2014 study of women scientists by Williams and colleagues, Asian women described more pressure from their families to have children than whites and blacks, and also felt more responsible to cover for colleagues who are mothers compared to Latina and white women. At the same time, Asian women were more frequently told by colleagues that they should work fewer hours after having children compared to black and Latina mothers. So Asian-American women face more pressure from their families to have children, while also experiencing more pressure from colleagues to work less after having children.

The fourth bias, “tug of war,” refers to when gender bias fuels conflict among women. In some instances, having a sexist work environment can lead women to want to distance themselves from their gender group in different ways, including by criticizing other women.

Based on the interviews reported by Williams and colleagues, Asian women had to compete with other women for a “woman’s spot” – i.e., a position intended to be filled by a woman—at higher levels than white and Latina women. This seems to suggest that for Asian women, there is more (or at least greater perceptions) of a “zero sum” situation when it comes to the workforce and women colleagues, where one woman’s gain is another woman’s loss.

Ultimately, what strikes us is that there are clear intergroup differences in how women experience and are exposed to these four different patterns of bias, depending on their racial background. Asian women’s experiences can be significantly different from black women’s experiences, and in order to create an equal and inclusive workplace for all, it is important to be aware of such differences.

Future research should look at the ways in which biases and prejudice against women compare to those against racial

minorities, and study which type of interventions are most effective in reducing the effects of such biases. More study is also needed on the intersections of race and gender when it comes to workplace bias. A greater understanding and awareness of the parallels and differences between the biases that women and racial minorities face can result in more effective and efficient interventions in the workplace designed to promote inclusion for all.

*Serena Does is a postdoctoral researcher at UCLA Anderson School of Management and Margaret Shih is full professor at UCLA Anderson school of Management.*

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## **Opinion: Change in law could let Garrido out**

**By Vern Pierson**

In 1972, Phillip Garrido drugged and raped a 14 year old girl in Contra Costa County. In June 1976 in South Lake Tahoe, Garrido talked his 19 year old victim into his car, then handcuffed her and raped her. On Nov. 22, 1976, at approximately 6:30pm in South Lake Tahoe he talked his 25 year old victim into giving him a ride and put a handcuff on one of her wrists. Luckily, she jumped out of the car, alerting neighbors, and escaped. One hour later that same day in South Lake Tahoe, Garrido talked another victim into his car, kidnapped her, took her to a storage shed in Reno and sexually assaulted her. In 1977, Garrido was sentenced to 50 years in prison for that crime.



Vern Pierson

In 1988, Garrido was released early from prison after only serving 11 years of his 50-year sentence. The parole board noted at the time that Garrido could be certified “as not contributing to menace to health, safety and morals of society.”

A few months later, Garrido visited his last victim who was still working up in South Lake Tahoe – telling her “it’s been 11 years since I had a drink.” The victim was shocked to find that he was released from prison 39 years early and immediately reported it to Garrido’s parole Agent – who responded by noting in his file “to subject [Phillip Garrido] to electronic monitoring would be too much of a hassle based on the hysteria, or concerns of the victim ....”

From 1988 until 1991, Phillip Garrido stalked children at parks and neighborhoods ... just waiting for his chance.

On June 10, 1991, he found his next victim – 11 year old Jaycee Lee Dugard – who was kidnapped from Meyers and taken to Antioch, where she was sexually assaulted and imprisoned for the next 18 years.

On Aug. 26, 2009, Jaycee was finally discovered. Two days later, Garrido was charged with multiple felony counts of kidnap and rape. On June 2, 2011, Garrido pleaded guilty and was sentenced to 431 years in prison to life. Under the law in 2011, this meant that Garrido was ineligible for parole until 2440 – 431 years from the date he was arrested.

However, on May 25, the El Dorado County District Attorney’s

Office was given notice by the California Department of Corrections and Rehabilitation (CDCR) that Garrido is now eligible for parole on Aug. 26, 2034.

How is this possible?

It is possible due to the misguided efforts of Gov. Jerry Brown and the California Legislature along with their apparent desire to release more and more prisoners back to the streets of our communities. The little known law that allows Garrido to reduce his sentence by 406 years is called the Elderly Parole Program. Thus, Garrido could be back on the streets of California after only serving 18 more years of a 431 to life sentence. The efforts of Brown and the Legislature are not limited to only helping provide for the early release of offenders like Garrido.

Further, this November, Proposition 57 will be on the California ballot. Brown has noted in his support of the initiative that it “invests in proven public safety strategies that work” and “saves taxpayers dollars by reducing wasteful spending within our corrections system” and “keeps the most dangerous offenders locked up.” The proposed law can be found **online**.

The California District Attorneys Association, which strongly opposes the bill, noted in its analysis of the initiative, that it would drastically change California sentencing laws by ignoring sentencing enhancements for use of a deadly weapon, gang crimes, prior prison terms, and would reduce prison time for those who committed multiple crimes and allow broad authority to release murderers and rapists early. The CDAA analysis also finds that Proposition 57 would significantly undermine more than four decades of criminal justice laws and policies approved by California voters that were designed to enhance public safety and protect the rights of crime victims.

The CDAA analysis states, “The proposal conflicts with other

constitutional and legislative provisions, including the use of enhancements mandated by the Victims' Bill of Rights (Proposition 8), the truth-in-sentencing provisions of Marsy's Law, the treatment of serious juvenile offenders provided in Proposition 21, the human trafficking laws, and the Three Strikes law."

We urge the citizens of California to look beyond the title of the proposed law and see what it actually says and means. Read the law. It will, under either sides analysis, lead to the early release of prisoners. Early release of violent criminals from prison has proven to be a bad idea time and again. As George Santayana said, "Those who cannot remember the past are condemned to repeat it."

*Vern Pierson is the district attorney for El Dorado County.*

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## **Opinion: Smaller government needed in Calif.**

**By Kerry Jackson, Orange County Register**

As much as the Brexit vote, coming just before Canada's and America's own independence celebrations, drove the West's elitists to call those who don't agree with them "rubies" and far worse, it also inspired other autonomy movements to increase their efforts to break away from those ruling them from a distance. There is a significant roster of other nations considering leaving the European Union, and some states on this side of the Atlantic have been thinking about going their own ways.

Then there's the talk of a Calexit – and the curious case of

efforts to split the state in two, or more, parts.

Partitioning California has been a matter of debate since before it was a state. More recent proposals include lopping the state into northern and southern halves, creating a coastal California by separating the state north to south, and slicing the state into three smaller ones – northern central and southern.

Independence movements make sense. When government is physically removed from the governed, in Washington or in Brussels, the governed are typically exploited and suffer from a lack of proper representation. Meanwhile, the officials in power, the elitists who make up their support network, and those who are provided for and subsidized by them thrive.

**Read the whole story**

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## **Letter: Shining a light on government inefficiency**

**To the community,**

OK, so I really don't want to be "that old guy," but I'm having a problem getting something taken care of and at this point I think the only way is to go public.

Months ago I noticed that a streetlight was out across from my house. I pay an addition fee to STPUD for this light. I contacted STPUD to tell them that the light as out. The person I spoke with there told me to contact Liberty Utilities to have it fixed because I guess STPUD has a deal with Liberty Utilities about our street lights. I mentioned I pay STPUD for



the light and asked if they could forward the issue to them because of their working relationship. I was told no.

Next I contacted Liberty Utilities about the streetlight. The contact at Liberty Utilities replied that they let the "South Lake Tahoe Engineering Department" know about the issue.

OK, I was told it was Liberty that was responsible for the light. No worries as long as it gets fixed.

Well, here we are months after my first contact and the light is still out. Also, I just received my current STPUD bill and they want me to pay a "streetlight fee" again even though I haven't had the service for the last four months.

Now call me crazy, but I think I should receive a service if I pay for it. I will also mention that all my neighbors also pay a "streetlight fee" and they also have not received services that they pay for.

Would someone please fix the streetlight.

**John Spinola, South Lake Tahoe**