

**NATIONAL ASSOCIATION OF BLACK LAW
ENFORCEMENT OFFICERS
PRESENTS**

**IT'S FALL 2017 EDUCATION AND TRAINING CONFERENCE
POLICE AND COMMUNITY:
REBUILDING OUR COMMITMENT
OPEN TO LAW ENFORCEMENT AND THE COMMUNITY**



Crowne Plaza Hotel
801 Greenwich Avenue
Warwick, RI
Thursday October 19 - Friday, October 20, 2017
Hosted by the
Rhode Island Guardians Association



CONFERENCE GUIDE

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National Association of Black Law Enforcement Officers, Inc.

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Welcome From Our Chairman, Lieut. Charles P. Wilson (Ret.)

To Our Conference Participants, Board Members and General Body;

On behalf of the **National Association of Black Law Enforcement Officers**, I welcome all participants of the *"Police and Community: Rebuilding Our Commitment"* workshop series. We have designed this event to be as comprehensive as possible in the time allotted, providing both law enforcement members and their community partners information which will, hopefully, make the bonds and relationships between police and community stronger, particularly in communities of color. We seek, through this forum, to bring about a new paradigm in the way each interacts with the other, allowing for a more transparent procedure and greater understanding of the needs and issues which inflict every community.

We must continually remember that it is only through our partnerships with the communities we serve that true and equal justice for all will be obtained. And for all who serve and protect, we must constantly be aware of our responsibilities to those communities, recognizing that all members of the community, regardless of their human failures, attitudes and perceptions of our profession, deserve to be treated with respect and dignity. From **NABLEO's** perspective, we expect our membership to stand in the way of all who would abuse and misuse those we have sworn to protect, regardless of their origin or status. To our counterparts, we encourage you to speak out against and report all those we work with who abuse their authority, as their continued presence creates a clear and present danger not only to our communities, but to us as law enforcement officers as well. And to each, I will remind you that it is the community we serve, and not the institution we are employed in.

Our training regimens are among the very few full participatory programs known where Black, White and Latino officers may sit in concert with each other to learn how best to provide the services that keep our communities safe and secure, with only one thing in mind- improving their knowledge and skills to better support and serve the needs of our communities, regardless of their makeup.

This conference is about learning how to rebuild the bonds and relationships that must exist: with our community partners, with our professional peers, and with our organizations. This conference is about finding ways to regain the trust that has somehow been misplaced and misdirected between us as professionals and those we have sworn to protect, spreading the message that, as law enforcement officers, we are there to serve and not abuse. This conference is about the officer and person that you are, want to be and ***should be***.

Again, I welcome all to the 2017 Fall Education and Training Conference. My hope is that you will not only learn something from each other, but will enjoy the process and camaraderie.

Amandla! Peace.

Conference Schedule

| Session # | Title | Starts | Ends | Facilitator |
|-----------|--|---------|---------|--|
| | Thursday, October 19 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:40 A | Open to all participants |
| | Welcome Addresses | 8:30 A | | Lieut. Charles Wilson, Chairman Col. Ann Assumpico, RI State Police |
| 1 | The Media's Role in Police-Community Relations | 9:00 A | 10:30 A | Amanda Milkovits Barbara Morse Silva |
| 2 | We Need To Talk: The Relationship Between Police and The Muslim Community | 10:30 A | 12:00 P | Imam Farid Ansari |
| | Lunch | 12:00 P | 1:00 P | Served |
| 3 | Conflict Engagement for Law Enforcement | 1:00 P | 2:30 P | Dr. Shirley A. Wilson |
| 4 | Is this racism or a failure to adapt to the trend of today's candidates? | 2:30 P | 4:00 P | Inv. Elliott T. Boyce |
| | Friday, October 20 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:40 A | Open to all participants |
| 5 | Disability Awareness | 9:00 A | 10:30 A | Amy Grattan Dr. Paul LaCava |
| 6 | Understanding Implicit Bias | 10:30 A | 12:00 P | Elizabeth A'Vant Randy Ross |
| | Lunch | 12:00 P | 1:00 P | Served |
| 7 | Police Reform-A Work In Progress | 1:00 P | 2:30 P | Sgt. Shawn Kennedy |
| 8 | Urban and Ivy: Developing Campus and Municipal Community Policing Partnerships | 2:30 P | 4:00 P | Lieut. John Carvaljo Major Oscar Perez |
| | NABLEO Board of Directors Meeting | 4:00P | 5:30P | Lieut. Charles Wilson, Chairman |

Police and Community: Rebuilding Our Commitment

Learning Outcomes

Upon completion of the various modules contained in this training regimen, participants will take away the following competencies:

- Evaluate and Distinguish Strategies for responding to individuals that are considered special populations
- Analyze and Identify the issues and implications of implicit bias
- Identify and Interpret indications of hostility through body language
- Identify professional benefits of active diffusion strategies
- Identify, Analyze and Apply methods of effective verbal de-escalation strategies
- Analyze and Identify physiological changes during aggression
- Comprehend and Explain how cultural differences may affect attempts to de-escalate
- Identify and Apply methods to re-direct the thought process through positive direction
- Evaluate and Discuss the importance of professional posturing
- Identify different communications styles with appropriate response tactics
- Analyze, Evaluate and Apply communication and physical strategies to difficult situations
- Analyze and Identify barriers to effective communication
- Analyze, Evaluate and Identify self-based attributes that exacerbate actions of misconduct

Training Modules

It is imperative that police officers and community members develop greater levels of trust and respect that can result in safer interactions with each other, particularly in communities of color. Yet their efforts are often marred by the mis-perceptions of both the officer and community member. When each has a better understanding of the other, their commitments to each other are freshened and strengthened.

Participants will receive instruction related to various issues facing today's law enforcement officer and their impact on the manner in which they interact with members of the community, with a special emphasis on those interactions in communities of color. Instructional modules will include issues developed from both local and national points of concern.

The Media's Role in Police-Community Relations

In the past few years, police officers have become more concerned about "a few highly publicized incidents" in the media and their potential effect on the community's view of police officers. Smart phones have enabled victims of police brutality (or other forms of injustice) to share their stories, viral negative images of policemen on social media have little to no effect on the way minorities perceive law enforcement in general, and the positive portrayal of law enforcement by the media actually appears to hinder the media's influence on the minority community's view towards law enforcement, since it is not in accordance with what the community experiences at firsthand. This means that, despite the tendency to believe the information supplied by TV, news, and other forms of media, minorities in dense, poor, and heavily-policed communities, through their own experiences, understand that the truth is far often different from what is shown in the news.

The question must then be asked, "Exactly what role must the media take in the furtherance of positive relationships between police and community members?" This discussion will present methods designed for generating more open lines of communication between the media and law enforcement agencies, handling the intense media spotlight when tragedy or terror strikes, deal with media scrutiny during a department or other scandal, better understand the impact of social media.

We Need To Talk: The Relationship Between Law Enforcement and The Muslim Community

The relationship between law enforcement and communities of color can often be complicated. And since the terror attacks of September 11, 2001, the perception of law enforcement of the Muslim members of those communities has been, for better or worse, problematic and stereotypic to say the least. Yet these community members are in many ways vibrant participants in efforts to improve the well-being of the community, to include its relationships with their law enforcement partners.

How these community partners interact and perceive each other may have a distinctly dynamic impact on the levels of service provided and obtained by each. This discussion seeks to dispel some of the myths regarding Islam and Muslim society which may currently be held by law enforcement officers, and assess those perceptions which may have a direct effect on police interactions and services in communities of color.

Conflict Engagement For Law Enforcement

The typical police officer is trained and prepared to mitigate physical threats, but studies indicate that only about 2% of police-civilian interactions result in physical encounters. The vast majority of conflict

events involving officers consist of interpersonal disputes with little actual violence. To successfully navigate the complexities associated with these disputes, officers must have a clear understanding of conflict, must appreciate how their presence changes the conflict dynamic, and must be able to apply various communication and conflict management techniques. Employing these techniques results in positive safety and enforcement outcomes, increased officer safety, reduced repeat calls, lower costs, and higher officer satisfaction rates.

Is this racism or a failure to adapt to the trend of today's candidates?

As law enforcement agencies strive to become more diverse and resemble their communities, they struggle to insure both a proper mix of candidates and the inclusion of only highly qualified persons. A background investigation is one of the key factors used to determine if a law enforcement candidate is hired by a given agency or department. This process normally occurs midway through the candidate's hiring process and involves an individual or team of investigators looking into various aspects of candidate's personal history. Unfortunately, background investigations involving non-traditional or underrepresented candidates are not as cut and dry. Many of these candidates meet or exceed the necessary qualifications for law enforcement positions but are disqualified due to unquantifiable factors like a perceived attitude, non-traditional interpersonal skills, experimental drug use or undesirable family members. In many cases, these unquantifiable factors are embellished throughout the background investigation report and serve as a catalyst for disqualifying a viable non-traditional or underrepresented candidate. During this phase of the lecture we'll examine the practice of "weeding out" viable non-traditional or unrepresented law enforcement candidates using subjective smoke screens to cover the candidates true potential.

Disability Awareness

The focus of this session is to provide law enforcement professionals an overview of the characteristics of individuals with disabilities including disabilities such as autism and intellectual disability. The goal of the session is to provide information about how the characteristics of disabilities can impact an individual's behavior and ability to interact with others. Information in this session will include a discussion of characteristics of disabilities including executive functions, perspective taking and the functions of behavior. Participants will be asked to consider how this information influences the roles and responsibilities they have as law enforcement professionals. Concrete ideas providing how to respond to individuals with disabilities will also be shared.

Understanding Implicit Bias

Understanding what implicit bias is, how it impacts our behavior, and how to reduce that impact has important implications for police officers. Human beings have an "implicit system" in our brains. This system operates below the conscious level of thinking to influence how people perceive and behave toward others. Unlike explicit bias, which reflects the attitudes or beliefs that one endorses at a conscious level, we are not consciously aware of our implicit bias toward groups identifiable by noticeable characteristics. Individuals may vary in the content and strengths of their implicit biases, but we all have them to some degree. This session will explore how the study of implicit bias is critical for law enforcement.

Police Reform-A Work In Progress

Around the nation, from Ferguson to Cleveland, to Albuquerque and Tulsa, communities are grappling with the aftermath of deaths caused by police officers who have used deadly force. And in an era where police use of excessive force is felt to be a norm in communities of color, calls for police reform have

become a standard mantra in and out of the civil rights community. Yet what shape should that reform take, and who should be responsible for implementing it?

This discussion sheds light on some of the typical issues involved in attempts to reform the law enforcement profession and provides insight on needed improvements in community policing, training methodologies, supervision of personnel, and officer accountability.

Urban and Ivy: Developing Campus and Municipal Community Policing Partnerships

Near every local police department is the campus of a major educational institution, many of which have their own fully sworn police agencies. How these agencies work together in their efforts towards community policing is critical to their inter-agency relationships.

Designed as a panel discussion, the central theme of this presentation is the importance of localism and the value of developing a sense of community, emphasizing the importance of community policing, with a discussion of the philosophy of policing in which officers are part of the community rather than an occupying force.

Our Presenters:

(Our presenters are drawn from law enforcement, academia, public service, and corporate America. Each brings a wealth of experience and knowledge in their individual fields of endeavor.)

Imam Farid Ansari-President Rhode Island Council for Muslim Advancement

Imam Ansari is the current President of Rhode Island Council for Muslim Advancement, and Imam of the Muslim American Dawah Center. A serving member of the Providence Police Advisory Council, he is a graduate of the "Leadership for a Future" training program 2005, Leadership Rhode Island 2012, and the recipient of The Rhode Island Council of Churches "Heroes of Faith" award 2011.

A former member of the Governor's Commission for Police and Community Relations, he attended City University of New York, and studied at Al-Azhar University in Cairo Egypt.

Elizabeth A'Vant-Providence School District

Elizabeth Rose A'Vant, MA, CAGS, is a practitioner in the Providence Public School District (RI). She is a past President of the Rhode Island School Psychologists Association and currently serves as Chair of the National Association of School Psychologist's Multicultural Affairs Committee and Co-chair of the Social Justice Task Force. "Liz" has co-authored numerous articles focused on disproportionality and overrepresentation of marginalized students in special education. She has also co-authored several position statements for the National Association of School Psychologist (NASP Position Statements: Racism, Prejudice, & Discrimination, Racial and Ethnic Disproportionality in Education, Recruitment of Culturally & Linguistically Diverse School Psychologist). Most recently Liz has participated in writing several social justice articles focused on Privilege, Intersectionality, and Implicit Bias.

Inv. Elliott T. Boyce, Sr. - New York State Police

Investigator Elliot T. Boyce, Sr. has been a member of the New York State Police for twenty-seven plus years. He began his career in 1987, stationed at SP Oneida - Troop D Headquarters in Oneida, New York, as a road Trooper. In 1996, he was appointed to the Bureau of Criminal Investigation as an Investigator, where he was assigned to the Community Narcotics Enforcement Team (CNET), working undercover throughout much of Upstate New York. Investigator Boyce has been assigned to New York State Police Division Headquarters, Planning and Research Section to assist with the establishment of Minimum Standards for Gun Locking Devices and Combined Ballistic Identification System (CoBIS), a pistol and revolver ballistic databank. He successfully completed Crisis Negotiations School to join the elite group of State Police Crisis Negotiators, and has also served as a New York State Police Recruiter in an effort to maintain and increase diversity within the ranks of the NYSP.

Investigator Boyce is a graduate of the distinguished New York State Police Master's Program. He possesses a Master's Degree in Criminal Justice from the State University of New York at Albany and a Master's Degree in Public Administration from Marist College. He has served as an Associate Professor at the State University of New York at Oswego in the Public Justice Department. He has had the pleasure of guest speaking for a variety of community and law enforcement based organizations.

Lieut. John Carvalho-Brown University Police Department

Lieutenant John Carvalho is currently the Commanding Officer of the Detective Bureau for the Brown University Department of Public Safety, and has been a law enforcement officer for 28 years, beginning his career with the Providence Police Department as a Patrolman in 1989.

During his tenure as a patrolman Carvalho served in the Patrol Bureau, Bicycle Patrol Unit, Community Policing Unit, License Bureau, School Resource Officer/ Gang Intervention Squad, and the Gang Unit. In 2007 Carvalho was promoted to Sergeant where he served in the Patrol Bureau and in the Youth Services Bureau until his retirement. Carvalho spent 13 years in school-related assignments during his tenure with the Providence Police performing school-based policing. Carvalho received advanced training in school-related policing during his tenure with the Providence Police Department.

In 2011 Carvalho transferred to the Brown University Department of Public Safety to be employed as a Sergeant in the Patrol Bureau. In 2013 Carvalho was transferred to the Detective Bureau and in March of 2017 was promoted to Lieutenant remaining within the Detective Bureau.

Amy Grattan-Rhode Island College

Amy S. Grattan, M.Ed, is a doctoral candidate in the University of Rhode Island/Rhode Island College Educational Leadership Program. Amy works for the Sherlock Center on Disabilities as an educational consultant to school districts and agencies serving the needs of individuals with disabilities and their families. Amy serves as adjunct faculty at Rhode Island College and presents on topics including early childhood, disability and inclusion.

Sgt. Shawn Kennedy-Chicago, IL Police Department

Shawn Kennedy has been a sworn member of the Chicago Police Department for the past 27 years. He served as a Police Officer in the Patrol Division; as a Detective in Area South Detective Division, the Domestic Violence Program, and Internal Affairs-Confidential Investigations Section; and as a Sergeant in the Patrol Division, in the Management and Labor Affairs Section, and is currently detailed to the Office of the Superintendent on the Project Management Team. This small team of professionals have been tasked with building a comprehensive and trackable framework that will facilitate the implementation of reforms that the entire Chicago Police Department will undergo. Shawn was selected for this progressive assignment based on his investigative background, his working knowledge of the Department's six collective bargaining agreements, and his earned reputation for the quality of his work ethics.

Shawn is a devoted father and grandfather who has mentored many youths over the past decades, both individually and within several structured programs. He promotes the power of knowledge and independence through education, having earned both his MBA in Business Management and his MS in Finance (Financial Fraud) at St. Xavier University. Shawn has been an active member in several professional associations during the past 20 years. He currently serves as the Information Officer for the National Association of Black Law Enforcement Officers (NABLEO) and the editor of its official newsletter *The Guardian's Voice*. Shawn is an avid reader and a freelance writer. His work includes several published articles on fatherhood and education; newsletters for various organizations; and a 20-page youth reference guide.

Dr. Paul G. LaCava, PhD-Rhode Island College

Paul G. LaCava, Ph.D., is an associate professor of special education at Rhode Island College in Providence. He directs two graduate programs and teaches courses in special education, assessment, research and autism. He also conducts disability research at RIC's Paul V. Sherlock Center on Disabilities. Dr. LaCava has published and presented on topics such as positive behavior supports, historical perspectives of autism, legal and policy matters, social-emotional methods, evidence-based practices and technology.

Amanda Milkovits-Providence Journal

Amanda Milkovits is a reporter at The Providence Journal, where she has covered crime and justice stories since 2000. Working a beat from police stations to courthouses, to tough city streets and suburbs with secrets, Milkovits has cultivated sources in law enforcement and in the communities they serve. She has won recognition and awards for articles about sex-trafficking, the impact of gun violence and the tensions between minorities and police.

As a journalist, Milkovits works to give readers a true picture of crime, corruption and policing. As a granddaughter and niece of police officers, being a crime reporter can feel like an extension of their legacy.

Milkovits was a fellow at the Loyola Law School's Journalist Law School, the UNC School of Journalism "Reporting Sex Trafficking" conference, and the "First Amendment Institute," held by the New England First Amendment Coalition, where she is currently board member. Milkovits previously worked for newspapers in New Hampshire and has been a daily reporter for more than 20 years. She holds a bachelor's degree in journalism from Keene (N.H.) State College and a master's in writing from Rivier College (N.H.).

Major Oscar Perez-Providence Police Department

Oscar Perez is a Major with the Providence Police Department and The Commanding officer of the Community relations bureau. Major Perez was born In Medellin Colombia and spent his childhood in his native country until the age of fourteen when he departed for the USA. Major Oscar Perez arrived in Providence RI and attended both middle and High school in the city of Providence. Ten years later, He was appointed to the Providence Police Department as a Patrol officer on May 13, 1994. During the past 23 years Major Perez has served in the Patrol Division, The Detective division as a youth service Detective, The Intelligence/Special Services Division, The gang Intervention Unit, the Neighborhood response Team, the Community Police Bureau, and the Narcotics and Organized crime Bureau. Major Perez has a file replete with awards and Commendations for excellent police work and devotion to Duty, to include assisting the FBI in a narcotics undercover operation where US currency to purchase 35 Kilograms of cocaine was seized and three major drug dealers were arrested. Major Perez was also recognized for assisting the Johnston Police Department in the apprehension of a subject who was involved in shooting one of their police officers. During his career he has earned the mayor's award, FBI award, Chiefs award, and the Fraternal Order of Police award. Major Perez is a graduate of PERF's senior management institute class of 2016. Major Perez holds a Bachelor of Science degree in the administration of justice from Roger Williams University and a Masters of Science Degree in Criminal Justice from Boston University.

Randy Ross-Equity Lens Consulting

Randy Ross, M.S, M.A provides technical assistance, training, coaching, and consulting on a range of equity concerns for communities, schools/districts, state departments of education, and nonprofits. These concerns include equity-informed school climate, social-emotional learning, community engagement, discipline, bullying/harassment, policy development, and civil rights issues. From 1999-2005, she worked at the Office of Bias Crime and Community Relations, within the New Jersey Office of the Attorney General. From 2005-2014, Randy served as Senior Equity Specialist at the New England Equity Assistance Center at Brown University. She did extensive work with Rhode Island school districts, particularly in Providence. Randy currently operates Equity Lens Consulting, as well as being Senior Consultant at the National School Climate Center and Senior Associate at Everyday Democracy. She is a member of the National School Climate Council and the Steering Committee of SEL4MA. Randy has presented at numerous conferences and has published articles on equity, school climate, discipline, and related issues. She can be reached at equitylensconsulting@gmail.com.

Barbara Morse Silva-WJAR Channel 10 News

Barbara Morse Silva anchors NBC 10 News on Saturday and Sunday evenings, joining NBC 10 in June 1995. Prior to that, Barbara was the weekend general assignment reporter at WISH-TV in Indianapolis, a television news anchor/reporter at WLVI-TV in Boston, a general assignment reporter for WLNE-TV in Providence, a news reporter at WAND in Decatur, Illinois, and at KOLD-TV in Tucson, Arizona.

Barbara was nominated for Emmy Awards in 1993, 1999, 2001 and 2008. She also won an Associated Press Award in 2008 for her report on shaken baby syndrome.

Barbara is very active in the community, spending much of her down time volunteering for nonprofit organizations in our area, and has received numerous awards from organizations, including A Wish Come True, The Tomorrow Fund, the Rhode Island Blood Center, the Rhode Island Black Nurses' Association, The Rhode Island Black Historical Society, Home and Hospice Care of Rhode Island, and the Visiting Nurse Service of Greater Rhode Island.

Barbara is a member of the National Association of Black Journalists and the Southern New England Association of Black Journalists. She graduated from Indiana University with a Bachelor of Arts in speech communications.

Dr. Shirley A. Wilson, PhD-Bryant University

Dr. Shirley A. Wilson, Ph.D. currently serves as a tenured Professor of Management at Bryant University in Smithfield, Rhode Island where her specific area of instruction is in Organizational Behavior and Global Diversity. Her previous experiences have included service as the Coordinator for School/Community Relations with the Cleveland Heights-University Heights, Ohio Board of Education, and Personnel Analyst with the Cleveland Electric Illuminating Company. Her specific area of research is in the field of Mentoring, with emphasis on Black Female Professionals. She earned her Doctorate from the Weatherhead School of Management, Case Western Reserve University in Cleveland, Ohio.

Her current research interests lie in issues related to minority law enforcement, and police–community interactions, with publications in the Journal of Ethnicity in Criminal Justice, the Journal of Black Studies, Western Journal of Black Studies, and other peer-reviewed publications.

Our Award Recipients

We take every possible occasion to recognize the works of those within the community who have not only supported the work we do, but have excelled in their own right in efforts to help make our communities safer, instill a strong sense of Community Policing amongst our peers and counterparts, and help to continue and build better, stronger relationships between law enforcement and those we serve. During this Board session, we recognize two community leaders who have demonstrated sustained commitment and outstanding accomplishments in promoting concepts of Community Policing in our local community.

Ray Rickman - 2017 Recipient of the Community Policing Award



Ray Rickman is a businessman and president of the Rickman Group, a consulting firm that raises funds and conducts management and diversity training for non-profits and small and large businesses. Rickman is also currently the executive director of Stages of Freedom, a nonprofit that provides African American culture programs and free swimming lessons to hundreds of Youth of Color. A former State Representative from the Brown University area of Providence, he served as Rhode Island Deputy Secretary of State from 2000 to 2002. Mr. Rickman was the leading opponent of mass-incarceration bills during his six years in the Rhode Island House of Representatives. Mr. Rickman authored a well known booklet on police/community relations much talked about in Providence, and has helped with recruitment for both police and fire departments in Rhode Island and has conducted over 300 diversity workshops for police, fire, college, businesses and medical centers.

The **Community Policing Award** is presented to an individual whose efforts have strongly assisted to develop and instill Community Policing as a philosophy that promotes the establishment of collaborative partnerships between law enforcement and the individuals and organizations they serve.

Raymond Two Hawks Watson - 2017 Recipient of the Community Service Award



Raymond Two Hawks Watson is an Artist, Community Activist, Educator, Cultural Practitioner and Convener with 10 years of experience in nonprofit executive administration. Watson’s skills consist of program development & implementation, grant writing, motivational speaking, leadership & cultural development consulting, community organizing and event planning, supplemented by an extensive background in promoting and supporting cultural equity & development initiatives and programming in the Rhode Island community.

The **Community Service Award** is presented each year to an individual, corporation or organization in recognition of excellence in service to the community and for efforts on the part of the recipient to further strong, positive bonds and relationships between police and communities of color.

Our Conference Sponsors

It is through the participation and partnership with **NABLEO** that corporations, businesses, and other organizations are able to improve and enhance their relationships with both the minority community and the law enforcement guardians of those communities. Sponsorship is an active sign of their support of the efforts and continued development of dedicated law enforcement officers seeking to make a difference in promoting true justice for all, and the members of the communities they serve and derive from. These sponsorships, both financial and in-kind, help assure the success of programs that educate the community on appropriate interaction techniques with law enforcement; empower youth to become better, more productive citizens; decrease instances of police abuse and misconduct; and build safer, sustainable communities.

The law firm of Pannone Lopes Devereaux and O’Gara
The Rhode Island Police Chiefs Association

NABLEO Board Members

Our Board of Directors is representative of the various chapter and individual members of the Association. Each plays an integral role in the development and implementation of our programs, all of which serve to improve and enhance the relationships between law enforcement and the communities we serve, and highlight the pivotal role that men and women of color play in the dispensing of equal justice. Each board member brings a unique perspective to the overall operation and functioning of our organization, thus enabling us to fulfill our mission of providing community-based solutions to policing issues which have a direct impact on communities of color and the pivotal roles that African American, Latino, and other criminal justice practitioners of color play.

BATONS
MAMLEO
Men and Women For Justice
Montclair Sentinels 16-87
New Haven Guardians Association
Norwalk Guardians Association
Rhode Island Guardians Association
Westchester-Rockland Guardians Association
Yonkers Guardians Association
Cynthia Hadley-Bailey
Kim Nelson-Edwards
Shawn Kennedy
Lynn Meekins
Francine Shelton
Daryl Sims
Crystal Williams
Tyrone Williams

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Chairman – Lieut. Charles P. Wilson (Ret.)
Vice Chairman – Hubert Smith
Secretary – James Baker
Treasurer – Vacant
Financial Secretary – Nancy Jordan
Information Officer – Shawn Kennedy
Sergeant-at-Arms – Stuart Barksdale

National Delegates

Wilena Julien
Quintarus McArthur
Lynn Meekins
Juan Monzon
Leonard Randolph
Vincent Tilson

Committee Chairpersons

Conferences – Sally Thomason
Constitution – Larry Brown
Membership – Wilena Julien
Parliamentarian – David Daniels III

Our Mission

Our mission is to provide community-based solutions to policing issues which have a direct impact on communities of color and the pivotal roles that African American, Latino, and other criminal justice practitioners of color play. We do this through various programs designed to empower youth, enhance the professional, career and personal training of our membership and others in our profession, improve the quality of life in poor and low-income communities, and strengthen the bonds between community members and their law enforcement guardians. Our tools for success include: opportunities to expose youth to the criminal justice field, training conferences for law enforcement and community members, member advocacy sessions, and various other endeavors.

In Memory

In Our Lord God lies our Strength, for who but He can know our weaknesses. In His Omnipotence and Great Wisdom, He has called unto Him our brothers and sisters, that they may finally know peace.

To their earthly-bound family and friends, we share your sadness and despair. We promise you our prayers, strength, love and help in whatever manner it may be needed; Yet we rejoice in their coming unto the Lord, Our Father, Who has Final Jurisdiction over us all.

We pay Honor and Homage to those who have gone before us during this past year, in the full knowledge and belief that theirs is now a better existence, and that we shall someday meet in that Sweet By and By.

Irving Childress
Larry McKenzie
Betty Sheffield
Stephon Waddell
Wilfred Whitley

Thank You

We wish to thank each participant of this conference session. It is only through your participation that we are able to succeed in our mission to improve the way we perform our services to the community; improve the relationships between community and law enforcement; and create stronger bonds between community members and their law enforcement guardians. We salute you, one and all.

Shawn Kennedy, Chicago Police
Sally Thomason, Men & Women for Justice
Isaac Tesfay, Worcester State University
Wilena Julien, MAMLEO
Nancy Jordan, New Haven Guardians
Crystal Williams, Guardian Civic League
Linda Pace, Guardian Civic League
George Boggs, MAMLEO
Damon Gomes, UMASS Dartmouth
Jesse Walker, UMASS Dartmouth
John A'Vant, Rhode Island Guardians
Rochelle Navelski, Portsmouth Police
Francine Shelton, Hudson Cnty Sheriff's
Tyrone Williams, Montclair Sentinels 16-87
Anajannette Sanders, Montclair Sentinels 16-87
Elmer Pina, Providence NAACP
Hubert Smith, Norwalk Guardians
Robert Barge, Rhode Island Legal Services
Chief William Baker, Foxborough Police
Doreen Champagne, Haverhill Police
Stephen Doherty, Haverhill Police
Daniel Barzykowski, Central Falls Police
Darnell Weaver, Rhode Island State Police
Kenneth Jones, Rhode Island State Police
Curtis Eller, Stratford Police
James Lofton, Stratford Police
Michael Pezzullo, Cranston Police
Vincent McAteer, Cranston Police
Rhode Island Chief's Association
Brian Wright, New London Police
Michael Grant, MA Dept of Corrections
Antonio Bento, Brown University Police
Col. Sean Corrigan, Narragansett Police
Floyd Gardner, East Providence Police
Stuart Barksdale, Yonkers Guardians

Jeffrey Allen, Charlestown Police
Lawrence Scott, Charlestown Police
Paul Hanrahan, University of RI Police
Nicholas DeTroia, University of RI Police
Col. Mark Porter, Brown University Police
Wilkens Georges, Brown University Police
Ann Cunningham, Brown University Police
Barabara Morse-Silva, WJAR Channel 10
Pannone Lopes Devereaux and O'Gara
Jeanne Natale, Brown University Police
David Sweeting, RI Capitol Police
Michelle Dobson, New Haven Guardians
Rhonda Araujo-Smith, Providence Police
Maj. Oscar Perez, Providence Police
Imam Farid Ansari, RI Council Muslim Advancement
Amanda Milkovits, Providence Journal
Shafiq Abdussabur, New Haven Guardians
Juan Monzon, New Haven Guardians
James Baker, New Haven Guardians
Quintarus McArthur, New Haven Guardians
Amy Grattan, Rhode Island College
Col. Brian Sullivan, Lincoln Police
Cheryl Burrell, RI Dept of Administration
Sabina Matos, RI Dept of Administration
Vilma Peguero, RI Dept of Administration
Elizabeth A'Vant, Providence Public Schools
Lieut. John Carvalho, Brown University Police
Shirley Wilson, Bryant University
Col. Ann Assumpico, Rhode Island State Police
John Remka, Brown University Police
Chief David MacDonald, Newton, MA Police
Francis Foley, Newton, MA Police
Aires Medeiros, Coventry Police
Mark Haddigan, Barrington Police
Mary Gwann, George Mason University

Vincent Tilson, Yonkers Guardians
Litoria Wright, Justice and Equality
Leonard Randolph, Men & Women for Justice
Paul Hood, Westchester-Rockland Guardians
Larry Brown, Westchester-Rockland Guardians
Cynthia Hood, Westchester-Rockland Guardians
William Trezvant, RI Attorney General Office
James Fitzgerald, Narragansett Police
Kevin O'Connor, Brown University Police
Robert Muschette, Stratford Police
Donald Depina, Brown University Police
Thomas Shelton, Brown University Police

Randy Ross, Equity Lens Consulting
Paul LaCava, Rhode Island College
Kelly Mitchell, Brown University Police
Dana Smith, Rhode Island Superior Court
Matthew Josefson, Cranston Police
Jeffrey Chapman, Cranston Police
Damon Wizar, Westchester-Rockland Guardians
Kristy Viveiros, Barrington Police
Thomas Snow, Coventry Police
Desmond Martin, Westchester-Rockland Guardians
Jeffrey Boudreau, Newton, MA Police
George Mead, Newton, MA Police

Inspiring Words

We hope that these words will encourage you to move strongly forward in your efforts to support and safeguard the communities you serve, for they are deserving of your guardianship, not a warlike attitude.

“There are fundamentally two ways you can experience the police in America: as the people you call when there's a problem, the nice man in uniform who pats a toddler's head and has an easy smile for the old lady as she buys her coffee. For others, the police are the people who are called on them. They are the ominous knock on the door, the sudden flashlight in the face, the barked orders. Depending on who you are, the sight of an officer can produce either a warm sense of safety and contentment or a plummeting feeling of terror.”

Chris Hayes, Host of “All In”, MSNBC