

# NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS PRESENTS

## IT'S FALL 2018 EDUCATION AND TRAINING CONFERENCE Black and Blue - Healing the Wounds between Police and Citizens

OPEN TO LAW ENFORCEMENT AND THE COMMUNITY



Best Western Plus Hotel  
201 Washington Avenue  
North Haven, CT

Wednesday October 10- Friday, October 12, 2018

Hosted by the  
New Haven Guardians Association



## CONFERENCE JOURNAL

Conference Schedules  
Workshop Descriptions  
Speaker Biographies  
Registration Form

**STATE OF CONNECTICUT POST CURRICULUM CONTENT MATCHES**

NABLEO Training Module	Instructor	Content Area and Related Course Title
Prevention of Police Misconduct Through Ethical Decision Making	Daryl Roberts, Chief, Hartford, CT Police (Ret.)	413 - Fair and Impartial Policing
The Importance of Front-Line Supervisors	Shawn Kennedy, Sgt., Chicago, IL Police	406 - Supervisor Subordinate Relations
Problems in Stimulating Community Involvement in Community Policing	Shafiq R.F. Abdussabur, Sgt., New Haven, CT Police (Ret.)	403 - Police and the Public
Responding to Veterans and Police Officers in Crisis	Autumn Edwards, Det., Yonkers, NY Police	405 - Suicide Recognition, Management and Intervention
The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing — And Why it Matters	Prof. Tracey Mearns, Yale University Law School	401 - Human Behavior/Interpersonal Relations
Has Police Sexual Misconduct Escaped the #METOO Movement	Dr. Tracie Keese, Dep. Commissioner New York, NY Police	512- Sexual Assault/Rape Crisis
Project Longevity: Empowering the Community to Save Lives	Anthony Campbell, Chief, New Haven, CT Police	602 - Problem Solving Policing
"Warriors vs. Guardians": Recruiting and Training Officers Who Are Suited to the Mission of Policing	Elliot T. Boyce, Investigator, NY State Police	412 - Cultural Awareness and Diversity

Connecticut officers (by department or individually) seeking to use **NABLEO** conference workshops for credit in the POST recertification process should send a copy of the appropriate pages of the official Conference Guide detailing workshop syllabus and instructor bios to:

Timothy Coon  
 Director Field Services, Police Officer Standards and Training  
 Department of Emergency Services and Public Protection  
 285 Preston Ave  
 Meriden, CT 06450

They will generate the appropriate review credit form for them to turn in to their agency training officer.

## Table of Contents

Welcome From Our Chairman, Lieut. Charles P. Wilson (Ret.).....	4
Conference Schedule .....	5
Training Modules.....	5
Has Police Sexual Misconduct Escaped the #METOO Movement? .....	6
The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing — And Why it Matters .....	6
Problems in Stimulating Community Involvement in Community Policing .....	6
Project Longevity: Empowering the Community to Save Lives .....	7
“Warriors vs. Guardians”: Recruiting and Training Officers Who Are Suited to the Mission of Policing .....	7
Prevention of Police Misconduct Through Ethical Decision Making .....	7
Responding to Veterans and Police Officers in Crisis.....	7
The Importance of Front-Line Supervisors.....	8
Our Presenters:.....	8
Sgt. Shafiq R.F. Abdussabur-New Haven, CT Police (Ret.) .....	8
Inv. Elliott T. Boyce, Sr. - New York State Police .....	9
Chief Anthony Campbell-New Haven, CT Police.....	9
Det. Autumn Edwards-Yonkers, NY Police Department .....	10
Det. Kim Nelson-Edwards, Montclair, NJ Police Department.....	10
Dep. Commissioner Tracie L. Keesee, New York City Police Department.....	11
Superintendent Lisa R. Holmes-Boston, MA Police Department .....	11
Sgt. Shawn Kennedy-Chicago, IL Police Department.....	12
Prof. Tracey L. Meares-Yale University School of Law .....	12
Chief Daryl K. Roberts (Ret.)- Hartford, CT Police.....	12
Lieut. Shari Russell (Ret.)- Rhode Island State Police .....	13
Undersheriff Francine Shelton-Hudson County, NJ Sheriff’s Office.....	13
Our Conference Sponsors .....	14
NABLEO Board Members .....	15
Executive Board Members.....	15
National Delegates .....	15
Committee Chairpersons.....	15



## National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

[www.nableo.org](http://www.nableo.org)

### **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 "*Black and Blue - Healing the Wounds between Police and Citizens*" 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, and members of their community, 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 2018 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
	<b>Wednesday, October 10</b>			
1	Has Police Sexual Misconduct Escaped the #METOO Movement?	6:00P	9:30P	Dr. Tracie L. Keesee
	<b>Thursday, October 11</b>			
	Check-in, Continental Breakfast	8:00 A	8:40 A	Open to all participants
	Welcome Addresses	8:30 A		Lieut. Charles Wilson, Chairman Hon. Toni Harp, Mayor
2	The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing – And Why it Matters	9:00 A	10:30 A	Prof. Tracey Mearns
3	Problems in Stimulating Community Involvement in Community Policing	10:30 A	12:00 P	Sgt. Shafiq Abdussabur
	Lunch	12:00 P	1:00 P	Served
4	Project Longevity: Empowering the Community to Save Lives	1:00 P	2:30 P	Chief Anthony Campbell
5	“Warriors vs. Guardians”: Recruiting and Training Officers Who Are Suited to the Mission of Policing	2:30 P	4:00 P	Inv. Elliott T. Boyce
	<b>Friday, October 12</b>			
	Check-in, Continental Breakfast	8:00 A	8:40 A	Open to all participants
6	Prevention of Police Misconduct Through Ethical Decision-Making	9:00 A	10:30 A	Chief Daryl K. Roberts
7	Responding To Veterans and Police Officers in Crisis	10:30 A	12:00 P	Det. Autumn Edwards
	Lunch	12:00 P	1:00 P	Served
8	The Importance of Front-Line Supervisors	1:00 P	2:30 P	Sgt. Shawn Kennedy
9	<b>NABLEO</b> Board of Directors Meeting	2:30 P	4:00 P	Lieut. Charles Wilson, Chairman
10	<b>16<sup>th</sup> Anniversary Awards Dinner</b>	6:00P	10:00P	Public Invited

### 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 misperceptions 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.

## Has Police Sexual Misconduct Escaped the #METOO Movement?

Activism in our city's, our towns, and on our campuses and through social media has ushered in a new sense of awareness in America. Police leaders have had to review and update policies, provide training, and sharpen their awareness around the issues and behaviors driving conversations in their communities. The **#MeToo movement** raises awareness around the prevalence of sexual harassment and assault in our society; to get women, and men, to raise their hands. In December 2017, Newsweek printed an article authored by Roger Goldman titled "**WHY HAS POLICE SEXUAL MISCONDUCT ESCAPED THE #METOO MOVEMENT?**" <http://www.newsweek.com/metoo-ignore-police-sexual-misconduct-757033>. The article's opening paragraph reads: *as victims of sexual assault from the entertainment industry, Silicon Valley, the news business and even the halls of Congress have begun to confront their abusers, at least one group has remained conspicuously silent. And it's not for lack of numbers.*

What is the role of law enforcement executives who have a duty to prevent sexual victimization, to ensure it is not perpetrated by their officers, and to take every step possible to ensure the safety and dignity of everyone in the community?" This panel discussion will examine this question through the lens of several female law enforcement officers, followed by a discussion on some of the key takeaways.

## The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing — And Why it Matters

Rightful policing attempts to account for what people say that they care about when assessing police agent behavior specifically and police agencies in general. It is different from lawful policing and efficient policing in at least two ways. First, rightful policing does not depend on the actual lawfulness of police conduct. Instead, rightful policing depends primarily on the procedural justice or fairness of police conduct. Second, rightful policing does not depend on an assessment of police as ever more effective crime fighters, although it turns out that rightful policing often leads to more compliance with the law and therefore lower crime rates. Additionally, and critically, it is likely this third way helps us move toward police governance that is substantially, as opposed to rhetorically, democratic.

## Problems in Stimulating Community Involvement in Community Policing

Community policing remains many things to many people. A common refrain among proponents is that "it is a philosophy, not a program." Equally, among police officers, it is a matter of "tell me exactly what you want me to do differently." Yet, the most perplexing problem of any established community policing initiative is often the inability of the police department to organize and maintain active community involvement in their project. And in an environment dominated by skepticism about the ability of police departments to actually implement serious community policing efforts, issues related to perceived or factual use of excessive force in communities of color, efforts which have floundered in part on decades of built-up hostility between residents of poor or minority communities and the police, it is easy to underestimate how difficult it can be to build effective community commitment as well.

This discussion will focus on four principal dimensions of community policing – Philosophical, Strategic, Tactical, and Organizational, and will explore partnerships, problem solving and organizational transformation as they relate to specific issues and challenges facing today's law enforcement professionals and the communities they serve, and examines various methodologies designed to strengthen community engagements, promote stronger, more meaningful officer involvement, and provide the potential for a more enriching and rewarding work experience for patrol officers.

### Project Longevity: Empowering the Community to Save Lives

Attendees at this workshop will learn the strategy behind the national program known as Project Longevity. By focusing a message of antiviolenace on the most violence-prone individuals in a community, and by aggressive intervention by community groups, social service providers, and law enforcement Project Longevity seeks to offer an alternative to offenders, above and beyond incarceration. Iterations of the program can be found in Hartford, Bridgeport, and New Haven, Connecticut, and the program was launched by the U.S. Department of Justice in November 2012.

### "Warriors vs. Guardians": Recruiting and Training Officers Who Are Suited to the Mission of Policing

The concept of police officers as warriors, whether we like it or not, has run through our profession for more than a century. And the institutionalized "wars" on crime, drugs, gangs, and terrorism have greatly contributed to the warrior mentality. Yet, when you ask police officers why they chose to become an officer, most of them say they wanted to help people and help their community. This is consistent with the guardian mindset.

The discussion about reengineering use of force and changing from a warrior to guardian mentality has to be part of a larger discussion about reexamining the role of police in a democratic society, even to the point of how we structure police agencies, beginning with how and who we hire. This module will examine key factors used to determine if a law enforcement candidate is hired by a given agency or department, unquantifiable factors like a perceived attitude, non-traditional interpersonal skills, experimental drug use or undesirable family members, which serve as a catalyst for disqualifying a viable non-traditional or underrepresented candidate, and the practice of "weeding out" viable non-traditional or unrepresented law enforcement candidates using subjective smoke screens to cover the candidates true potential.

### Prevention of Police Misconduct Through Ethical Decision Making

From the Wickersham Commission in 1931 to recent reports including Rampart and the Department of Justice Pattern and Practice litigation, law enforcement agencies have struggled with issues of misconduct...what are the lessons learned from history including Rodney King, the Miami River Cops and other major cases that have tarnished the image of the law enforcement profession. Course will discuss such topics as Ethics in Law Enforcement, Early Intervention Systems and Techniques, Areas of Supervisory Liability, and Policy Failures. Discussion will also address practical approaches and techniques for experienced police officials who are confronted with leadership and ethical decision-making issues on a daily basis, and encourage those in supervisory positions to consider ethical behavior in the workplace in the context of their role in maintaining an ethical culture & environment.

### Responding to Veterans and Police Officers in Crisis

More and more veterans are coming home to our communities. While many have a healthy transition, others face a myriad of difficulties from unemployment, depression, PTSD and in some cases, destructive behavior such as domestic violence, suicide, and other disturbances. Law enforcement is facing its own pressures: morale, budgeting, staffing, a hostile media environment, and a myriad of other issues. In many ways, their struggle to "come home" can be as challenging as that of a veteran.

This discussion is meant to prepare participants to better respond to veterans while making themselves more resilient. Combat veterans and police officers have similar lifetime rates of conditions like PTSD, and a resilient police department is the best way to prepare to respond to veterans.

## The Importance of Front-Line Supervisors

In today's law enforcement world, citizens are holding their police departments more accountable for their officers' actions like never before. Many police departments nationally are experiencing Department of Justice investigations, consent decrees, protests, lawsuits, and the loss of their reputations for professionalism.

Front-line supervisors have one of the most important roles within a police department. Their overall responsibility is to lead, motivate and accomplish the mission of their agency. Although front-line supervisors are at the lowest spectrum of the department's management team, their mere position places them in direct contact with officers on a daily basis. This allows front-line supervisors the opportunity to get to know their officers better on a one-on-one basis; thereby providing them the ability to address misconduct and minor adverse behavior before it festers into a larger problem or a pattern of unprofessional behavior. Their role is critical, and can actually make or break a department and directly influence the confidence level citizens have for their officers.

In 2018 and forward, front-line supervisors will play a larger and more pivotal role in helping their department to achieve its mission and objectives, through monitoring, mentoring, and motivating their officers. They will need to have the ability to wear many hats in order to successfully accomplish their overall responsibility to their department and to their officers. Front-line supervisors will experience accountability on a higher level and suffer the repercussion when they do not satisfactorily execute their sworn duties. Whenever a shooting of an unarmed black man or any other negative incident involving police officers occurs, the question that will be asked is, "Where were the supervisors"?

### **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.)

#### Sgt. Shafiq R.F. Abdussabur-New Haven, CT Police (Ret.)

Shafiq R. Fulcher Abdussabur is a retired law enforcement sergeant in Connecticut with over 21 years of community-based police training and experience. His unique views and approach to urban violence prevention, racial profiling prevention and community based policing have been featured in the New York Times, Chicago Tribune, NPRWhere We Live, New Haven Independent, NPR-All Things Considered, WYBC-Electric Drum, New Haven Advocate, Russian Radio, BBC, PBS, New York Daily News, New Haven Register, Hartford Courant, and Al Jazeera America. He has appeared as guest host on WNPR's "Where We Live." He is a contributing writer for the Huffington Post and New Haven Register.

In 2007, he was recognized as the New Haven independent "Man of the Year." In 2009, he authored of "A Black Man's Guide to Law Enforcement in America" a straight talk manual to interactions between police and urban males. In 2012, he was elected as the President of the National Association of Black Law Enforcement Officers (NABLEO), where he created a historical partnership with the Brady Campaign to prevent gun violence. In 2014, he was recognized as the 14th most inspirational Muslim men in America. In 2015, the African-American Affairs Commission (AAAC) awarded him "Man of the Year." Member of PERF, IACP, and NABLEO. Police union executive (5/2013-1/2018). In 2016, he appeared at the Democratic National Convention as a panel speaker with Representative John Lewis "Disarm Hate: The Role of Guns in Hate Crimes."

#### 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.

#### Chief Anthony Campbell-New Haven, CT Police

Anthony Campbell was appointed and sworn in to serve as Chief of the New Haven Police Department in June of 2017.

Born in Harlem, New York, Anthony attended the prominent Fordham Preparatory High School where he graduated as the Valedictorian class. Later moving to New Haven, he would attend Yale University where he made the decision to change his Electrical Engineering major to Religious Studies, with an emphasis on counseling and psychology and would eventually receive his Masters of Divinity degree from Yale Divinity School.

Recognizing his criminal justice skills since his mother was a correctional officer at Rikers Island in NY, he applied to be a New Haven Police Officer and on February 16, 1998, Anthony Campbell became part of Class Seven of the New Haven Police Academy. Anthony Campbell would go on to work assignments in the Division of Training and Education, the Detail Room, and Internal Affairs. He would also rise through the ranks with promotions to Sergeant, Lieutenant, Assistant Chief, and ultimately and currently, Chief. With all the positions he served in NHPD, the most meaningful to him is his position as an unofficial chaplain of the New Haven Police Department.

Away from the job, Chief Campbell is married to his college sweetheart, Stephanie, and they have three sons: Graham, who is 16; Sander, who is 14; and Paxon, who is 9 years old. He is active at Vertical Church in West Haven, and, as he approaches twenty years of service through policing is prayerfully anticipating ways in which he can lead the New Haven Police Department in its mission of Community Policing.

Det. Autumn Edwards-Yonkers, NY Police Department

Detective Autumn Edwards has been a member of the Yonkers Police Department for 19 years. She holds a Bachelor of Science in Criminal Justice Administration and Planning from John Jay College where she graduated Magna Cum Laude. She spent eight years in patrol before being designated Detective in 2007. She has held assignments within the Investigations Bureau: Detective Division, Special Victims Unit, and the Intelligence Unit. She currently serves full-time as the Coordinator of the Members Assistance Program, (M.A.P.); which encompasses the Police Chaplain Program, Peer Support and E.A.P. With the support of the union and the administration, the department is now taking an active approach to address the concerns and issues that arise in the lives of their membership. The Members Assistance Program serves as a confidential, peer-based internal Employee Assistance Program who assist with managing, and maintaining good mental and emotional health of the Department's membership. PTMs assist members in coping effectively with issues related to stress, depression, substance abuse, family, grief, financial issues, and other personal and work-related challenges facing the membership and their families.

In preparation for her assignment, Detective Edwards has completed The Police Chaplain Basic Training Program, Peer Support training both individual and group crisis management, The Trauma Resources and Unified Management Assistance course, Self-Help and Responsive Education for First Responders, Badge Understanding Addiction Training, Traumas of Law Enforcement Training, and Resilience Training. She is preparing for the New York State Credentialed Alcoholism and Substance Abuse Counselor exam.

She is currently enrolled at Alliance Theological Seminary at Nyack College and is pursuing a Master of Divinity. She holds firm to the belief that improving the overall wellness of the membership, will lead to improved police and community relations.

Det. Kim Nelson-Edwards, Montclair, NJ Police Department

Detective Kim L. Nelson-Edwards has been with the Montclair Police Department since 1995. She was first hired as a Parking Enforcement Officer, and in 1997 was hired as a patrolwoman.

Det. Nelson-Edwards has been assigned to the Community Policing Bureau, was a Field Training Officer and was the only female assigned to the Motorcycle Unit. Det. Nelson-Edwards has been assigned to the Juvenile Detective Aid Bureau as a School Resource Officer at Montclair High School since 2001. She is well respected at the High School by the staff, administration and student body. She has been a tremendous asset to the school, working closely with the students insuring that they have a safe environment in which to learn.

Det. Nelson-Edwards serves as the Recording Secretary for The National Association of Black Law Enforcement Officers (NABLEO), is a Board member of (NOBLE) Northern NJ chapter, where she is the Coordinator and presenter of The Emergency Preparedness Program in which she lectures around the state, and is also a regional trainer and presenter of NOBLE National The Law and Your Community Program.

Det. Nelson-Edwards is a Breast Cancer Survivor and as a club advisor at Montclair High School she is passionate about educating young adult females in the community about Breast Health. Det. Nelson-Edwards is the advisor for Sisters on The Runway (SOR) at Montclair High School educating young men and woman about Teen Dating Violence and how "Love Shouldn't hurt".

Det. Nelson-Edwards recently worked very closely with the NJ Attorney Generals Office, implementing and starring in a Safe Stop PSA campaign currently being aired on television and in movie theaters, educating NJ drivers about what to do when stopped by the police. [www.safestopnj.org](http://www.safestopnj.org) .

Dep. Commissioner Tracie L. Keesee, New York City Police Department

Dr. Tracie L. Keesee, joined the NYPD in 2016 as the Deputy Commissioner of Training. During her tenure with the Training Bureau, Dr. Keesee directed the implementation of the paperless police academy, the expansion of in-service training capabilities through NYPD University, the restructuring of the recruit curriculum, the expansion of CIT and integrated tactics training, as well as the creation of the Credible Leadership Initiative for UMOS, just to name a few.

In her current role as the Deputy Commissioner of Equity and Inclusion, Dr. Keesee is responsible for overall organizational development and implementation of the New York City Police Department's (NYPD), Equity and Inclusion strategic framework. This includes aligning equity and inclusion efforts with NYPD's Neighborhood Policing philosophy and vision, conceptualizing, creating, and implementing appropriate metrics to help identify successful organizational policies and processes. She also serves as an advisor to the Police Commissioner on the implementation of accountability systems that monitor training, recruitment, employee opportunities, and complaints in order to help increase the organization's ability to attract and retain an inclusive and diverse workforce.

Additionally, Deputy Commissioner Keesee is the co-founder of the Center for Policing Equity (CPE), which promotes police transparency and accountability by facilitating innovative research collaborations between law enforcement agencies and empirical social scientists. The CPE also seeks to improve issues of equity both within law enforcement agencies and between the communities they serve.

Superintendent Lisa R. Holmes-Boston, MA Police Department

Lisa R. Holmes, is a retired Superintendent with the Boston Police Department. Prior to her retirement, she was the highest ranking female in the Boston Police Department. Her former assignment was the Chief of the Bureau of Professional Development, which includes the Boston Police Academy, the Police Cadet Unit & the Firearms Training Unit. This Bureau is responsible for all the training & educational requirements of the Boston Police Department, as well as other local police agencies that train there. She was previously the Assistant Chief of the Bureau of Professional Standards, which includes the Internal Investigations Unit, Anti-Corruption Unit, Recruit Investigation Unit and the Audit & Review Unit. Superintendent Holmes has 33 years of experience as an officer, an investigator, and a supervisor within the Boston Police Department. She is dedicated to partnering with the community through creative problem solving, strong leadership, and ensuring the highest quality police services.

Superintendent Holmes began her career as a Police Cadet in 1983 and became a Patrol Officer in 1985 where she was assigned to the Area B Police District. After having proven herself, she was assigned to the prestigious Anti-Gang Violence Unit, now known as the Youth Violence Strike Force, helping to stem the flow of violence among the youth of the community. In 1994, she was promoted to Detective and assigned to the Sexual Assault Unit. While in this unit, she and a co-worker developed a curriculum that teaches youth the consequences of their behaviors surrounding the issues of sexual assault and harassment and the influences media images on our perceptions of one another. This curriculum is still taught today in many public and private middle and high schools as well as community based organizations in the Boston area. In 2012, she was appointed to the rank of Deputy Superintendent, where she took over Command of the Internal Investigation & Recruit Investigation Units. A recipient of many awards for both her community work and her bravery in action, perhaps most treasured distinction was the opportunity to introduce then President William Jefferson Clinton at a major public safety event at the Orchard Gardens Housing Development, where she had grown up.

#### Sgt. Shawn Kennedy-Chicago, IL Police Department

Shawn Kennedy has been a sworn member of the Chicago Police Department for the past 28 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.

#### Prof. Tracey L. Meares-Yale University School of Law

Tracey L. Meares is the Walton Hale Hamilton Professor and a Founding Director of the Justice Collaboratory at Yale Law School. Before joining the faculty at Yale, she served as a professor at The University of Chicago Law School from 1995 to 2007. She was the first African American woman to be granted tenure at both law schools. Professor Meares's teaching and research interests focus on criminal procedure and criminal law policy with a particular emphasis, at the moment, on policing. She has worked extensively with the federal government having served on the Committee on Law and Justice, a National Research Council Standing Committee of the National Academy of Sciences and the Department of Justice Office of Justice Programs Science Advisory Board. In December 2014, President Obama named her as a member of his Task Force on 21st Century Policing. She has a B.S. in general engineering from the University of Illinois and a J.D. from the University of Chicago Law School.

#### Chief Daryl K. Roberts (Ret.)- Hartford, CT Police

Daryl K. Roberts is currently serving the Capitol Region Education Council (CREC) by sharing his insights and police experience to students in the field of law enforcement at the CREC Public Safety Academy. He is the program coordinator in the School of Law Enforcement.

As the retired Hartford Police Chief Daryl K. Roberts is a testament to the power of hard work and dedication. During his time with the Hartford Police Department, he commanded numerous divisions, and earned multiple awards including Distinguished Service Medals, Exemplary Service Medals, a Merit Award, and the department's highest honor, the Chief's Medal of Valor. Additionally, he instituted a Truancy Reduction Program that got kids off the street and back into the classroom; made the Sex Offender Registry Unit number one in the state for compliance; implemented a domestic violence unit and was one of the architects of Hartford's Neighborhood Policing Plan. He retired from the Police Department in 2011. He considers service to the community a priority regardless of his title and continues to contribute his expertise and insight in a host of ways because success is never final.

Lieut. Shari DeShields Russell (Ret.)- Rhode Island State Police

Shari L. DeShields (Russell) was a sworn member of the Rhode Island State Police from 1992 to 2012, retiring at the rank of Lieutenant. Prior to joining the State Police Ms. DeShields was a practicing attorney in Rhode Island, being barred in Massachusetts and Rhode Island. Ms. DeShields holds the distinction of being the first minority female to become a member of the Rhode Island State Police.

After 5 years in the uniform Division, Ms. DeShields was promoted to the rank of Detective. As a detective, she served as a member of the Major Crimes Unit for 3 years, being assigned to some of the divisions most notable robbery and homicide cases, and as a member of the Financial Crimes Unit for 8 years. While a member of the Financial Crimes Unit, she was selected as a primary investigator in a political corruption case involving members of the Rhode Island legislature which lead to a detail assignment with the FBI for nearly 3 years and resulted in the conviction of a State Senator and the CEO of Roger Williams Hospital, the guilty plea of a former State Representative, the indictment of two (2) top executives from CVS and a 20 million dollar Deferred Prosecution Agreement by Blue Cross Blue Shield of Rhode Island. Upon returning to the State Police, Ms. DeShields was assigned to the Accreditation Unit where she was later promoted to the position of Accreditation Manager and in 2011 earned the accomplishment of having managed the Division's most successful on-site assessment since it's commencement in the program in 1994.

During her law enforcement career , Ms. DeShields was honored to have been assigned to the Attorney General's Special Task Force investigating the death of Sgt. Cornell Young of the Providence Police Department., the Bias-Based Policing Statewide Model Policy Committee and named the Superintendent's designee for the Task Force to Identify and Recommend Policies and Procedures to Improve the Accuracy of Eyewitness Identification [R.I.G.L 12-1-16]. From 1992 until the time of her retirement, Ms. DeShields was an instructor at the Rhode Island State Police Training Academy and the Rhode Island Law Enforcement Training Academy (RILETA). She has also lectured for numerous schools and professional organizations. As Accreditation Manager, Ms. DeShields served as the Division's Community Outreach Liaison creating and fostering programs between the State Police, community groups, and youth organizations.

Undersheriff Francine Shelton-Hudson County, NJ Sheriff's Office

Beginning as an investigator with the Hudson County Prosecutors Office, and the first African American Sergeant in their Special Victims Unit, Undersheriff Francine Shelton has had an interesting journey in law enforcement.

After the loss of her mother and sister in 1987, she began working at the Hudson County Welfare Department as a Senior Investigator working joint investigations with the Attorney General's Office (undercover), the Hudson County Prosecutors Office and other law enforcement agencies with the goal of ending all types of welfare fraud and corruption.

She later transferred to the Hudson County Law Department, working as Chief Investigator with Hudson County Counsel.

On December 20<sup>th</sup> 2009, she became the first African American Female Undersheriff in Hudson County. As administrative Undersheriff she commands over 130 civilian employees in seven different units.

Of herself, Francine says "I am a dedicated and determined woman and if I can save (1) one life it makes it all worthwhile."

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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.

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## **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.

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## 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**