



# NABLEO 2019

17TH ANNIVERSARY TRAINING  
CONFERENCE AND AWARDS  
CEREMONY

**"From Warriors to Guardians- Changing The  
Culture of Policing"**

Tuesday, October 22 - Thursday, October 24, 2019

## Conference Guide



Embassy Suites Airport Hotel  
9000 Bartram Avenue  
Philadelphia, PA



Hosted by The Guardian Civic League

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

P.O. Box 1182 Newark, NJ 07102

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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 *"From Warriors to Guardians-Changing the Culture of Policing"* 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.

As professionals in a field that is subject to intense public scrutiny, we must recognize that the perceptions held of the few are instantly transposed to the many. We must realize that the calls for accountability and transparency are legitimate and can only be answered through an honest assessment of our organizational goals, philosophies and culture. The convergence of police professionalization and police culture must be a recurrent theme in how we conduct our encounters with those we serve. 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, 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.

We must more strongly adopt the vestiges of one who stands in the way of all who would abuse and misuse those we have sworn to protect, regardless of their origin or status. We must ensure that we are no longer seen as unrelenting, militaristic warriors attempting to overpower and control a supposedly overwhelming presence of violators, but as guardians of the community's trust, safeguarding them from harm, responding to their calls for assistance, remembering constantly that it is the community we serve, and not the institution we are employed in that must dictate our actions. And we must equally be firm and unwavering in speaking out against and reporting 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.

This conference is about creating the change that is needed to better support and serve the needs of our communities, regardless of their makeup; improve our relationships and bonds with those we serve; and 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 2019 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>Monday, October 21</b>			
	NABLEO Board of Directors Meeting	2:00 P	4:00 P	Lieut. Charles Wilson, Chairman
	<b>Tuesday, October 22</b>			
	Check-in, Continental Breakfast	8:00 A	8:40 A	Open to all participants
	<b>Opening Reception</b>	9:00A	11:00A	Lieut. Charles Wilson, Chairman Rochelle Bilal, Pres. Guardian Civic League
1	Fair and Impartial Policing Through Understanding Implicit Bias	11:00A	12:30P	Dr. Samantha Moore-Berg, PhD
	Lunch	12:30P	1:30P	Served
2	After The Bang: Anatomy of A Fatal Use of Force	1:30P	3:00P	Sgt. James Scott (Ret.)
3	Has Police Sexual Misconduct Escaped the #METOO Movement?	3:00P	4:30P	
4	Community Forum-What To Do When Stopped	6:00P	8:30P	Bibleway Baptist Church
	Hospitality Suite	9:00P	12:00A	Open to all participants
	<b>Wednesday, October 23</b>			
	Check-in, Continental Breakfast	8:00 A	8:40 A	Open to all participants
5	Officer Wellness – Everyone’s Responsibility	9:00A	10:30A	Sgt. Shawn Kennedy
6	Retirement: Life After Police Work	10:30A	12:00P	Lieut. David Daniels III (Ret.)
	Conference Scholarship Luncheon	12:00P	1:45P	Dep. Chief Antoinette Eberhart, Keynote
7	Executive Leadership and Supervisory Responsibility	2:00P	3:30P	Sgt. DeLacy Davis (Ret)
8	Criminal Justice Reform From A Prosecutorial Perspective	3:30P	4:30P	Atty. Robert Listenbee
	Awards Banquet	6:30P	12:00A	Sheriff Garry McFadden, Keynote
	<b>Thursday, October 24</b>			
	Check-in, Continental Breakfast	8:00 A	8:40 A	Open to all participants
9	Active Shooter	9:00A		Sgt. William Frazier
10	Breaking the Silence on Law Enforcement Suicides	9:00A	10:30A	Rev. Luis Ceteno
11	Safer Neighborhoods for Stronger Communities	10:30A	12:00P	David P. Shallcross
	Lunch	12:00 P	1:00 P	Served
12	Eliminating Microaggressions To Enhance Police-Community Engagement	1:00 P	2:30 P	Ariella Bradley, MS
13	Human Trafficking and its Impact in the Community: Vulnerability, Impact and Action	2:30 P	4:00 P	Off. Ashley Capaldi Det. Kate Gordon
	Hospitality Suite	9:00P	12:00A	Open to all participants

## 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.

### **Active Shooter**

Through scenario based training, participants will be able to demonstrate an understanding of Rapid Deployment, Active Shooter, Hostage-Taker, Dynamic and Static Situations, and the characteristics of an Active Shooter. Discussions will involve incident commonalities, police priorities and procedures during active shooter situations. Participants will gain familiarization with various types of equipment needs that may be present during an active shooter situation.

### **Fair and Impartial Policing Through Understanding Implicit Bias**

Efforts at fostering "Fair and Impartial Policing" have been informed by the scientific understanding that human beings have an "implicit system" in their brain. This understanding of implicit bias has led to the recognition that police officers, as human beings, are subject to implicit bias but more importantly that the officers can be trained to be cognizant of that characteristic and adapt their behaviors to proactively produce fair and impartial policing. 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 and is intended to begin that process of understanding and adjustment.

### **After The Bang-An Anatomy of a Fatal Use of Force**

While many will argue differently, the fact remains that most law enforcement officers will never draw their weapon or use deadly force during their career. And in the best of all worlds, because a human life is so precious, an officer ideally, when confronted with the threat of deadly force, should take the time to dispassionately analyze the parameters of the threat and measure his or her response to that a minimum amount of force is utilized and a minimum amount of injury is inflicted.

In the aftermath of an incident, were there things that could have been done better to diffuse the situation? Participants will be asked to engage in active discussion to determine their perceptions of actions of those involved, how de-escalation could have been improved, better tactical procedures, and approaches to community impact. The presentation is based upon the presenter's personal account of being involved in an on duty fatal shooting. The presenters deadly force encounter will be utilized as a case study.

### **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.

### **Officer Wellness – Everyone’s Responsibility**

When someone mentions officer wellness, we generally tend to think about an officer’s physical fitness. Rarely do we consider the mental and emotional health of an officer. During an officer’s career, he or she may experience a significant level of personal and/or professional stress, which could be acute or chronic in nature. Personal stress may arise from an officer dealing with a divorce/child custody, financial problems, the death of a loved one, an unhealthy relationship, disease, retirement, or mental illness (i.e. depression, schizophrenia, bipolar disorder, PTSD, etc.). Professional stress is innate to the law enforcement profession. Vicarious trauma can result from the cumulative, ongoing effects that first responders are exposed to on a daily basis. This may include responding to gang-related shootings/homicides, unpredictable domestic incidents, traffic stops, catastrophic incidents, dealing with subjects who have a mental illness, and now second guessing ourselves in determining whether or not to use deadly force in today’s intense public scrutiny. These repeated incidents can have an adverse impact on officers’ wellbeing without them even realizing its effects.

The effects of stress may manifest itself in alcohol abuse, prescription drug abuse, poor work performance, excessive tardiness, medical roll abuse, negative changes in interaction with co-workers or citizens, inability to sleep or excessive sleeping, self-imposed isolation, unpredictable mood swings, reckless and irresponsible behavior, drastic change in appearance, or an inability to now make rational split-second decisions. The fallout from the stress sometimes results in a police-related suicide.

We must tear down the stigma associating “asking for help” as being a weakness. We need to do a much better job to dismantle the stigma surrounding the reality of mental illness and police suicide. We need to engage officers in open dialogue regarding the importance of officer wellness and the services available to them. We must also be willing to get involved when we see officers having difficulty coping, but unwilling to ask for help themselves. Until the stigma has been removed and we take ownership for the wellbeing of ourselves and others, officers will not feel comfortable enough to ask for help; therefore, more officer will continue to suffer in silence.

### **Retirement: Life After Police Work**

Retirement is a massive change of lifestyle for anyone. As with other major life changes, it's the perfect time to redefine who you are. What are your goals for retirement? Take another job, start your own business, move out of the city or state where your pension is not taken, or become more involved in community activism? Have you planned for retirement and have you taken the time to decide on investments, maximized use of your pension, and other factors?

This workshop is designed to assist participants in avoiding pitfalls and making the most of life after policing by exploring the things to do after retirement along with what not to do.

## **Executive Leadership and Supervisory Responsibility**

Effective leadership is crucial for the development of it's members as well as the mission of the agency. To be an effective leader, one must hold a range of responsibilities.

This discussion is facilitated by De Lacy D. Davis, a retired police sergeant, former school principal and executive leader of a NJ non-profit who uses his knowledge base across these industries to provide a foundation for organizational leaders. He concludes this powerful workshop with a component on personal development and executive leadership.

Davis provides the audience with tools for self-examination of leadership styles, emotional intelligence and personal development. This workshop will inspire the participants to strive to understand and improve their leadership skills. The content areas include conflict management, conflicts of interest and interpersonal skills development.

## **Criminal Justice Reform From A Prosecutorial Perspective**

From the origin of the professional police in the U.S. South's slave patrols, to the early testing of Sir Robert Peel's police model in colonial Ireland, policing's central function has always been about 'managing inequality' and 'the production of whiteness'. From the start, policing has been directed at the colonized, the downwardly racialized, and the working classes.

Over the past several years, America's law enforcement community has been confronted with an array of challenges. Violent crime rates have increased in many major cities across the country, though in others, police departments are effectively maintaining crime rates at, or near, historic lows. Immigration concerns have grown more complex. Throughout, agency budgets have tightened. At the same time, hostile narratives have emerged in both mainstream and social media, which encourage antipathy toward police and paint American law enforcement as "systemically racist." The high volume of consent decrees handed out by the Department of Justice under prior Administrations, alleging patterns or practices of excessive force and other violations of citizens' constitutional rights, has only exacerbated this impression of today's police. And widespread support for the current administration's inconsistent policies and their intentions to encourage police at the local and national level to "take off the gloves," among many police officers suggests a real possibility of a reinvigoration of political policing with little fear of oversight from the Justice Department. This has already manifested itself in some troubling ways.

The predictable result has been friction between police departments and the communities they serve, which has occasionally erupted in violent protests and targeted attacks on law enforcement officers. By acknowledging concerns and emphasizing shared beliefs about what policing ought to be, law enforcement can forge a consensus to improve policies on behalf of officers, citizens, and the larger community.

## **Breaking the Silence on Law Enforcement Suicides**

Police culture acknowledges the importance of physical safety and wellness. Precautions to ensure an officer's physical safety abound and are often reinforced through official policy statements and training requirements. From wearing bullet proof vests and seat belts to self-defense and firearms training, physical safety is something all departments emphasize and all officers support. Similarly, every police department has initial physical fitness requirements in order for an officer to be accepted into the department.

Unfortunately, mental health and well-being, while equally critical, fail to receive the same level of attention and resources within the officer safety continuum. Mental health issues and the threat of officer suicide are often topics no one wants to acknowledge. In a profession that prides itself on bravery and heroism mental health concerns can be seen as weaknesses and antithetical to the strong courageous police persona. Nevertheless, police officers are not immune to stress, depression, anxiety, post-traumatic stress disorder (PTSD), or other mental health concerns or illness. Arguably, they are more susceptible given the horrific events, trauma, and chronic stress endemic in their profession. Perpetuating this culture of silence and denial around officers' mental health needs is unacceptable. It endangers every officer in the country. When agencies and individual officers do seek guidance and assistance, they often find that limited resources are available. Those that are available come from disparate sources, with few devoted specifically to law enforcement. As a result, neither officers nor chiefs know where to turn in a time of crisis.

## **Safer Neighborhoods for Stronger Communities**

Each and every officer is a "community resource officer" as in the respect that every interaction with a citizen needs to be professional and a positive reflection on our law enforcement agencies. In interacting with community constituents, officers must be able to alert the citizens in each community as to current crime prevention programs including anti bullying, scam awareness, home security, auto theft prevention, personal safety, senior citizens safety, drug education, identity theft prevention, school safety, Opioids, School Violence, Active Threats, and many more.

This workshop provides participants with an overview of methods designed to improve community crime prevention efforts and enhance the ability of businesses and citizens in creating safer neighborhoods and stronger communities.

## **Eliminating Microaggressions To Enhance Police-Community Engagement**

Microaggressions are the negative assumptions we make about people that limit their humanity and value. These include the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership, particularly the negative racial slights and insults towards people of color. Perpetrators are often unaware that they engage in such communications when they interact with racial or ethnic minorities. Almost all interracial encounters are prone to microaggressions and require utilization of additional skills in conflict management and negotiation.

## **Human Trafficking and its Impact in the Community: Vulnerability, Impact and Action**

The widespread contemporary exploitation of men, women and children is unacceptable to people of conscience the world over. Traditional approaches to preventing trafficking in human beings, to protect and assist trafficked persons and bring criminals to justice have had some small impact on the global phenomenon, but not enough. That even one young person be denied the benefits of childhood, that one young woman be subjected to the brutal humiliation of sexual exploitation and that one man become the slave of a cruel taskmaster in another country are clear signals that we must renew both our resolve as well as our initiatives to protect those who are vulnerable.

To improve law enforcement effectiveness there is a need to improve information exchange on trafficking routes, trafficker profiles and victim identification in order to dismantle criminal groups and convict more traffickers. This discussion will reflect the key issues that need to be addressed in a comprehensive anti-trafficking strategy: Why does human trafficking occur? What are the consequences? What measures might be taken in response? Within each theme, participants will be encouraged to explore each theme in greater detail, with the purpose of developing comprehensive intervention strategies and undertaking practical action.

### **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.

#### **Ariella Bradley - Villanova University**

Ariella Bradley, M.S. is the Training Manager for the Office of Diversity and Inclusion at Villanova University. As the training manager she organizes the efforts of the office to establishing and communicating an inclusive campus climate. Ariella facilitates workshops on a variety of topics such as implicit bias, social identity exploration, intercultural communication, and inclusive hiring. She also triages bias complaints, co-chairs two campus committees, and advises a student group.

In addition to her role as training manager, Ariella is a facilitator in the Program on Intergroup Relations and an adjunct instructor in the Peace and Justice Program at Villanova, with a focus on social justice issues of race, class, and gender. Ariella has worked in a variety of student affairs and academic affairs functional positions. She has served as a Trio college prep counselor at Delaware Valley University, academic advisor at Peirce College, and a supplemental instruction and learning skills coordinator at California State University, Long Beach. Ariella Bradley earned her B.S. from Mansfield University in Business Administration and her M.S. from California State University Long Beach in Counseling: Student Development in Higher Education.

#### **Off. Ashley Capaldi - Philadelphia, PA Police**

P/O Capaldi has 13 years of service with the Philadelphia Police Department. She has worked in uniform patrol and East Detectives in their Special Investigations Unit. P/O Capaldi transferred to the Special Victim's Unit and was part of forming the Human Trafficking Task Force in July of 2016.

### Rev. Luis Centeno - Philadelphia, PA Police

Mr. Luis Centeno was born in Puerto Rico. He has served 20 years as a community organizer in North Philadelphia addressing the concerns of children, teenagers and Families who have experienced trauma in the community. One of the outstanding achievements of his long Ministry was founding Proclaimers Of Hope Ministry, a recovery prevention program in West Kensington in North Philadelphia. In 2001, he was awarded the National Highest Honor for The Community Health Leadership by the Robert Wood Johnson Foundation presented to only 10 people each year. As a result of this award, Representative Robert A. Brady paid tribute to Reverend Centeno on the floor of the U.S. House of Representatives, with Mr. Brady saying, in part, "Reverend Centeno has demonstrated tremendous leadership in the fight against drug addiction in his community and is well deserving of this prestigious Community Health Award."

Rev. Centeno was Ordained in 1989 and has since addressed the social and spiritual needs of the communities of Philadelphia. He is the chair person of Place Of Refuge, which is a counseling center for families and trauma victims. He is a board member of the National Police Suicide Foundation and is the Northeast Region Director Representative for PA,NY,NJ. He served as the Chairperson of the Special Chaplaincy Unit under two former Police Commissioners, Charles Ramsey and Richard Jr. Ross. He also serves as part of the Philadelphia Police Department Chaplaincy Program, and has conducted many suicide prevention trainings.

Since 2002 Reverend Luis Centeno has prevented 24 Police Officer from committing suicide. From one officer who call him while sitting in his patrol car with his service revolver in hand and other officers, who attended the training were able to recognize the warning signs of suicidal behavior and were able to bring it to the attention of their partners and other officers in time to receive help from outside of the agency. He also developed, with the help of active and retired police officers and mental health professionals, a personal evaluation app that is available to officers on their cell phones, that the officers could go to privately and do a five minute evaluation. The app accesses 100 resources where they can get help in complete confidentiality immediately. He has also addressed the International Chief of Police in Orlando, Florida several years ago with former Commissioner Charles Ramsey.

### Lieut. David Daniels III - Bridgeport, CT Police (Ret.)

David Daniels III was born and raised in Bridgeport, Ct. a graduate of the Bridgeport Public School System from Bassick High School to Norfolk State University in Norfolk, Virginia, a Communications Major, and after an 11 year career at The Southern New England Telephone Company in 1988, became a Bridgeport Police Officer working in Patrol, Recruiting , Communications, Internal affairs and Community Services.

He created The Officer Friendly Basketball Camp, Organized Food Clothes & Toy Giveaways to the needy families at Thanksgiving, Easter and Christmas Holidays, Taught the DARE, GREAT and Crime prevention programs, and brought The IWatch Bridgeport Program to the city. A 5-term President of the Bridgeport Guardians, he previously served as The National President Of The **National Association of Black Law Enforcement Officers.**

Retired April 2014 at the rank of Lieutenant, The former owner of the Restaurant "Simply the Best" Seafood on Bridgeport's East End, on air DJ personality at WYBC Radio in New Haven. Owner of The David Daniels III Consulting Group LLC, has worked with The National Basketball Association / Rookie Transition Program. Created The Connecticut Stop Violence Movement, Public Speaker, Community Advocate and 2016 Bridgeport Mayoral Candidate. Currently working as a Sub Contractor to the City of

Bridgeport Created a Mentoring program, re instituted a The Officer Friendly Basketball Camp and is in the process of rewriting the city's Community Policing Program.

#### **Sgt. DeLacy Davis - East Orange, NJ Police (Ret.)**

Sergeant De Lacy Davis graduated from Drew University in Madison, New Jersey with a Bachelor of Arts degree in English. He completed his Masters of Administrative Science degree at Fairleigh Dickinson University with a 4.0 grade point average in 2002. He joined the East Orange Police Department in 1986. He is an instructor at the Essex County Police Academy and a New Jersey State-Certified firearms instructor. He has served as the Vice President of the Police Benevolent Association, Local #16, and the executive director of the East Orange Police Athletic League. He previously served as President of the Northeast Region of the National Black Police Association, from which the **National Association of Black Law Enforcement Officers** evolved.

Known in the community as Brother De Lacy, Davis is not one to turn his back or hold his tongue in the face of injustice. Disturbed by the high incidence of police brutality in this country, Davis, at great risk to himself and his career, decided to tackle the problem head-on. He spoke out against police officers that use brutality as a means of enforcing the law. In 1991 he founded the community-based organization Black Cops Against Police. His commitment and love for his rich African heritage has brought him center-stage to deliver a message of empowerment to people of color.

He has appeared on MTV, Nightline, Ricki Lake, N.J. Network's "Another View," News Talk, C-Span, Oprah, Maury Povitch, Like It Is with Gil Noble, NBC's "Positively Black," Black Entertain Television's Teen Summit, Tonight With Tavis Smiley, Teen Court TV, Court TV, Fox Files, MSNBC, Hard Ball, Due Process, Good Day NY, The Black Experience and CBS Morning Show. He writes a news column "Breaking the Blue...Code of Silence." Davis is a popular guest on talk radio nationwide. He's appeared in the Source Magazine, Vibe Magazine and Time Magazine.

#### **Sgt. William Frazier - Philadelphia, PA Police**

Sgt. William Frazier joined the Philadelphia Police Department in 1979 and spent 14 years working in the Sixth District. In 1994 he was promoted to Sergeant and was assigned to the 23rd Police District, and was transferred to the SWAT Unit in 1996. He holds instructor certifications in Police Firearms, Impact Munitions, Chemical Agents, Flashbangs, Personal Radiation Detector and Air Taser. He holds Technician Certification in Haz-Mat (EPA), Radiation/Nuclear (NRC), Clandestine Drug Labs(EPA) and Emergency Response to Biological Incidents Operations Level (LSU).

He is also the lead instructor for the South East Regional Task Force's Level "B" SWAT Operations Basic School and the lead instructor for the Philadelphia Police Department's Active Shooter Program.

#### **Det. Kate Gordon - Philadelphia, PA Police**

Det. Gordon has 21 years of service with the Philadelphia Police Department with 7 years in patrol and 14 years as a Detective. She worked at South West Detectives in their Special Investigations Unit for 11 years. Det. Gordon transferred to the Special Victim's Unit and was part of forming the Human Trafficking Task Force in June of 2016.

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

Shawn Kennedy has been a sworn member of the Chicago Police Department for the past 29 years. He served as a Police Officer in the Patrol Division; as a Detective in Area South Detective Division, Domestic Violence Program, and Internal Affairs-Confidential Investigations Section; and as a Sergeant in the Patrol Division, Management and Labor Affairs Section, and Office of the Superintendent (Project Management Team). Shawn is currently detailed to the Bureau of Organizational Development (Professional Counseling Division). This new role affords Shawn the administrative latitude to work closely with the Employee Assistance Program (EAP), in order to implement initiatives that promotes officer wellness, reduces police suicides, and removes the stigma associated with mental illness. Shawn has also been a peer support member for approximately 17 years.

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.

### **Atty. Robert Listenbee - Philadelphia Office of the District Attorney**

Robert (Bob) Listenbee currently serves as First Assistant District Attorney at the Philadelphia Office of the District Attorney, where he is bringing his expertise and experience working at the local, state, and national levels on juvenile and criminal justice issues to this newly created position.

Previously, Bob was a Stoneleigh Visiting Fellow and Director of Juvenile Justice System Enhancement Initiatives at Drexel University's Juvenile Justice Research and Reform Lab. In this role, he worked with the city and state's juvenile justice, criminal justice, and child welfare agencies and organizations to advance shared policy priorities.

In 2013, Bob was appointed by President Barack Obama as Administrator of the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention, serving in this position until January 2017. During his tenure as Administrator, Bob focused on three overarching priorities: addressing the core protections outlined in the Juvenile Justice and Delinquency Act; reducing out-of-home-placements; and reforming the nation's juvenile justice system so that it utilizes a developmental, trauma-informed approach with a focus on evidence-based practices and programs.

Prior to his appointment to OJJDP, Bob was Chief of the Juvenile Unit of the Defender Association of Philadelphia for 16 years and a trial lawyer with the Association for more than two decades. In this capacity, he was instrumental in developing several specialty court programs designed to divert youth out of the juvenile justice system and reduce their risk of residential placement. Bob has contributed his expertise on policy committees of the National Legal Aid & Defender Association, the National Juvenile Defender Center, the National Center for Juvenile Justice, and several other local, state, and national organizations. He played a central role in the Attorney General's Defending Childhood Initiative and served as co-chair of the National Task Force on Children Exposed to Violence. The MacArthur Foundation honored him as a Champion for Change in juvenile justice reform in 2011.

Bob holds a BA from Harvard University and a JD from the University of California, Berkeley.

### **Dr. Samantha Moore-Berg - University of Pennsylvania**

Dr. Samantha Moore-Berg is Postdoctoral Researcher in the Peace and Conflict Neuroscience Lab at the University of Pennsylvania and a Postdoctoral Innovation Lab Fellow at Beyond Conflict. Her research bridges the areas of social psychology, cognitive psychology, and neuroscience to study links between behavior and social-cognitive processes that evolve in intergroup contexts. Her main research interests include 1) designing and implementing interventions to reduce prejudice and discrimination, 2) investigating how prejudiced attitudes give way to discriminatory behaviors, and 3) isolating cognitive functions that contribute to or predict prejudiced attitudes and subsequent behaviors. A specific focus of this work has been on understanding how implicit attitudes influence behaviors in life-threatening situations. For example, in her recent work, published in the Journal of Applied Social Psychology, she examined how the race and social class of a criminal suspect intersect to influence automatic shooting decisions. This research has informed her later work on interventions aimed at reducing biases in decision-making.

Dr. Moore-Berg received her Ph.D. and M.A. in Social Psychology at Temple University in 2018 and her B.A. in Psychology and Sociology at Florida State University in 2013. She is a member of the Association of Psychological Science, the Society of Personality and Social Psychology, the Social and Affective Neuroscience Society, and the Society for the Psychological Study of Social Issues. She has published in several high impact journals and has presented her research around the world.

### **Sgt. James Scott - Connecticut State Police (Ret.)**

James Scott began his law enforcement career in 1996, as a New York City Correction Officer. After working two years on Riker's Island, James moved to Connecticut, where he has continued to serve as a Connecticut State Trooper. During James' tenure with the State Police he has worked as Patrol Trooper, School Resource Officer, Academy Instructor, Patrol Supervisor, and is currently the Commanding Officer for the Recruiting and Background Investigations Units.

James has also served faithfully in the Army National Guard for two decades. He specialized in Military Police Operations, and he is a Veteran of Operation Iraqi Freedom. After 20 years of service; James retired with the rank of Master Sergeant.

While working as a State Trooper and serving in the military, James enrolled in New Haven's Albertus Magnus College, earning his Bachelor's Degree in Criminal Justice in 2006. In 2009, he earned his Master's Degree in Administration from Fairleigh Dickinson University. James is also a certified Police Instructor who teaches various juvenile justice related courses nationally; he is an Adjunct Criminal Justice Professor at Albertus Magnus College.

### **David P. Shallcross – Pennsylvania Crime Prevention Officers Association**

Mr. Shallcross is the Executive Director of the Pennsylvania Crime Prevention Officer Association and has worked to protect our communities for over 35 years. His career in public service began as a Firefighter, Fire Inspector and Fire Prevention Instructor in Bristol Township 1980-1987; during 1980-1986 he was a member of the Bristol Borough Auxiliary Police and held the rank of Sergeant; Then in 1986 he was appointed as a Deputy Sheriff with the Bucks County Sheriff's Office 1986-2007, during this period of 21 years, he became the Community Resource Officer, Commander of the Sheriff's Honor Guard, then as an Investigator to create the new Warrant Service Unit within the Fugitive Division and was later promoted to Warrant Specialist in charge of the fugitive division; next Mr. Shallcross served as a Law Enforcement Liaison for a Federal Contractor and was assigned to special projects for the U.S. Department of Homeland Security 2007-2008; David Shallcross joined the ranks of the Pennsylvania Office of Attorney

General in 2008 as a Community Liaison in the Public Protection Division, providing presentations on various crime prevention and safety topics.

Mr. Shallcross has appeared four times on PCN statewide Cable Television as a specialist on fraud against older adults, numerous guest appearances on BCTV in Berks County and has been heard on Lehigh Valley NPR radio, WBCB Levittown radio shows and is the host of “Safer Neighborhoods for Stronger Communities “ on BCTV each month. He has testified before the Pennsylvania House of Representatives Aging and Older Adult Services Committee, as well as participating as a panelist on the State Senate Democratic Policy Committee’s Safety & Wellness for Pennsylvania’s Senior Citizens Roundtable. In 2007 he was appointed as the Acting Director of Education and Outreach Section and is now a Public Engagement Specialist and the Director of Senior Protection, he is also serving as the Attorney Generals’ designee on the PA Supreme Court’s Elder Justice Advisory Council. He is a certified instructor in Community Crime Prevention by The PA Commission on Crime & Delinquency. A member of PCPOA since 1998. Mr. Shallcross is a recipient of the Sheriff’s Commendation of Valor (1988), Award of Merit and the F.O.P. Outstanding Service Award (2003), PA Crime Prevention Officer of the Year (2010 & 2015) and most recently the PA 3rd Senatorial District ‘Community Involvement Award’ (2013).

### **The Conference Luncheon**

The Conference Luncheon is being held on Wednesday, October 23, 2019, midway through our conference proceedings. This is an opportunity to recognize sponsors, community supporters, and the conference participants themselves, without whom no conference can be successful.

#### **Keynote Speaker – Deputy Chief Antoinette Eberhart-Philadelphia Housing Police**

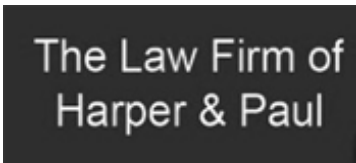
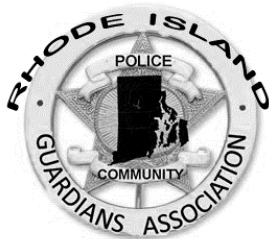


Deputy Chief Antoinette Eberhart started her career in Law Enforcement with the City of Philadelphia in August 1990, as a Correctional Officer at the Philadelphia Prison System. After six years of working in the Prison System, she transferred to the Philadelphia Police Department in July 1996. During her time at the Philadelphia Police Department, she worked in various areas such as Patrol, Training Bureau as an Instructor and in the Internal Affairs Division as an investigator. In 2002, she was promoted to the rank of Sergeant, and was promoted again to the rank of Lieutenant in 2015.

As she worked hard to build her career, she continued her education, completing a Master’s Degree in Criminal Justice. In 2018, after a 27 year career, she retired from the Philadelphia Police Department and began a new journey in law enforcement as a Deputy Chief of Police for the Philadelphia Housing Authority Police Department.

## Our Conference Supporters

We wish to thank those sponsors who have donated either time, funds or resources to make our conference successful. Their support will 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.



## **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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Men and Women For Justice

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