

NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS, INC.

PRESENTS

IT'S FALL 2021 EDUCATION AND TRAINING CONFERENCE

Race & Justice: Finding Fair and Impartial Policing

Sonesta White Plains Hotel
66 Hale Avenue
White Plains, NY
September 29-October 1, 2021



CONFERENCE GUIDE



Hosted By
Westchester-Rockland Guardians Association and Yonkers Guardians Association



National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

www.nableo.org

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



It is with great pleasure, that I welcome you to our 2021 Conference Series, "**Race & Justice: Finding Fair and Impartial Policing.**" 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.

As professionals in a field that is constantly subjected to intense public scrutiny, we must recognize that the perceptions held of the few are, unfortunately, 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 now consider the impact of generational trauma and what that means for the communities we serve, ensuring 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.

We must be equally 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. Bear constantly in mind the words of Rev. Norvel Goff: "*We may not be in control of those who commit evil acts, but we are in control of how we respond to it.*"

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. It is an opportunity to challenge yourself to determine the officer and person that you are, want to be and **should be**.

Again, I welcome all to the 2021 Fall Education and Training Conference. I urge you to learn from one another, become part of the solution and begin to challenge yourself and those around you. Contribute to the healing of our profession and communities and not their trauma. Enjoy the process and camaraderie.

Amandla! Peace.

Welcome from Westchester District Attorney Miriam E. Rocah



It is my honor to welcome the **National Association of Black Law Enforcement Officers, Inc.** to Westchester County for your 2021 conference series. The conference focus, “Race & Justice – Finding Fair and Impartial Policing,” comes at a critical time and I commend you for your leadership in this area and your commitment to enhancing the law enforcement community relationship.

As a federal prosecutor for over 16 years, and now as District Attorney, I have seen first-hand the brave and selfless work police officers do every day. The police departments here in Westchester County are filled with dedicated women and men focused on keeping the public safe while also forming strong relationships with people in our communities. I also know that there is more that we can do as prosecutors and police to help repair the deep distrust of law enforcement that some in our communities have. Law enforcement cannot do their job effectively without the trust and respect of the people we serve. Trust comes from confidence that the police officers and prosecutors tasked with protecting them will act with integrity and treat people fairly and without bias.

We in law enforcement must demand accountability and integrity from each other and work side-by-side with people in our community to improve relationships and strengthen trust.

Success in law enforcement is of course defined primarily by keeping communities safe. But, law enforcement can also be measured by the strength of our relationships with people in our communities. Partnering with local organizations is an effective way to build authentic relationships, and it’s particularly important in underserved communities. There cannot be a “one-sized fits all” response by law enforcement for any circumstances, particularly when it comes to communities of color, people with mental health or substance abuse issues, and young people. My office works collaboratively with the many police departments here in Westchester who are committed to a model of community policing and building and strengthening those connections. Collaboration between law enforcement and community partners is a recognized strategy to prevent, reduce, and solve violent crime.

I wish you all an enjoyable and successful conference. I look forward to seeing you apply the knowledge you gain here in your police departments as you continue to provide leadership in improving and building trust within your communities serve.

Conference Schedule

Session #	Title	Starts	Ends	Facilitator
Wednesday, September 29, 2021				
	Check-in, Continental Breakfast	8:00 A	8:20 A	Open to all participants
	Presentation of The Colors, Pledge of Allegiance, National Anthem	8:25 A	8:30 A	Yonkers Police Color Guard
	Welcome Address	8:30A	8:55A	Lieut. Charles Wilson (Ret.), Chairman
1	Civilian Oversight As A Police Accountability Mechanism	9:00A	10:30P	Dep. Chief Wade Hardy
2	After The Bang: Anatomy of A Fatal Use of Force	10:30P	12:00P	Sgt. James Scott (Ret.)
	Lunch	12:00 P	1:30 P	Served
3	Unintended Consequences of Menthol Bans and Prohibitions: Fake News vs The Facts	1:30P	3:00P	Dr. Benjamin Chavis, Moderator
4	The Enemy Within: Extremism In Law Enforcement	3:00P	4:30P	Dep. Chief Wayne Harris (Ret.)
5	What To Do When Stopped By The Police?	7:00P	8:30P	NABLEO Members
Thursday, September 30, 2021				
	Check-in, Continental Breakfast	8:00 A	8:50 A	Open to all participants
5	Mental Health First Aid	8:00A	12:00P	Det. Felicia Richards
6	Special Victims: How We Approach Victims	9:00A	10:30A	Det. Daryl Sims (Ret.)
7	Eliminating Implicit Bias To Enhance Police-Community Engagement	10:30A	12:00P	Dr. Shirley Wilson
	Lunch	12:00 P	1:30 P	Served
8	Cariols Law-The Duty To Intervene	1:30P	3:00P	Cariol Holloman-Horne
9	Female Cops: Fighting For Respect In A Boys Club Culture	3:00P	4:30P	Det. Crystal Williams-Coleman (Ret.), Moderator
	NABLEO Executive Committee Meeting	4:30P	5:00P	Lieut. Charles Wilson (Ret.), Chairman
Friday, October 1, 2021				
	Check-in, Continental Breakfast	8:00 A	8:50 A	Open to all participants
10	Mental Health First Aid	8:00A	12:00P	Det. Felicia Richards
11	Are Law Enforcement Agencies Ready To Embrace Police Reform?	9:00A	10:30A	Charles Billups, Moderator
12	Karen: Weaponizing the Police- Profiling By Proxy	10:30A	12:00P	Dr. Lorenzo Boyd
	Lunch	12:00 P	1:30 P	Served
13	"Warriors vs. Guardians": Recruiting and Training Officers Who Are Suited to the Mission of Policing	1:30P	3:00 P	Inv. Elliott Boyce
	NABLEO Board of Directors Meeting	3:00P	4:30P	Lieut. Charles Wilson (Ret.), Chairman
	Awards Banquet	6:00P	12:00A	

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.

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

Wednesday, September 29, 2021

[Civilian Oversight as a Police Accountability Mechanism](#)

During the recent 2020 election cycle, voters throughout the nation authorized measures toughening civilian oversight of law enforcement agencies, including some that took years to reach the ballot but grew in urgency after global protests over racial injustice and police brutality. Taking aim at a chronic sore point in many communities, particularly among Black residents, that police departments traditionally have little oversight outside their own internal review systems, which often clear officers of wrongdoing in fatal civilian shootings, many communities have now begun to implement so-called Civilian Review and Accountability Boards that are enabled to review police disciplinary matters, initiate investigations into police complaints and have the power to review reports and investigations into police killings.

But the question remains, are these oversight agencies actually holding police accountable? Are agencies with stronger enforcement abilities more effective than those without? What role should oversight agencies play in decisions related to incidents of excessive force, police hiring, and criminal charging of officers? What mix of expertise and independence can best support a civilian oversight agency?

Civilian oversight agencies help communities have a say in how they are policed, but we need to know more about them and variations in their structure, reach, and effectiveness to enhance law enforcement accountability and reduce police misconduct.

[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.

Unintended Consequences of Menthol Bans and Prohibitions: Fake News vs The Facts

Several states and municipalities are proposing to ban the sale of menthol cigarettes. Smoking is bad and tobacco kills in addition to the debilitating effects of nicotine addiction and need to prevent youth from smoking. Prohibitions and flavor bans have been spotlights in the national media. This proposal seems race-neutral. But over 85% of African Americans who choose to smoke prefer menthol cigarettes while most White tobacco consumers prefer unflavored tobacco. To draw up a ban only against products favored by people of color seems not only unjust but also remarkably insensitive. Giving officers even more reason to detain and engage on the basis of a flavored tobacco ban, including menthol, would assuredly lead to encounters that are likely to escalate to the unnecessary use of force, arrests, and possibly deadly force.

This workshop will explore the laudable intent of the public health community to decrease the use of tobacco products by communities of color, address the serious concerns of youth using tobacco products, and how to stem the tide of youth use of e-cigarettes.

The Enemy Within: Extremism In Law Enforcement

One of the wake-up calls of the January 6, 2021 siege on the U.S. Capitol was the revelation that the extremists included many off-duty law enforcement officers, possibly assisted by on-duty personnel. This scenario is now forcing police chiefs, sheriffs, and others nationwide to reassess and escalate their efforts to identify and root out what has long been denied as a problem within the police profession.

What measures must be taken to root out staff with ties to white supremacist and far-right groups? What are the procedures and policies that should be put in place to encourage officers to speak out when they observe or know about another's involvement? Are the unions a forum for assisting or a source of hindrance to officer accountability? Who should be tasked to root out those who may not actually be a part of the extremist groups but secretly subscribe to their ideologies? And what role must Black and Brown law enforcement officers play in efforts to curtail what now appears to be a troubling pattern.

What To Do When Stopped By The Police?

Where people of color should be able to rely upon law enforcement to keep them safe, they now appear to be terrified of the prospect of their appearance in the community. They now feel victimized in the streets and in their homes, not knowing if their name will be the next to be added to the ever-growing statistics. And with reported incidents implying personal biases on the part of some law

enforcement officers, it is important that members of all communities, particularly communities of color, have a firm understanding of **WHAT TO DO AND WHAT NOT TO DO** on those occasions when they are stopped or questioned by law enforcement.

This discussion will be presented both in lecture and role play formats, is facilitated by various **NABLEO** members, and is open to the general public. Media is welcome to attend.

Thursday, September 30, 2021

[Mental Health First Aid](#)

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.

Mental Health First Aid is an evidence-based, in-person certification training program with proven ability to teach individuals how to recognize and respond to the warning signs of mental illness and substance use disorders and link people with appropriate treatment and support. Mental Health First Aid increases the understanding that mental illnesses are real, common and treatable.

This program is presented over a two-day period and has an added cost of \$40.00 for materials

[Special Victims: How We Approach Victims](#)

This presentation will discuss the varied approaches that can be used when dealing with victims of sexual assaults, as well as victims of child abuse. These victims are distinctive in that almost always they have experienced a traumatic event or events, and care must be taken when engaging with them.

All too often the initial interaction with first responders, law enforcement or other authorities is mishandled due to a myriad of factors. This could be because of inherent biases (neighborhood, age, race, appearance, occupation, etc.), because of inexperience, or simply overlooking or misjudging a situation. As first responders we need to be aware of signs (a victim outcrying) that may trigger action or even inaction. Discussions regarding the importance or recognizing when a person may be a victim and the proper ways to engage if one believes further action or investigation are needed.

Also discussed will be the marginalization of victims in urban areas and victims of color. This is especially critical for those that patrol in neighborhoods with a significant population of color or where the population's lifestyle is considered non-traditional.

Eliminating Implicit Bias To Enhance Police-Community Engagement

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.

Female Cops: Fighting For Respect In A 'Boys Club' Culture

Police work is inherently stressful. However, this traditionally male-dominated field has created increased obstacles and stressors for female officers. And while all officers are exposed to stressors that are inherent to the job—such as violent crime, human suffering, and life and death decisions—many of the unique stressors that women face are due to the organizational stress associated with the policies and practices of the department, causing female officers to experience higher levels of stress than their male counterparts do. This stress is related to the gender bias, sexual harassment, and isolation that women commonly experience in the male-dominated field of law enforcement.

We must now ask what is the role of those in law enforcement to prevent sexual victimization, to ensure it is not perpetrated by their fellow officers, and to take every step possible to ensure the safety and dignity of everyone in the community?" This panel discussion will focus not only on the careers of women who have been trailblazers in what is traditionally considered a "male" occupation but will also examine this question through the lens of several female law enforcement officers, followed by a discussion on some of the key takeaways.

Cariol's Law-The Duty To Intervene

On May 25, 2020, the country was shaken by the killing of George Floyd by former police Officer Derek Chauvin. The blatant disregard for human life was traumatizing. There are significant observations that warrant intervention in the protocol. Officer Chauvin was supported by three fellow officers, none of whom intervened, which resulted in the death of Mr. Floyd. Officers when present, are responsible for the safety and well-being of all citizens, including those in police custody. All of the officers had the opportunity to intervene as the citizen was handcuffed and on the ground, but they did not. Trained

officers are empowered to preserve life and should be encouraged to intervene without the fear of retaliation. Prevention is possible, and saving the life of a suspect in custody is the duty and responsibility of the police.

Cariol's Law will empower law enforcement professionals to intervene, without fear of retaliation or termination.

- We must support all law enforcement professionals who stand up for the rights and the safety of the people they protect and serve.
- We must create an environment in which police brutality is shunned and police heroism is respected.
- We must restore and/or strengthen the relationship between police and the communities they patrol.
- We must preserve and protect law enforcement professionals' mental health and reduce the trauma experienced in the line of duty caused by fellow officers.

Friday, October 1, 2021

[Are Law Enforcement Agencies Ready To Embrace Police Reform?](#)

The shocking death of George Floyd at the hands of a Minneapolis, MN police officer, captured on video, horrified the American public, sparked months of protests, and brought about a new and concerned urgency to the longstanding anger over police violence towards Black men and women in the United States. And while Derek Chauvin was convicted of two counts of murder and one count of manslaughter, the verdict did absolutely nothing to change the dynamics of racial bias that were a factor in Floyd's death. Thus, police reform remains a top priority, with advocates seeking to make it easier for people to sue police officers in civil courts, ban choke holds, require body-worn and dashboard mounted cameras and enhanced training on de-escalation techniques.

But are these changes enough? If not, what else is needed? What would effective police reform look like? What can be done to restore the trust between police departments and the communities that they serve, particularly communities of color? And are agencies prepared to embrace the changes needed?

[Karen: Weaponizing the Police- Profiling By Proxy](#)

When an individual calls the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against—e.g., ethnic and religious minorities, youth, homeless people—police must be careful to avoid “profiling by proxy”.

At worst, the public's use of law enforcement to confront minorities can be viewed as “weaponizing the police.” Even when no explicit animus is present, such encounters may constitute a form of profiling: profiling by proxy. Without proper leadership and guidelines, a biased caller's inferences can generate accusatory claims by police, outraged denials of wrongdoing by the accused, and cause police to unwittingly couple themselves with the biases of third parties whose intentions are opaque.

“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.

NABLEO Board of Directors Meeting

The National Board of Directors and General Body members will meet to discuss various issues of importance to both the association and the communities they represent.

While only members of the Board are allowed to vote on issues presented during the meeting, the public is invited to attend

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. James Scott - Connecticut State Police (Ret.)

James Scott began his law enforcement career as a New York City (NYC) Correction Officer. After working in NYC for two years, he moved to Connecticut, where he continued to serve as a State Trooper. During James’ tenure with the Connecticut State Police, he has worked as Patrol Trooper, Academy Instructor, Patrol Sergeant, and ultimately the Commanding Officer for the Recruiting Unit. James also served in the Army National Guard for 20 years. He specialized in Military Police Operations and is a Veteran of Operation Iraqi Freedom. After 20 years of service, James retired with the rank of Master Sergeant.

James has a Bachelor’s Degree in Criminal Justice, a Master’s Degree in Administration, and is currently a doctoral student at Saint Leo University. After 21 years of service with the Connecticut State Police, James retired and assumed a full-time faculty position at Albertus Magnus College in New Haven, CT.

Investigator 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.

Charles Billups-Chairman, New York Grand Council of Guardians

With over 25 years as a Law Enforcement Officer (retired), Charles Billups is a Law Enforcement Consultant on N.Y. Policing and N.Y. Correction policies and a criminal Investigator for various N.Y. law firms. He is a past member of the N.Y.C.L.U. Advisory Task Force Board on Police Brutality and Community Policing, a NYS Municipal Police Instructor (various subjects), and ran in 2005 as a candidate for New York City Council.

For the past 26 years, Charles Billups has served as Chairperson of the New York Grand Council of Guardians. Formed in 1974 as an umbrella organization that consisted of six African American fraternal organizations in the field of Law Enforcement, Uniform and Civilians throughout New York City, the Council today consists of or is affiliated with over two dozen Law enforcement fraternal organizations throughout NYS State.

Det. Crystal Williams-Coleman – Philadelphia, PA Police (Ret.)

Crystal Williams-Coleman was born in Harlem, New York. Crystal has been employed with the Philadelphia Police Department for 32 years and recently retired in January of 2019. During her employment she has been assigned to the 25th District, Juvenile Aid Division (JAD), Special Victims Unit and Homicide Division until her retirement.

Crystal is a dedicated member of the **National Association of Black Law Enforcement Officers, Inc. (NABLEO)**, currently serving as National Vice Chairperson, former Executive Vice-President and current President of the Guardian Civic League, member of the National Association for the Advancement of Colored People (NAACP), and Chairperson of Board of Director's Law Enforcement Health Benefits

(LEHB). Her rare qualities, coupled with her friendly personality and quick wit, allow her to establish and maintain an atmosphere of pride and professionalism in her daily environment. Crystal is a positive motivator who displays compassion, decisiveness and determination. She has never been afraid to speak out about unfair treatment directed towards the community or law enforcement officers.

Crystal has handled many cases during her years of service. She was afforded the opportunity to appear on the Next 48, investigating the case involving The Kensington Strangler and throughout her career worked with many great officers including the late Lauretha Vaird, the first African American Female Police Officer killed in the line of duty in the City of Philadelphia.

[Dr. Shirley Wilson-Bryant University](#)

Dr. Shirley A. Wilson, Ph.D. recently served as a Professor of Management at Bryant University in Smithfield, Rhode Island where her specific area of instruction was 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 research interests include issues pertaining to minority law enforcement, police-community relations, and mentoring of black female professionals. She has co-authored numerous peer-reviewed research articles appearing in such publications as the Journal of Black Studies, Western Journal of Black Studies and the Journal of Ethnicity in Criminal Justice.

[Dr. Lorenzo Boyd – University of New Haven, CT](#)

Lorenzo M. Boyd, Ph.D., is a nationally recognized leader in police-community relations and an authority on urban policing, diversity issues in criminal justice, race and crime, and criminal justice systems. He currently serves as the Director of the Center for Advanced Policing at the University of New Haven, CT. Dr. Boyd also serves as the University of New Haven's Assistant Provost for Diversity & Inclusion. He served for 14 years as a Sheriff's Deputy in the Suffolk County (Mass.) Sheriff's Department, which shaped his approach to teaching, research, and training of police commanders and officers.

As director of the University of New Haven's Center for Advanced Policing, Dr. Boyd is working to build the center into a national resource for professional development, with a central focus on building levels of empathy and cultural competence among police leaders and officers. He's reaching out to police chiefs, and command staff around the country to determine their training needs and is developing interactive professional development that includes real-life scenarios and role playing.

A former president of the Academy of Criminal Justice Science and a life member of the National Organization of Black Law Enforcement Executives (NOBLE), Dr. Boyd has appeared on local, regional, and national media outlets to discuss policing in the aftermath of high-profile cases, including shootings

in Baton Rouge, Dallas, and Ferguson, Missouri. In 2019, he led a study addressing issues of racism, bias, and police and community relations at Yale University after a white graduate student called the police to report a black graduate student who was asleep in a residence hall common room.

[Det. Daryl Sims – New York City Police Department \(Ret.\)](#)

Detective Daryl Sims was a member of the New York City Police Department for 25 years, joining the force in 1994 and retiring in 2019. He holds a Bachelor of Science in Police Science from John Jay College. He spent four years on patrol in the 44th Precinct before being designated Detective Third Grade in 2000. He was promoted to Detective Second Grade in 2012, and Detective First Grade in 2017. He has held assignments within the Organized Crime and Control Bureau; he worked as an undercover and investigator in Narcotics Borough Bronx, and as an investigator in the Firearms Investigative Unit. In 2008 he transferred to the Detective Bureau where he worked in the Special Victims Division for the Bronx Special Victims Squad and DNA Cold Case Squad.

Detective Sims' time working in Special Victims he was known to be a dogged investigator in cases that were thought to be solved or unsolvable. His curiosity and attention to detail, along with communication skills set him apart from his peers. In 2012, he worked exclusively on the Horace Mann School investigation for one year, which resulted in legislative changes in reporting throughout New York State. Although no arrests were made as a result of the investigation, it did shed light on the systemic nature of abuse that can occur in "safe spaces" and also had an effect on the reporting time younger victims have to report sexual assaults.

In 2015 Detective Sims was transferred to the DNA Cold Case Squad, an elite unit designed to have investigators reexamine unsolved cases dating back decades. While the unit was successful in solving, confirming or bring closure to cases, he noticed a disturbing pattern when reading the older cases: the victims were treated poorly, which in some cases resulted in criminals being eliminated, not questioned or exonerated. Recognizing that modern interviewing techniques and investigative resources have changed drastically within the past decade, he believes that professionalism and proper training from law enforcement is a necessity in today's climate.

[Det. Felicia Richards – New York City Police Department](#)

Detective Felicia Richards was appointed to the NYC Police Department in 1986 and immediately became a member of the Housing Police Guardians Association. After the city merged in 1993 leading to the merger of the three Guardians Associations (Housing, Transit, and NYPD Guardians) into one fraternal organization, Detective Richards became the Housing Delegate for PSA 2. She has held the following positions on the Executive Board: Housing Bureau Trustee 2008-2011: Recording Secretary 2012—2013; 1st Vice President 2014—2017. She has sat as Co-Chair of the Community Outreach Committee, member of the Constitution & Bylaws Committee., and Chair of the Annual Black History Month Program Committee. It was her work on the NYPD Fraternal / Line Organization Reengineering Team that allowed for the incorporation of dues payment through payroll deduction (ESS). In May 2019, Detective Richards brought awareness to the historical entry of women as Guardians members at the "Women of the Guardians" Brunch, celebrating 59 years of membership.

As President of the NYPD Guardians Association, Detective Richards has represented victims of Hostile Work Environment claims; appeared as the Line Organization representative at IAB; attended the funeral of Past Presidents; participated in Town Hall meetings discussing Marijuana Law reform, Daniel Pantaleo verdict, as well as the rise in police suicides. From the beginning of her administration, she has strived to work for the benefit of the organization and membership by encouraging committee involvement and expression of talent.

Detective Richards has a B.A in Deviant Behavior & Social Control from John Jay College.

[Off. Nakia Jones – Warrensville Heights, OH Police \(Former\)](#)

Officer Nakia Jones's passionate and heartfelt outcry over the death of Alton Sterling and other young African American males, went viral and took the nation by storm. As seen on BET, The Roland Martin Show, The Tom Joyner Show and other media outlets across the country, Officer Jones has been vocal about her outrage over the actions taken by some of her fellow men in blue. This life altering experience inspired Officer Jones to write her book *The Truth Divided*, which was released in April of 2018.

In 1999, Officer Jones joined the Highland Hills Police Department and in 2002, she was sworn in as the first African American female officer for the City of Warrensville Heights. She held that position as the Senior Response Officer until 2017. Officer Jones not only worked for the City of Warrensville Heights, but she also lived in the city. She is an active member of her community and volunteers for Career Day throughout the district. On many occasions, Officer Jones sat with juveniles and their families, while off duty, to help resolve conflicts.

Officer Jones's fervent plea over the death of Alton Sterling shook the nation. As her words resounded from coast to coast, it became clear that her life would never be the same. She has already released her book *The Truth Divided* and is now considering authoring a follow up book, as her journey for justice continues. Officer Jones wants to leave a positive mark on the world. She believes that if you want change, it starts with the person you look at every day in the mirror. If you want change, you must be that change.

[Off. Lashannen Hogue – Yonkers Police Department](#)

LaShannen (Shannen) Hogue is a Yonkers native where she attended Roosevelt High School, graduating in 2002 and receiving an athletic scholarship in basketball to the University of Delaware. While in Delaware, she played Division one basketball before returning home to New York due to a knee injury. Once back in New York, she attended and graduated from John Jay college of Criminal Justice where she obtained her BA in Forensic Psychology. In 2013, she began her employment with the Yonkers Police Department as a Police Officer, making every effort to build bridges between the communities she belongs to and Police personnel. She has continued to volunteer and participate in programs which are aimed at connecting youth and Police Officers through relationship building. Shannen has participated in recruitment initiatives from the very start of her career. She has personally, and as a member of the recruitment team, recruited minority candidates in efforts to further diversify her department.

Shannen is a certified Field Training Officer and NYS Police Instructor. She works diligently with women, communities of color, and the LGBTQ+ community. She has served as the Yonkers Police Department Liaison to the Mayor's LGBTQ+ Advisory Board since 2017. In 2017 Shannen organized hurricane Maria relief efforts, during which she focused on communities of color in St. Croix and St. Thomas. Shannen is a member of The Yonkers Guardians Association where she has the pleasure of serving on the board as the Sergeant at Arms. In February of 2020 she Co-founded The Hogue Foundation, which is a non for profit 501c3 with the mission of providing behavioral, emotional, and academic support to marginalized students. She recently completed her Masters Degree in Organizational and Institutional Psychology. Her ultimate goal is to aid in assessing and determining appropriate placement of police personnel within communities. Shannen's favorite mantra is "Let's Leave this place better than we found it"!--

[Sheriff Rochelle Bilal-Philadelphia, PA Sheriff's Office](#)

Rochelle Bilal joined the Philadelphia Police Department in June 1986, class of 268. She is a retired, distinguished 27 year veteran of the department, having worked in the 18th Dist, JAD, Sex Crimes, Special Victims Unit, as well as the HIDTA Unit. After her retirement she served as the first female Director of Public Safety in Colwyn Borough, and developed the community outreach program for their police department.

Rochelle joined the Guardian Civic League straight out of the police academy. She is Past Secretary of National Organization of Black Law enforcement Executives (N.O.B.L.E), past Treasurer of National Organization of Black Woman in Law Enforcement (N.O.B.W.L.E), Past and First female President of The **National Association of Black Law Enforcement Officers (N.A.B.L.E.O.)**, Past Executive Vice President of The Guardian Civic League (1997-1999), Secretary of the Philadelphia Branch of the NAACP, Past President of Cops & Citizens for Justice (CCJ, Inc.), immediate Past-President of the Guardian Civic League, and is now the first African American female elected as Sheriff for the City and County of Philadelphia. Taking office in January 2020, she manages roughly 400 employees, a nearly \$26 million dollar budget, and an office responsible for courthouse security, prisoner transports, house auctions, and serving citizens with certain court documents, including evictions.

[Sgt. Anthony Miranda – New York Police Department \(Ret.\)](#)

A resident of Queens, New York, Sgt. Miranda is the Chairman and founder of the National Latino Officers Association (NLOA). A civil rights and community advocate for over 25 years, Miranda served as the Chief of Police for ACS, Regional Director of Security for privately run city shelters, and Supervisor in the NYC Police Department for 20 years in various titles and positions. He currently consults and advocates on issues of police reform and law enforcement legislation. Miranda advises and serves on the Boards of Hispanic Chambers of Commerce, National Coalition of Justice Practitioners, Grand Council of Guardians, and NLOA Executive Chairman.

Dr. Benjamin Franklin Chavis Jr. – World Renowned Civil Rights Leader

In his youth, Dr. Chavis was an assistant to the Reverend Dr. Martin Luther King Jr., who inspired him to work in the civil rights movement. At the age of 24, Dr. Chavis rose to international prominence in 1971 as the leader of the *Wilmington Ten*, civil rights activists who were convicted with committing arson. As the oldest of the ten, Dr. Chavis received the longest sentence. Their convictions and sentences were appealed, and in 1980 all ten were freed due to "prosecutorial misconduct." Dr. Chavis returned to graduate school and the field of civil rights, and he became a Vice President of the National Council of Churches. The board of the NAACP elected Dr. Chavis as the Executive Director of America's oldest civil rights organization. Dr. Chavis later served as the National Director of the Million Man March, and the Founder and CEO of the National African American Leadership Summit (NAALS). Dr. Chavis is the president and CEO of the National Newspaper Publishers Association, an African-American organization which focuses on supporting and advocating for publishers of the nation's more than 230 black newspapers.

Deputy Inspector Corey Pegues-New York Police Department (Ret.)

Corey Pegues, a Queens New York native, is a retired NYPD Deputy Inspector as well as an Author, Motivational Speaker, Community Leader, and Expert on police related topics. After graduating high school, he enlisted in the United States Army where he served almost four years as a Medical Specialist. After his honorable discharge from the Army, he enlisted in the New York State National Guard, where he spent the next 14 years of his military career. Corey entered the New York City Police Academy in January 1992. After graduation, he was assigned to the 114th Precinct, located in Astoria, Queens. He was promoted to the rank of Sergeant five and a half years later. Corey was promoted to the rank of Lieutenant in 2002. In 2006 he was promoted to Captain and after only 11 months, he was transferred to Police Service Area #2 where he was assigned as the Commanding Officer. In 2008, Police Commissioner Raymond Kelly promoted Corey to the rank of Deputy Inspector. In that same year, he was assigned as the Commanding Officer of the 67th Precinct. In January 2012, Corey was assigned to Patrol Borough Brooklyn North. After 21 years of exemplary service as a decorated law enforcement professional, Corey retired in April 2013.

Deputy Chief Wayne Harris (Ret.)-Rochester, NY Police

Deputy Chief Wayne P. Harris (Ret.) served over thirty years with the Rochester New York Police Department. He is the current board chair of the Law Enforcement Action Partnership (LEAP), a former National Executive Board member of the National Organization of Black Law Enforcement Executives (NOBLE), vice president of the Board of Directors for the M.K. Gandhi Institute for Nonviolence, and a nationally recognized expert on policing in America.

Deputy Chief Harris holds instructor certifications in general topics, firearms, Implicit Bias and Procedural Justice. He holds a Bachelor of Science degree from Organizational Management, a certificate in Criminal Justice education, and he is a graduate of the 244th session of the FBI National Academy.

Deputy Chief Criminal Investigator Wade Hardy-Westchester County District Attorney's Office

Wade Hardy is the Deputy Chief Criminal Investigator for the Office of the Westchester County District Attorney. With over 20 years of law enforcement and corporate security supervisory and management experience, one of his primary responsibilities is to help improve relationships between law enforcement and communities of color within the county. A former police lieutenant with the White Plains Police Department, Chief Hardy worked passionately to build bridges between the police department and the communities it served while working as commander of the Community Services Division. He furthered initiatives to improve conditions in public housing, improve relationships with at risk youth, met regularly with neighborhood associations, local clergy, and the White Plains central business district. Prior to becoming a supervisor, Chief Hardy served as a detective for 10 years, focused on narcotics and overall criminal activity within the city. In addition, he spent three years working federal cases with the federal Drug Enforcement Administration. Following his career with White Plains Police, he spent 12 years as a manager in Corporate Security at Con Edison. His primary focus was managing security investigations, asset protection, and physical security throughout New York City and Westchester county.

Chief Hardy has a Bachelor of Science degree from Manhattan College. He is the first vice president of the Westchester Rockland Guardians' Association. Through his volunteer work with the Guardians, he strives to improve relationships between law enforcement and communities of color. He is passionate about encouraging more people of color to seek careers in law enforcement and advancing through their careers by seeking promotional opportunities. Chief Hardy recently served on the White Plains Police Reform Committee and consulted on numerous other police reform committees in surrounding areas. In his spare time, he enjoys spending time with his family and coaching a variety of youth sports.

Cariol Horne – Buffalo, NY Police Department

Cariol Horne served Buffalo, New York as a police officer for 20 years before being unjustly terminated for stopping a fellow police officer from choking a handcuffed African-American man during an arrest. During this encounter, Ms. Horne was physically assaulted by her fellow officer, which had a physical and psychological impact. Ms. Horne speaks on how PTSD has interrupted her life since this incident and how speaking out has impacted her livelihood. Although the officer that physically assaulted her has since served time in prison due to another physical altercation with African American teens, he was still eligible to receive his pension upon his released. Ms. Horne was not.

After being terminated, Ms. Horne has become an outspoken advocate for stopping police brutality and encouraging other officers to speak out against injustice and police brutality. She remains a trailblazer for justice and a solace for those who have been victims of police brutality. Her story sparked Cariol's Law, the Duty-to-Intervene law, which passed in Buffalo in 2020. Ms. Horne poses the question, "What happens when Black Lives Matter meets Blue Lives Matter?" On April 13, 2021, after almost 15 years of struggling to receive justice, a Supreme Court judge vacated her termination, ordered her back pay with benefits for two years, and made her eligible to receive her pension.

Senior Investigator Kim Bryson-New York State Police

Senior Investigator Kim Bryson was born and raised in South Jamaica, Queens. She graduated from Far Rockaway High School and continued her education at SUNY Cortland. Graduating from SUNY Cortland with a Bachelor's degree in Political Science. She graduated from the New York City Police Department and worked for the Long Island RailRoad Police Department prior to entering the New York State Police Academy on September 27, 1993.

Beginning her career as a road trooper working in Troops L and K, Kim has served as an undercover for Troop L Narcotics Unit and as a Recruiter in Troop NYC. In September 1999 Kim became the first New York State Trooper to ride Mounted in a New York City Parade, the African American Day Parade in Harlem, and is also the first African American in the history of the New York State Police to ride Mounted. In January 2000 she was promoted to Investigator in Troop NYC, where she was assigned to the Confidential Squad, Criminal Squad and Queens District Attorney's Office. Later transferring to Troop L, she worked in the Gun Investigations Unit and the Violent Felony Warrant Squad. She has received certifications as a Human Resource Counselor, Crisis Negotiator, Dignitary Protection, Forensic Experiential Trauma Interviewing as well as child forensic interviewing and has conducted numerous criminal and non-criminal investigations, served as an undercover, been cross designated as a United States Marshall and worked in NYC during the 911 World Trade Center Attack.

In 2016, Kim was promoted to Senior Investigator. She has been assigned to the Campus Sexual Assault Victims Unit in Troop L, investigating sex crimes, and providing education and training to college campuses, communities, and schools. In 2017, The New York State Police created a Centennial Mounted Unit in celebration on their 100th year anniversary. Kim and her horse, The Perfect Storm, joined the Mounted Unit and continue to serve to this day. Kim is still the first and only African American to be a Mounted New York State Trooper.

In 2020 Kim was elected the President of the Guardians Association Of New York State Troopers.

Lieutenant Charles Walker – Yonkers Police Department

Lieutenant Charles Walker is an eighteen-year veteran of the Yonkers Police Department. He is currently only the 3rd Lieutenant in the 150-year history of the department. Charles is also the current President of the Yonkers Guardians Association, serving in this capacity since 2014.

Charles grew up in one of the Yonkers Housing Projects where he lived until a year before becoming a Yonkers Police Officer. Since joining the Yonkers Police Department in 2003, he has worked on patrol, in a plain clothes capacity, and as a recruitment officer. He also worked several years as a Major Case Detective before becoming a Sergeant in 2014. As a sergeant, he worked in patrol before becoming a Detective Sergeant in 2018. As a Detective Sergeant, Charles ran the Department's Crime Scene Unit and worked in the Internal Affairs Division before becoming a Lieutenant in September 2020.

As President of the Yonkers Guardians Association, he has worked tirelessly on increasing the number of African American Police Officers in the Yonkers Police Department, ensuring equal opportunities for African American Officers within his Department, and building strong relationships by partnering and supporting local organizations within the City of Yonkers. An example of these partnerships is the ongoing collaboration with the My Brother's Keeper initiative where African American Officers serve as mentors for minority students.

Since the murder of George Floyd in May 2020, Charles was met with dozens of organizations and hundreds of young adults who all have shared their emotions and passions about seeing change in the Police/Community dynamic, particularly in the African American community. Charles has also served on the City of Yonkers Police Reform Committee where he presented ideas on necessary changes. He also shared his experiences as an African American young man growing up in one of the City's housing projects in the 1980's and 1990's and what he observed between the Police and community as well as what his experiences have been as a Police Officer now serving in these same communities.

[Sgt. Jaraad Abdul-Hakim \(Ret.\) – M.T.A. Police Department](#)

Jaraad Abdul-Hakim is a retired M.T.A. Police Sergeant with 24 years of service. After retiring in 2014, Hakim continued his other profession as a Licensed Mortician, and became active within the Grand Council of Guardians, where he currently serves as Vice-Chairperson.

Hakim is a passionate advocate for progress and fairness within the Law Enforcement community, understanding the critical need for African unity within the various Police agencies. While serving as Vice-President of the M.T.A Police Guardians Association, Hakim fought tirelessly within the M.T.A PD for fairness in job appointments, justice for unfair discipline, and encouraging members of African descent to take all promotional exams to further their careers within the Agency. These same qualities were carried over into the Grand Council of Guardians, NYS.

Local Area Attractions

There are too many attractions in the area to list them all, but here are a few to consider that make your conference attendance even more exciting and memorable! Some may require prior coordination. Check with the Hotel Desk, as they are able to provide assistance with SOME tours/Tickets.

<p style="text-align: center;">Westchester Shopping Mall</p> <p>The Westchester is the ultimate shopping destination for the Metropolitan New York Region. With stores such as Nordstrom, Neiman Marcus, Crate & Barrel, Tiffany & Co., Burberry, Rebecca Taylor and Microsoft, this is the prime location for your luxury needs. While shopping, feed your hunger at the Savor Food Hall, located on level 4. Indulge in NYC exclusive eateries like; Whitmans NY, Mighty Quinn's BBQ, Tomato & Company, Juice Generation, Bluestone Lane, The Little Beet, Melt Shop, and Bang. Also featured at The Westchester is P.F. Chang's China Bistro and restaurants within Neiman Marcus or Nordstrom. With total sky lighting above marble and carpeted floors below, commissioned sculptures and fantastic customer service, all the amenities of Madison and 5th Avenue, are available under one roof. The Westchester is located in White Plains at the corner of Bloomingdale Road and Westchester Avenue, exit 8 or 8W, right off of Route 287.</p>	<p style="text-align: center;">Rye Playland</p> <p>AMERICA'S PREMIER PLAYGROUND. The concept of a family-friendly amusement park appealed to the people of Westchester County and the New York City region. First season visitors far exceeded even the Park Commission's optimistic predictions. Crowds flocked to Playland to ride the Whip, the Derby Racer, and more than a dozen other thrilling rides. Playland still boasts seven original rides that pre-date 1930.</p> <p>Proudly billed as "America's Premier Playground", crowds come to witness—and participate in—spectacles and events. Playland has evolved into much more than amusement rides; it has become a place to see circus acts, dance under the stars, win a new car, and crown the most beautiful baby in Westchester. Playland enters its ninth decade as Westchester County's venerable old man by the sea. But like its creator, Frank Darling, the park is "old in amusements but young in enthusiasm."</p>
<p style="text-align: center;">Empire City Casino at Yonkers Raceway</p> <p>All of your favorites and the hottest slot machines around! We offer a full variety of exciting game themes, as well as Video Poker, Progressives and Keno with individual and multi-denominations ranging from 1 cent to \$100, on both reels and slot machines. It's easy to find your favorite game on the casino floor. We offer free self-parking with shuttle bus service. Valet parking is available at Central Avenue and Clark Street for a nominal fee. Located just 20 miles north of Times Square, Empire City casino is easily accessible from all locations. With bus lines from the city, to Metro North packages, your jackpot awaits you!</p>	<p style="text-align: center;">White Plains Performing Arts Center</p> <p>Through a combination of self-produced, professional theatrical productions as well as presentation of nationally and internationally known performing artists and companies in the disciplines of theatre, dance, music, stand-up comedy and children's programming; WPPAC provides residents of White Plains and the surrounding communities an easily accessible, intimate and comfortable setting to see LIVE entertainment in the heart of Westchester County.</p>

Dining in The Area

Discover and dine at some of the best restaurants in White Plains, NY.

<p style="text-align: center;">Cheesecake Factory</p> <p>The Cheesecake Factory created the upscale casual dining segment in 1978 with the opening of its first restaurant in Beverly Hills, CA. More than 40 years later, The Cheesecake Factory is known across the globe for its extensive and creative menu, generous portions, distinctive décor and legendary desserts. With more than 250 menu selections – all handmade, in-house with fresh ingredients – and more than 50 signature cheesecakes and desserts, there is truly “Something for everyone” at The Cheesecake Factory.</p> <p>Found at The Source at White Plains 1 Maple Avenue White Plains, NY 10601 US 914-683-5253</p>	<p style="text-align: center;">Morton’s The Steakhouse</p> <p>Morton's The Steakhouse is located in the heart of downtown White Plains, diagonally across the street from The Ritz Carlton and just around the corner from Cambria Suites and The White Plains Performing Arts Center. Our Bar 12-21 is a popular night spot for local executives and those looking to dine on our delicious Bar Bites and a glass of wine before heading home after work. Those who enjoy friendly service and a comfortable atmosphere know our elegant dining room is the place to go. Our wait staff is handpicked for their upbeat personalities and friendly style. As one patron put it, "I feel like I am dining at home with friends on the finest food available!" So join us for a wonderful evening, we'll take care of everything.</p> <p>5 Mamaroneck Avenue White Plains, NY 10601</p>
<p style="text-align: center;">Mighty Quinn’s Barbeque</p> <p>Mighty Quinn’s Barbeque is currently one of the fastest growing fast casual barbeque restaurants in the country. We offer a better BBQ experience serving only all-naturally raised meats, chef driven side dishes and craft beers. All of our meats are slow smoked over oak, cherry and apple wood creating a memorable and highly unique experience. Once you try it you’ll understand why our guests make Mighty Quinn’s BBQ part of their weekly dining routines.</p> <p>Inside the Westchester Mall</p>	<p style="text-align: center;">The Brazen Fox</p> <p>Craft Beer Bar and American Restaurant located in the heart of downtown White Plains on Mamaroneck Avenue. We are proud to be one of Westchester’s favorite destinations for happy hour, socializing, and family-friendly dining; as well as parties and private events.</p> <p>The Brazen Fox has been a White Plains hot spot and one of the most popular restaurants and bars in Westchester’s County for years. Some people say it’s our happy hour, others our great menu and generosity.</p> <p>175 Mamaroneck Avenue White Plains, NY</p>

Conference Policies

Conduct and Safety While Attending

Our meetings, training sessions, and other conference events seek to enable engaging, thought-provoking conversations that support **NABLEO**'s core mission of advancing the partnerships with the communities we serve and enhancing our professional and personal development as law enforcement professionals. Accordingly, **NABLEO** is committed to providing a safe, productive, and welcoming environment to all participants, regardless of their affiliation, at all **NABLEO**-related events.

Sexual Harassment Policy

It is the policy of the **National Association of Black Law Enforcement Officers, Inc. (NABLEO)** that the sexual harassment of any member and guests is unacceptable and prohibited. It is important that **NABLEO** members and guests enjoy an environment free from implicit and explicit behavior used to control, influence, or affect the wellbeing of any individual attending a **NABLEO** sponsored function.

Anti-Discrimination Policy

The **National Association of Black Law Enforcement Officers, Inc. (NABLEO)** does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients. While **NABLEO** membership caters to law enforcement officers of color, all education and training sessions are open to all, regardless of race, creed, national origin, or ethnicity, except for those programs specifically designated for members only.

Pandemic Protections

We care deeply about the health and well-being of our members, presenters and conference attendees. **NABLEO** safety measures have been planned to meet or exceed applicable CDC and/or governmental requirements and guidance related to the current Coronavirus pandemic, and will continue to evolve as we revise our protocols to follow updated guidance from public health authorities and maintain the most relevant levels of protection of all conference attendees.

While current CDC guidelines no longer require fully vaccinated persons to wear face coverings in public areas, and require them for individuals that are not fully vaccinated, we strongly recommend the wearing of face coverings when in close proximity of others. Consequently, it is our intent to issue face coverings to all conference attendees so as to further insure their safety.

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.

Afro-American Police Association-Buffalo

Bi-State Coalition

Ethical Society of Police

Guardians-New York State Troopers

Men and Women For Justice

New Haven Guardians Association

New York Grand Council of Guardians

Norwalk Guardians Association

Westchester-Rockland Guardians Association

BATONS

Black Shield Police Association

Guardian Civic League

MAMLEO

Montclair Sentinels 16-87

Newark Bronze Shields

NYPD Guardians Association

Rhode Island Guardians Association

Yonkers Guardians Association

Executive Committee Members

Chairman – Charles P. Wilson

Secretary – Kim Nelson-Edwards

Financial Secretary – Tiffany Kennedy

Sergeant-at-Arms – Stuart Barksdale

Vice Chairperson – Crystal Williams-Coleman

Treasurer – Marquet Parsons

Information Officer – Shawn Kennedy

National Delegates

Cynthia Hadley-Bailey

Linda Pace

Wilena Julien

Leonard Randolph

Vincent Tilson

Committee Chairpersons

Conferences – Sally Thomason

Membership – Wilena Julien

Constitution – Larry Brown

Parliamentarian – David Daniels III

Chaplain – Daryl K. Roberts

Our Mission Statement

The **National Association of Black Law Enforcement Officers, Inc.** a 501.(c).(3) non-profit, is a premier national organization representing the interests, issues and concerns of African American, Latino and other criminal justice practitioners of color serving in law enforcement, corrections, and investigative agencies throughout the United States, and the communities in which they serve.

We are watchful of issues which have a direct impact both adverse and positive on the employment, promotion and retention of minority law enforcement officers in every facet of the Criminal Justice system. We provide guidance, support and assistance in their efforts for equality of employment in their chosen field.

We pride ourselves in the empowerment of our community politically, economically, and educationally. We recognize that a strong community is a wise one when it strives to agree. Furthermore, we believe our community to be deserving of a positive relationship with its stakeholders in blue.

Our Host Chapters

Westchester-Rockland Guardians Association



The Guardians were organized in 1963, and later incorporated in 1965, to become the Westchester Guardians Association Incorporated. In 1967, the Organization expanded to include Law Enforcement Officers from Rockland County and became known by its present name, The Westchester-Rockland Guardians Association.

The first President of the Guardians was the late, retired Lt. James A. Barrier of the Yonkers Police Department.

The Guardians formed to provide a base for minority officers to address their needs, the needs of the community and have representation in all ranks of law enforcement. All members are expected to be productive in their departments, role models in their communities and to work to enhance conditions of all law enforcement personnel.

The Organization provides scholarships and mentoring to minority youth. Food, clothing, book and toy drives are arranged to assist Seniors, local Day Care Centers, Health Facilities, Community Centers, and disadvantaged families in Haiti and Africa. Its' members engage in various community forums, focusing on topics such as Health and Wellness, Domestic Violence, and Public Safety awareness and strongly encourage recruitment, hiring and promotions of minorities in the Law Enforcement field.

Yonkers Guardians Association



The Yonkers Guardians Association, incorporated in 1988, is dedicated to promoting equal opportunities of appointment, assignment and promotion for members of the Yonkers Police Department, and to devising and executing plans to assist its members morally, financially, educationally and culturally.

The association's mission is to encourage community members to be conscience of the criminal justice system and to enhance the quality of life in the African American community. Moreover, the Organization's goal is to foster an indispensable alliance with the community by creating partnerships, programs and building relationships with community-based organizations that share the ideals and common principles of the Guardians Association.

Under the leadership of past presidents Lieutenant Lorenzo Paul, Detective Charles Morton, Detective Donald Wilson, Detective Stuart Barksdale, Police Officer Joseph Lecoq, Detective Vincent Tilson and current President Detective Lieutenant Charles Walker, the Guardians seek to bridge relationships between Law Enforcement and the Minority Community, to be a voice against injustice and work to create opportunities for the members of the community which we are a part of.

NOTES
