

# NABLED 2022



**NATIONAL ASSOCIATION  
OF BLACK LAW  
ENFORCEMENT OFFICERS,  
INC.**

## **Justice Reform: Changing The Paradigm of Community Policing**

**September 28 - 30, 2022  
Hyatt Regency Hotel  
2 Albany Street  
New Brunswick, NJ 08901**

## **Conference Guide**

**Hosted By**



MEN & WOMEN FOR JUSTICE, INC.  
NEW JERSEY CHAPTER



## Contents

Welcome From Our Chairman, Sgt. Shawn Kennedy (Ret.).....	4
Conference Schedule .....	5
Training Modules .....	6
Learning Outcomes .....	6
Conflict Engagement For Law Enforcement .....	7
Unintended Consequences of Menthol Bans and Prohibitions: Fake News vs The Facts .....	7
The Color of Law – Federal Civil Rights .....	7
CALEA Accreditation – The Gold Standard in Public Safety .....	8
Mental Health First Aid .....	8
After The Bang-An Anatomy of a Fatal Use of Force .....	9
Karen: Weaponizing the Police- Profiling By Proxy.....	9
Civilian Oversight as a Police Accountability Mechanism .....	10
Prevention of Police Misconduct Through Ethical Decision-Making .....	10
Keeping Track of Your Money .....	11
The Guardian-v-Warrior Mindset: A Seismic Shift In Policing .....	11
Fair and Impartial Policing Through Understanding Implicit Bias.....	11
Our Presenters: .....	12
Dr. Shirley Wilson-Bryant University (Ret.).....	12
Sheriff Anthony Miranda – New York City Sheriff’s Office .....	12
Dr. Benjamin Franklin Chavis Jr. – World Renowned Civil Rights Leader .....	13
Deputy Inspector Corey Pegues-New York Police Department (Ret.) .....	13
Deputy Chief Wayne Harris (Ret.)-Rochester, NY Police .....	13
Lieut. David Daniels III (Ret.) – Bridgeport, CT Police .....	14
Special Agent Vernon I. Addison – Federal Bureau of Investigation .....	14
Det. Felicia Richards – New York City Police Department .....	15
Sgt. James Scott - Connecticut State Police (Ret.) .....	16
Dr. Lorenzo Boyd – University of New Haven, CT .....	16
Deputy Chief Criminal Investigator Wade Hardy-Westchester County District Attorney’s Office .....	17
Chief Daryl K. Roberts- Hartford, CT Police (Ret.).....	18
Captain Carol Hamilton – New York City Police Department .....	18
Inv. Elliott T. Boyce, Sr. - New York State Police .....	19

CALEA – Commission on Accreditation for Law Enforcement Agencies, Inc. ....	20
Local Area Attractions and Things To Do .....	22
Bucceleuch Mansion Museum - 2.9 MI / 4.74 KM AWAY.....	22
Six Flags Great Adventure - 39.0 MI / 62.78 KM AWAY.....	22
State Theatre New Jersey - 0.8 MI / 1.32 KM AWAY .....	22
Rutgers University - 1.1 MI / 1.73 KM AWAY.....	22
Menlo Park Mall - 7.9 MI / 12.76 KM AWAY.....	22
George Street Playhouse - 3.2 MI / 5.2 KM AWAY .....	22
Dining in The Area.....	23
Glass Woods Tavern.....	23
The Frog and Peach.....	23
Steakhouse 85.....	23
Delta’s .....	23
Conference Policies.....	24
Sexual Harassment Policy .....	24
Anti-Discrimination Policy.....	24
Conduct and Safety While Attending The Conference .....	24
Our Mission Statement .....	24
NABLEO Board Members .....	25
Executive Committee Members .....	25
National Delegates.....	26
Committee Chairpersons .....	26
Our Conference Venue – The Hyatt Regency Hotel.....	26

**Welcome From Our Chairman, Sgt. Shawn Kennedy (Ret.)**

## Conference Schedule

Session #	Title	Starts	Ends	Facilitator
	<b>Wednesday, September 28, 2022</b>			
	Check-in, Continental Breakfast	8:00 A	8:20 A	Open to all participants
	Welcome Address	8:30A	8:55A	Sgt. Shawn Kennedy (Ret.), Chairman
1	Conflict Engagement For Law Enforcement	9:00A	10:30P	Dr. Shirley Wilson (Ret.)
2	Unintended Consequences of Menthol Bans and Prohibitions: Fake News vs The Facts	10:30P	12:00P	Sponsor
	Lunch	12:00 P	1:30 P	Served
3	The Color of Law – Federal Civil Rights	1:30P	3:00P	Spec. Agent Vernon Addison
4	CALEA Accreditation: Gold Standard in Public Safety	3:00P	4:30P	
	Hospitality Suite	9:00P	12:00A	Hosted By NOBLE NJ Chapter
	<b>Thursday, September 29, 2022</b>			
	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	After The Bang: An Analysis of A Fatal Use of Force	9:00A	10:30A	Sgt. James Scott (Ret.)
7	Karen: Weaponizing the Police- Profiling By Proxy	10:30A	12:00P	Dr. Lorenzo Boyd
	Lunch	12:00 P	1:30 P	Served
8	Civilian Oversight As A Police Accountability Mechanism	1:30P	3:00P	Dep. Chief Wade Hardy
9	Prevention of Police Misconduct Through Ethical Decision-Making	3:00P	4:30P	Chief Daryl Roberts (Ret.)
	<b>NABLEO</b> Executive Committee Meeting	4:30P	5:00P	Sgt. Shawn Kennedy (Ret.), Chairman
	<b>Friday, September 30, 2022</b>			
	Check-in, Continental Breakfast	8:00 A	8:50 A	Open to all participants
10	Keeping Track of Your Money	9:00A	10:30A	Capt. Carol Hamilton
12	Guardian-v-Warrior Mindset: Seismic Shift In Policing	10:30A	12:00P	
	Lunch	12:00 P	1:30 P	Served
13	Fair and Impartial Policing Through Understanding Implicit Bias	1:30P	3:00 P	Inv. Elliott Boyce
	<b>NABLEO</b> Board of Directors Meeting	3:00P	4:30P	Sgt. Shawn Kennedy (Ret.), Chairman
	Scholarship and Awards Banquet	6:00P	12:00A	Admission \$100 per person. Open to public and all conference attendees

## 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:

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

## Conflict Engagement For Law Enforcement

The typical police officer is trained and prepared to mitigate physical threats, but studies indicate that only about 2% of police-civilian interactions result in physical encounters. The vast majority of conflict events involving officers consist of interpersonal disputes with little actual violence. To successfully navigate the complexities associated with these disputes, officers must have a clear understanding of conflict, must appreciate how their presence changes the conflict dynamic, and must be able to apply various communication and conflict management techniques. Employing these techniques results in positive safety and enforcement outcomes, increased officer safety, reduced repeat calls, lower costs, and higher officer satisfaction rates.

## 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 Color of Law – Federal Civil Rights

Presented by members of the Federal Bureau of Investigation, this 90-minute workshop will provide the attendee with an overview of how Federal Civil Rights Statutes regarding police misconduct, to include police involved shootings, excessive force, and illegal searches and seizures, are applied to local, state, and federal law enforcement. The workshop will also outline the role of the FBI, United States Attorney's Office, and Department of Justice, Civil Rights Division, in investigating and prosecuting Color of Law violations.

## CALEA Accreditation – The Gold Standard in Public Safety

Created in 1979 as the first independent law enforcement credentialing authority through the collaborative efforts of law enforcement's major executive associations, IACP, NOBLE, NSA and PERF, the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) is the original and most widely recognized accrediting body in Public Safety. CALEA is a private, not-for-profit 501 (c) (3) entity, and is not part of or obligated to any governmental body. Touching the professional lives of 25 percent of the nation's full time state and local law enforcement officers, CALEA's accreditation programs have become synonymous with excellence in public safety standards.

The primary cornerstones that comprise The CALEA Difference and distinguish CALEA from all other forms of public safety accreditation are professionalism, stewardship, integrity, diversity, independence, continuous improvement, objectivity, credibility, consistency, knowledge, experience, accountability and collaboration. Considering these pillars of strength and fortitude, CALEA is the unrivaled credentialing organization within the Public Safety sector.

## 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.

Just as CPR helps you assist an individual having a heart attack, Mental Health First Aid helps you assist someone experiencing a mental health or substance use-related crisis. In the Mental Health First Aid course, you learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help.

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**

### 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.

### 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.

## Civilian Oversight as a Police Accountability Mechanism

During the recent 2020 election cycle, voters throughout the nation authorized measures on Election Day 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.

## Prevention of Police Misconduct Through Ethical Decision-Making

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

## Keeping Track of Your Money

Organizations are a business, and should be run as such. And a part of running a business is to keep track of the money, to ensure that the money on hand is enough to help with the organization's sustainability. One key tool needed to ascertain the business sustainability is the financial report.

Elements that should be part of the financial report include: 1. A complete analysis of each bank accounts monthly; 2. A separate transparency report, detailing monies collected for the reporting month (who, what, where); 3. An excel spreadsheet detailing monies in all accounts (previous and current month).

Preparing a complete and accurate financial report will make it easier for your organization's tax preparer to complete the business tax return without any serious issues.

## The Guardian-v-Warrior Mindset: A Seismic Shift In Policing

Within law enforcement, few things are more venerated than the concept of the Warrior. Officers are trained to cultivate a "warrior mindset," the virtues the virtues of which are extolled in books, articles, interviews, and seminars.

However, the best approach to ensure the safety of both police and the public with whom they work may start with teaching officers to view themselves as guardians instead of warriors.

The definition of a "warrior" is a "soldier or fighter," which implies violence. On the other hand, the definition of "guardian" is a "defender, protector, or keeper" – one who advocates for another. This approach – ultimately, a change in mindset – can help build trust between officers and civilians and prevent unnecessary use of force.

## 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.

### **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.

#### **Dr. Shirley Wilson-Bryant University (Ret.)**

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, Journal of Critical Issues, and the Journal of Ethnicity in Criminal Justice.

#### **Sheriff Anthony Miranda – New York City Sheriff's Office**

A resident Queens, New York, Sheriff 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 244<sup>th</sup> session of the FBI National Academy.

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

Lieut. Daniels (Ret.) is a Bridgeport, Connecticut native, still residing there, A retired Bridgeport Police Department Lieutenant with 25 plus years' service. During that career worked in the Patrol , Communications, Internal Affairs , Recruiting and The Community services division. Attained the rank of sergeant after 8 years and 2 years later lieutenant. Early on in his career taught The D.A.R.E. (Drug Abuse Resistance Education) Program to public and Parochial Schools in the district and GREAT (Gang Resistance Education and Training Program as well organized Block watches ,did security surveys for residence and businesses around the city as well, While in charge of the Community services division instituted Free food and toy give a ways for the community. Created the Officer Friendly Basketball camp which lasted nearly 20 years.

During his career was The 5 term President of The Bridgeport Guardians, A one term Vice President of the NBPA (National Black Police Association) Northeastern Region and the First President of what eventually became known as NABLEO (The National Association of Black Law Enforcement Officers).

The recipient of several national, regional and local awards and citations including The State of Connecticut Legacy Citation and both the NABLEO President's Award and Lifetime Achievement Award

After Retirement Mr. Daniels periodically does consultant work and conducts workshops as well including the NBA Rookie Transition program in New York and workshops on taking promotional exams for the Charlotte-Mech Police Department. A former WYBC radio on air DJ in New Haven, Connecticut, soon to be a published author and the creator of The Bridgeport Jazz Fest.

### Special Agent Vernon I. Addison – Federal Bureau of Investigation

Special Agent Vernon I. Addison began his law enforcement career in 1992 as a patrol officer with the Abington Township, Pa Police Department where he earned several commendations for outstanding police service. He joined the Federal Bureau of Investigation as a Special Agent in 1995 and is currently assigned to the Trenton Resident Agency of the FBI Newark Division.

Special Agent Addison is the Civil Rights Coordinator for the Newark Division. He is also responsible for investigating civil rights violations which include Color of Law violations, Hate Crimes, and FACE Act violations. He has successfully investigated fugitive cases, bank robbery cases, gang cases, a missing person/homicide case, public corruption cases, human trafficking cases, and civil rights cases. Special Agent Addison also maintains collateral duties as a Special Agent Applicant Assessor and as a guest Tactical Emergency Vehicle Operations Center (TEVOC) instructor at the FBI Academy.

The recipient of numerous awards and commendations, to include the Distinguished Service Award from the New Jersey Bias Crime Officers Association; the FBI Medal of Excellence by FBI Director James Comey for his civil rights work; and the 2016 Investigator of the Year award from the Federal Law Enforcement Foundation. In 2015, Special Agent Addison was nominated for the Peace Island Institute public safety award, and in 2018, Special Agent Addison was honored for his work to end sex trafficking by Women Walking in the Spirit (WWITS).

Special Agent Addison has been requested to speak to prestigious organizations, such as the National Association of Attorneys General, NAACP, New Jersey Fraternal Order of Police, Rutgers University, Lead New Jersey, AT&T, and Jewish Community Center - NJ, regarding civil rights and human trafficking matters.

Special Agent Addison is a graduate of Millersville University where he earned a Bachelor of Science degree in Computer Science.

### **Det. Felicia Richards – New York City Police Department**

Detective First Class 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. Detective Richards 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.

Through Detective Richards' work in community, the Guardians Association has enjoyed partnerships and collaborations with the numerous fraternal, business, and Community-Based Organizations. During her time as President, 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 police suicides. From the beginning of her administration, Detective Richards has strived to work for the benefit of the organization and membership by encouraging committee involvement and expression of talent. It is her hope that she be allowed to continue the work she has begun as President of this organization thereby paving the way for a successful Guardians Association for future members.

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

### [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 has 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.

### [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 Stewart Professor of Criminal Justice and Community Policing, former Vice President of Diversity & Inclusion, and former Director of the Center for Advanced Policing for the Henry C. Lee College of Criminal Justice and Forensic Sciences, University of New Haven.

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.

Dr. Boyd is currently 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 include 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.

### 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.

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

Hartford Police Chief (ret.) Daryl K. Roberts is a Hartford native and has spent 30 years serving the capitol city of Connecticut with the Hartford Police Department. Chief Roberts began his career as a patrol officer in 1982. He moved up through the ranks and commanded every major division. A

recipient of the Chief's Medal of Valor, the highest honor bestowed to a member of the Hartford Police Department, Chief Roberts also earned three Distinguished Service Medals, six Exemplary Service Medals, a Merit Award, and was the recipient of **NABLEO's** 2021 Law Enforcement Leadership Award. He has served with the Hartford Police Department's Honor Guard and the Department's Emergency Response Team. He is a lifetime member of the International Chiefs of Police Association, a lifetime member of the Connecticut Police Chiefs Association.

He is the past President of the National Organization of Black Law Enforcement Executives, Connecticut

Chapter (NOBLE, CT), a member of the National Association of Black Law Enforcement Officers (NABLEO), and a lifetime member of the NAACP. Upon his retirement from the Hartford Police Department (HPD) he served the Capitol Region Education Council (CREC) Public Safety Academy (now known as the Civic Leadership High School) as the Director of the School of Law Enforcement. He is currently serving with the Hartford Public Schools as the Director of Safety and Security.

### Captain Carol Hamilton – New York City Police Department

Carol Hamilton has been a member of the New York Police Department (NYPD) for 19.5 years. Currently, she serves at the rank of captain and works in the capacity as an executive officer in the 73rd precinct; her 19.5 years of experience with the NYPD range from patrolling the streets in the Bronx to supervisory positions in Brooklyn and Queens. A loyal member of the Guardians Association of the City of New York, she joined the organization because of its history and its necessity and looks to help keep the organization sustainable in the near future. She currently serves as the organization's treasurer.

Prior to joining the NYPD, Carol worked as a licensed (series 7&63) Stockbroker at Briarwood Investment Firm where her job description entailed reviewing and approving client-initiated

trades, buying, and selling stocks, bonds, and mutual funds, managed various clients' portfolios, advised and made recommendations.

Captain Hamilton holds a B.A with honors in political science from Brooklyn College (1995), and a MPA (concentration in non-profit organizations) from Marist College Graduate School (May 18, 2018). She has successfully completed the Instructor Development Course-General Topics which satisfied the minimum criteria established by the Municipal Police Training Council New York Police Academy on 12/21/2018.

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

Elliot T. Boyce, Sr. has been an outstanding asset to the New York State Police for the thirty-five years he has been with the organization. He began his career with the New York State Police in 1987, stationed at SP Oneida – Troop D Headquarters in Oneida, New York, as a 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 multiple level narcotics cases throughout much of the Central, Southern and Western New York areas. In 1998, Investigator Boyce was cross-designated a U.S. Customs Officer by the U.S. Department of Treasury. In addition, Investigator Boyce was 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 has completed the New York State Police Basic Hate/Bias Criminal Investigations School to fulfill his requirements to become a Bias Crimes Investigator, the Crisis Negotiations School allowing him to join the elite group of New York 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. In November of 2015, he was accepted into the distinguished New York State Police Employee Assistance program and subsequently promoted to Senior Investigator / Director in 2017.

During his tenure with the New York State Police Investigator Boyce has excelled professionally and academically. He has earned his Bachelor of Science in Public Justice from the State University College of New York at Oswego in 1993, a Master's in Criminal Justice from the School of Criminal Justice at the State University College of New York at Albany in 2000, and a Master's in Public Administration at Marist College in 2002. He has served on the Executive Boards of the National Organization of Black Law Enforcement Executives (NOBLE) Central New York Chapter, National Black State Troopers Coalition, Inc. (NBSTC), the National Association of Black Law Enforcement Officers, Inc. (NABLEO), the Cicero Falcon Football, Cheer and Dance Association and Phi Beta Sigma Fraternity – Zeta Psi Sigma Chapter. In addition, he served on the NOBLE National Education and Training Committee. As an active member of the community, Investigator Boyce has a sincere interest in the development and advancement of youth. He is

co-founder of “Reach Back”, a non-profit organization that mentors youth and raises scholarship funds for minority students at Rome Free Academy High School and area high schools. He is a substitute teacher in the North Syracuse School District and started his tenure as an Adjunct Professor in the School of Public Justice at the State University College of New York at Oswego in the spring of 2005.

## CALEA – Commission on Accreditation for Law Enforcement Agencies, Inc.

The Commission on Accreditation for Law Enforcement Agencies, Inc. was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations: International Association of Chiefs of Police; National Organization of Black Law Enforcement Executives; National Sheriffs' Association; and the Police Executive Research Forum.

The purpose of CALEA’s Accreditation Programs is to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Specifically, CALEA’s goals are to: strengthen crime prevention and control capabilities; formalize essential management procedures; establish fair and nondiscriminatory personnel practices; improve service delivery; solidify interagency cooperation and coordination; and increase community and staff confidence in the agency.

The CALEA Accreditation process is a proven modern management model; once implemented, it presents the Chief Executive Officer, on a continuing basis, with a blueprint that promotes the efficient use of resources and improves service delivery—regardless of the size, geographic location, or functional responsibilities of the agency.

This programming provides public safety agencies an opportunity to voluntarily demonstrate they meet an established set of professional standards based on industry best practices and approved by an all-volunteer board of commissioners.



## Local Area Attractions and Things To Do

Part historic college town, part thriving commercial district, downtown New Brunswick offers plenty of attractions. Walk to the majestic theaters of New Brunswick for off-Broadway shows and concerts. Visit the sprawling Rutgers University campus or the historic churches of New Jersey, all located within walking distance.

<p style="text-align: center;"><b>Bucceleuch Mansion Museum - 2.9 MI / 4.74 KM AWAY</b></p> <p>Tour one of New Brunswick's oldest and most historic homes to take in the classic Georgian architecture and nearly 80 acres of beautifully landscaped parkland. See the collections of arts, artifacts, and furnishings dating to the American Revolution.</p> <p>200 College Avenue New Brunswick, NJ 08901</p>		<p style="text-align: center;"><b>Six Flags Great Adventure - 39.0 MI / 62.78 KM AWAY</b></p> <p>Day trip to the thrills at this local favorite amusement park where dozens of rides, rollercoasters, and attractions await. Play together on family- and kid-friendly rides, feed giraffes and encounter animals on an off-road safari, or catch a show.</p> <p>Jackson Township, NJ 08527</p>
<p style="text-align: center;"><b>State Theatre New Jersey - 0.8 MI / 1.32 KM AWAY</b></p> <p>Located within a ten-minute walk of the hotel in downtown New Brunswick, this historic theater has been restored to its 1920s vaudeville glamour. Performances range from international orchestras and Broadway shows to rock concerts and family events.</p> <p>70 Bayard Street New Brunswick, NJ 08901</p>		<p style="text-align: center;"><b>Rutgers University - 1.1 MI / 1.73 KM AWAY</b></p> <p>New Jersey's state university, this longstanding college boasts 29 schools, with a thriving campus in New Brunswick that is home to research centers, libraries, museums, and a competitive athletics program walking distance from the hotel.</p>
<p style="text-align: center;"><b>Menlo Park Mall - 7.9 MI / 12.76 KM AWAY</b></p> <p>Come to Freehold Raceway Mall and experience a phenomenal time. The mall's anchor stores are JCPenney, Lord &amp; Taylor, Macy's, Nordstrom and Sears. Enjoy extra amenities such as, valet parking in front of The Cheesecake Factory.</p> <p>Edison, NJ</p>		<p style="text-align: center;"><b>George Street Playhouse - 3.2 MI / 5.2 KM AWAY</b></p> <p>Drive ten minutes from the hotel to catch New Brunswick's best theatrical performances, from off-Broadway shows and award-winning comedies to original plays and special touring productions for young audiences, with post-show discussions.</p> <p>Parking Lot North Brunswick Township, NJ 08901</p>

## Dining in The Area

Discover and dine at some of the best restaurants in the New Brunswick area

<p style="text-align: center;"><b>Glass Woods Tavern</b></p> <p>Welcome to one of the best restaurants in New Brunswick, NJ. This urban contemporary eatery features a distinctive regional menu that consistently impresses locals, visitors, and critics alike. The remarkable staff of our acclaimed restaurant serves with effortless grace and attention to detail.</p> <p>Located inside the hotel, features an urban and contemporary ambience, their signature eatery offers distinctive regional cuisine and hearty East Coast fare, including brick oven pizzas, inventive appetizers, and enticing entrees. Host a private dining affair around the custom granite table surrounded by floor-to-ceiling windows and glass doors. Indulge in seasonal beer selections, including our own GWT Ale. Stop by Thursday nights for live music from the New Brunswick Jazz Project.</p>		<p style="text-align: center;"><b>The Frog and Peach</b></p> <p>The Frog and The Peach is a pioneering farm-to-table restaurant and bar serving Chef Bruce Lefebvre's innovative American cuisine with thoughtful service, in a lively, upscale industrial space. We are centrally located in New Brunswick, New Jersey, between Philadelphia and New York City. A portion of the dining room is held nightly for Walk-In diners. Our bar is first come-first served, where you can enjoy the full menu and experience!</p> <p>2 Dennis Street New Brunswick, NJ 08901</p>
<p style="text-align: center;"><b>Steakhouse 85</b></p> <p>Steakhouse 85 is a 21st century rendition of the classic American Steakhouse. The menu at Steakhouse 85 is comprised of fresh and inspiring modern day interpretations of classic American cuisine, served alongside the traditional steakhouse classics we all know and love. The back bone of our menu is without a doubt our beef. Our mouth watering dry aged steaks are rubbed with a simple yet luscious combination of sea salt, black pepper and fresh herbs. They are seared on a 1200 degree cast iron grill and then broiled to your liking. Paired with a large classically designed bar, complete with savvy cocktails and a Wine Spectator award winning wine list, this steakhouse is sure to please.</p> <p>85 Church Street New Brunswick, NJ 08901</p>		<p style="text-align: center;"><b>Delta's</b></p> <p>Located in the heart of New Brunswick's cultural district, Delta's is a celebration of the spirit of the South. Featuring traditional and not so traditional Southern cuisine, creative cocktails, and live music in a warm and inviting atmosphere.</p> <p>19 Dennis Street New Brunswick, NJ 08901</p>

## Conference Policies

### 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.

### Conduct and Safety While Attending The Conference

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.

## Our Mission Statement

The **National Association of Black Law Enforcement Officers, Inc.** is an organization representing the needs and concerns of law enforcement personnel. 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 are dedicated to eradicating police misconduct and abuse wherever it exists. This type of activity is an embarrassment to our profession and a scourge to our neighborhoods.

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.

## **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

MTA Police Guardians

Newark Bronze Shields

NYPD Guardians Association

Rhode Island Guardians Association

Westchester-Rockland Guardians Association

BATONS

Black Shield Police Association

Guardian Civic League

MAMLEO

Montclair Sentinels 16-87

New Haven Guardians Association

New York Grand Council of Guardians

Norwalk Guardians Association

Yonkers Guardians Association

## **Executive Committee Members**

Chairman – Shawn Kennedy

Secretary – Shanette Hall

Financial Secretary – Tiffany Kennedy

Vice Chairperson – Crystal Williams-Coleman

Treasurer – Marquet Parsons

Information Officer – Inez Cofield

Sergeant-at-Arms – Stuart Barksdale

## National Delegates

Cynthia Hadley-Bailey  
Linda Pace

Wilena Julien  
Felicia Richards

Vincent Tilson

## Committee Chairpersons

Conferences – Sally Thomason  
Membership – Wilena Julien

Constitution – Larry Brown  
Parliamentarian – David Daniels III

Chaplain – Daryl K. Roberts

## **Our Conference Venue - The Hyatt Regency Hotel**

In the center of it all, the Hyatt Regency New Brunswick is conveniently located within walking distance of casual and fine dining, the arts, entertainment and theatre districts as well as local businesses, fortune 500 corporations, Rutgers University and more.

Stay in the heart of downtown and let Hyatt Regency New Brunswick provide a unique experience while you explore area must-see spots in and around New Brunswick. Take a complimentary shuttle service from the hotel to nearby shopping hubs or explore historic theaters, regional landmarks, or take the New Jersey Transit service to New York City.

Retreat to a warm and comfortable space in one of 288 contemporary rooms, including 14 suites, in downtown New Brunswick. Choose from top-floor rooms boasting sweeping Raritan River or downtown cityscape views, each offering modern workstations and luxurious bedding. Suites offer added space, with private balconies and separate areas for dining and entertaining guests.

**NOTES:**

