

NABLEO 2024

In the community...FOR THE COMMUNITY

**NATIONAL ASSOCIATION OF BLACK
LAW ENFORCEMENT OFFICERS,
INC. (NABLEO)**

**POLICE REFORM:
RE-BUILDING
COMMUNITY TRUST AND
CONFIDENCE**

OCTOBER 9-11, 2024

**Marriott Buffalo Niagara Hotel
1340 Millersport Hwy, Amherst, NY 14221**

CONFERENCE GUIDE



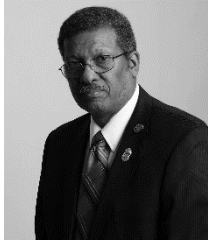


National Association of Black Law Enforcement Officers, Inc.

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 2024 Conference Series, “**Police Reform: Rebuilding Community Trust and Confidence**”. 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.

While we have indeed made many changes and improvements in the manner we provide services, the calls to reform our profession continue to be consistent and loud. Police Reform is a necessary but painful process. The repeated, deadly encounters between law enforcement officers and Black Americans have given way to mounting calls for the reallocation of funds from policing to communities and social services, rethinking police use of force policies, and improving measures for officer accountability. Yet, if we are to understand police reform, we must explore the various narratives that have inspired the need for reform. We must constantly recognize that, without public trust in police, ‘policing by consent’ may be impossible to achieve and public safety will continue to suffer.

A common denominator in the call for reform remains the methodologies by which we train law enforcement officers to do their everyday jobs. Consequently, we must now refocus our efforts on providing officers with the skills to effectively and more realistically interact with their community – improved communication, crisis intervention, de-escalation practices, conflict management and mediation skills which will ensure that we are looked upon not as unrelenting, militaristic warriors attempting to overpower and control a supposedly overwhelming presence of violators, but as guardians of the community’s trust, safeguarding them from harm, responding to their calls for assistance, remembering constantly that it is the community we serve, and not the institution we are employed in that must dictate our actions. And we must equally be firm and unwavering in our efforts to speak out against and report all those we work with who abuse their authority, as their continued presence creates a clear and present danger not only to our communities, but to us as law enforcement officers as well. It is thus no mere circumstance that we now meet in the community that established Cariol’s Law, to insure that officers are required to intervene when they observe the misconduct of others.

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 and confidence that is necessary to our function as guardians, between us as professionals and those we have sworn to protect. And it presents each of you with 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 2024 Fall Education and Training Conference. I urge you to learn from one another, become part of the solution and contribute to the healing of our profession and communities and not their trauma. Enjoy the process and camaraderie.

Conference Schedule

Session #	Title	Starts	Ends	Facilitator
	Monday, October 7, 2024 thru Tuesday, October 8, 2024			
	Pre-Conference De-Escalation Practices & Principles	8:00A	4:30P	Amherst Police Department
	Wednesday, October 9, 2024			DAY 1
	Check-in, Continental Breakfast	8:00 A	8:20 A	Open to all participants
	Welcome Address	8:30A	8:55A	LT. Charles Wilson (Ret.), Chairman
1	Cultural Competency As A Means of Enhancing Community Policing	9:00A	10:30P	S Wilson
2	Importance of Racial Impact Studies	10:30P	12:00P	B. Chavis, D. Daniels, E. Boyce, C. Pegues, W. Price, Q. Spruill
	Lunch	12:00 P	1:30 P	Served
3	Catch 22: Successful Navigation of Promotional Paths	1:30P	3:00P	T. Jones
4	Improving Police Response To The Mentally Ill	3:00P	4:30P	S. Saleh
5	What To Do When Stopped By The Police	6:00P	8:00P	Community Presentation
	Thursday, October 10, 2024			DAY 2
	Check-in, Continental Breakfast	8:00 A	8:50 A	Open to all participants
6	De-Escalation: A Common-Sense Approach	9:00A	10:30A	A Harris
7	Political Extremism and Its Effect on Law Enforcement	10:30A	12:00P	J. Jones
	Lunch	12:00 P	1:30 P	Served
8	Warriors-vs-Guardians: Recruiting Officers Suited to the Mission of Policing in Communities of Color	1:30P	3:00P	E. Boyce
9	Prevention of Police Misconduct Through Ethical Decision Making	3:00P	4:30P	D. Roberts
	NABLEO Executive Committee Meeting	4:30P	5:00P	LT. Charles Wilson (Ret.), Chairman
	Conference Networking Meet and Greet: T-Shirt Night	6:00 P	9:00 P	Open to all participants
	Friday, October 11, 2024			DAY 3
	Check-in, Continental Breakfast	8:00 A	8:50 A	Open to all participants
10	Not Just Surviving But Thriving In Retirement	9:00A	12:00P	S. Wall
11	Compassion in Policing, More Important Than Ever	9:00A	10:30A	W. Harris
12	Police Reform: Why It's Needed	10:30A	12:00P	D. Walters
	Lunch	12:00 P	1:30 P	Served
13	Effective Policing In LGBT Communities	1:30P	3:00 P	S. Hogue
	NABLEO Board of Directors Meeting	3:00P	4:30P	LT. Charles Wilson (Ret.), Chairman
	Scholarship and Awards Banquet	6:00P	12:00A	Admission \$125.00 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 by helping you:

- 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

Workshops

Workshop topics presented during the conference have been designed to provide law enforcement officers with greater tools, knowledge, and skill sets for interacting with people, particularly in communities of color, enabling them to build operative and reciprocal bridges of understanding between police departments and communities to create sustainable impact models of positive policing. Speakers, panelists and/or associated workshop may change at our discretion based on need or required changes in schedules.

OUR WORKSHOPS ARE DESIGNED TO PROVIDE VALUED INFORMATION THAT IS RELEVANT TO THE ACTIVITIES OF ALL LAW ENFORCEMENT OFFICERS, REGARDLESS OF THEIR PROFESSIONAL VENUES (POLICE, SHERIFFS, CORRECTIONS, PROBATION, PAROLE, LOCAL, COUNTY, STATE, FEDERAL)

Monday, October 7 – Tuesday, October 8, 2024

Pre-Conference Workshop on De-Escalation Principles & Practices

Training officers to reduce the use of unnecessary or avoidable use of force is a significant challenge facing policing today. This issue has profound effects on policing's legitimacy, and the public's trust and willingness to cooperate with the police, comply with their directives peacefully, and obey the law. The challenge to the policing profession is to ensure that de-escalation training is efficient, effective, and useful in the field.

This training includes a proprietary de-escalation program offered in-person to current active duty sworn law enforcement officers. The training, which incorporates DISC Esoterica®, builds on situational awareness, body language and appropriate approaches and distancing based upon active and passive threats. The training program, which includes verbal judo and procedural justice-based de-escalation and crisis intervention by incorporating rapid personality and threat assessment tools to the officer, delivers best practices in de-escalation including correct de-escalation language, officer adjustments for varying threat stages and environments, body language, conflict management, recognizing mental health and disability issues, and means to adjust interactions based upon rapid personality identification. Also included are de-escalation and prevention of escalation while maintaining professionalism, respectfulness, and self-control, particularly if insulting or disrespectful language and behavior are present. Numerous participatory scenarios and examples of proper officer behavior and responses are also included.

Held in partnership with the University of New Haven Center for Advanced Policing and hosted by the Amherst, NY Police Department, this project was made possible with a grant from the US DOJ COPS Office to the University of New Haven, grant #15JCOPS-22-GK-03552-PPSE.

Wednesday, October 9, 2024: Day 1

Cultural Competency As A Means of Enhancing Community Policing

Community policing is defined as a philosophy, promoting organizational strategies which support the use of partnerships and problem-solving techniques that affect public safety, crime and social disorder. It empowers police officers to identify and solve problems with people who live in the effected community. While being a Community Policing Officer involves a unique blend of skills and strategies, at the most basic level is Cultural Competence.

This workshop focuses on Cultural Competence which enables police officers to communicate with people of different cultures and develop trusting relationships with community members. As such, it enables workshop participants to develop the will, skills and knowledge to interact with people of different backgrounds in multicultural environments.

The Importance of Racial Impact Studies

Diversity and inclusion are under attack within cities, states, and even trusted institutions. How will this impact your community? Your constituents? This country?

The recognition and prioritization of diversity and inclusion play a crucial role in shaping the experiences and outcomes of individuals, communities, and the entire country.

Racial Impact Studies are the pathway toward more inclusive policies. This discussion highlights the importance of racial impact studies and policies that foster a more equitable and just legal and policy framework. Participants will learn the elements, opportunities, and legacy of racial impact studies for our generation and the next.

A Catch 22: The Conundrum of Successfully Navigating An Accelerated Promotional Path In The 21st Century

Historically, what one considers as a leader in law enforcement often times fits certain criteria. This standard has become the perceived norm in society. As police officers, many have equated success to factors such as time on the job, acceptance by your peers and who the majority believes should be in leadership. In current day policing, an open mind willing to bring innovative ideas to a profession that dates back to the 1600's is immensely important to the greater good of each individual department.

With retention at an all-time low, and many of our leaders opting to retire, departments are faced with assembling a new command structure, with officers who have climbed the ranks rather quickly. New leadership introduces new methodology, different styles and a compounded understanding of policing from a plethora of perspectives. The path that one takes can be met with support from the masses but on the contrary can face much resistance. This program will discuss best practices for young officers who have advanced through the ranks in an era where the profession of law enforcement isn't as favorable. The participants will gain an understanding of the difficulties associated with promotions and how to recognize if the path is right for you and how to support those on the path.

Improving Police Response to The Mentally Ill

Problems associated with people with mental illness pose a significant challenge for modern policing. Police officers routinely provide the first line of crisis response for situations involving persons with mental illnesses. These calls for service are common (they constitute between 7 and 10 percent of all police contacts). But they pose operational problems for officers and managers and can significantly alter the lives of persons with mental illnesses and their families.

This program will discuss best practices and methodologies for police-community interactions where the mentally ill are concerned and seeks to provide participants with better abilities that will allow them to recognize the systems of mental illness, prepare actions plans, and provide stronger victim assistance.

What To Do When Stopped By The Police

Police officers serve as the enforcement arm of the government and are one of the few agencies permitted the right to use deadly force. However, this has proven especially consequential for minority youths and adults. Dating back to the days of slavery, the relationship between African Americans and police officers has been characterized by racial tension and mistrust. Since African Americans as a whole have disproportionate involuntary contact with the police, they have devised strategies to avoid interactions with law enforcement and minimize risk when such interactions do occur.

“The talk” has been passed down in many Black families for generations as a way to prepare their children for interactions with police. It is part of historical distrust of law enforcement, often seen as being more heavy-handed and violent in dealings with Black people or in Black neighborhoods.

Thus, this program seeks to discuss strategies used by African American adults and youths when encountering police officers, analyze how such tactics shape police–citizen outcomes, and amplify the advice provided to young adults regarding how to manage police encounters.

This program will be held at the Johnnie B. Wiley Amateur Athletic Sports Pavilion, 1100 Jefferson Ave, Buffalo, NY 14208 from 6:00 PM until 8:00PM

Thursday, October 10, 2024: Day 2

De-Escalation: A Common-Sense Approach

Conflict is a situation where two parties are heated or aggravated because one party has possibly harassed the other, often beginning with bias.

Conflict de-escalation is a strategy to prevent people from escalating into violence. It’s designed to help communities protect and take care of each other using an approach that, if successful, can limit or completely eliminate the need for police intervention. It requires patience, a willingness to listen, and an ability to see the humanity in everyone.

This discussion will assist in helping to identify potential conflict before it escalates, suggest various methods for de-escalation, and how to assess whether De-escalation is the right action.

Political Extremism and Its Impact On Law Enforcement

On January 6, 2021, a large group of people violently breached the U.S. Capitol Building, unified in their intent to halt the legal certification of the presidential election results. They broke through barricades, assaulted police officers, smashed windows, openly threatened elected representatives, ransacked offices, and caused over a million dollars in damage, numerous injuries, and several deaths. An extraordinary attack on American democracy, related to deep themes and elements of US political culture, it was an event of historic proportions.

However, one of the wake-up calls of the 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 raises serious concerns and underscores the fact that some extremists – and their beliefs – have made their way into the ranks of law enforcement and the corrections sector nationwide, and are explicit about their desires to recruit both current and former law enforcement officers. This 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 current law enforcement officers play in efforts to curtail what now appears to be a troubling pattern. Finally, policy initiatives are discussed to reduce these threats.

Warriors-vs-Guardians: Recruiting Officers Who Are Suited To The Mission of Policing in Communities of Color

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.

This discussion also addresses methods and best practices that can be useful in changing the culture of policing to reflect the guardian mentality that will lead to improved public safety, more effective crime

fighting, and the foundation of trust necessary to form a true partnership between the police and the people we serve.

Prevention of Police Misconduct Through Ethical Decision Making

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

Conference Networking Meet and Greet

Join us for an opportunity to meet your peers and counterparts in a social setting. Come out, wear your conference T-Shirt, enjoy a cash bar and light munchies for all conference attendees. The evening will include a book signing by newly published author retired Bridgeport, CT Lieutenant David Daniels of his new book "Black and Blue in Bridgeport".

Friday, October 11, 2024: Day 3

Not Just Surviving, But Thriving In Retirement

(This workshop is presented AT NO CHARGE as a separate add-on session for retired law enforcement officers and members of the community.)

In the business of Franchising, we meet retiring professionals every day. People who are done with corporate or government life but who have grown weary of the retired life as well. They find themselves in an in-between state, not finished but not knowing where to go.

Often, they still have a desire to thrive in their next chapter. Often, they are fully capable but have lost their daily structure, the satisfaction of overcoming work challenges, meaningful community connection, and opportunities for personal growth that strengthen them.

There is also a mental health component of feeling a sense of lack of purpose or meaning in what you do with your time.

In this session, we will explore ways to maintain a positive mental disposition in retirement. We will cover some tools you may not have ever heard of before - but are effective tools to handle emotions of loss, lack of purpose, boredom, and discontentment. We will also review ways to grow wealth in retirement

that don't sacrifice your downtime, and allow your financial instruments to grow as you age, allowing you to leave a legacy not just live out your days. You can thrive in retirement. We'll show you how.

Compassion in Policing, More Important Than Ever

The lack of compassion in policing is now making current headlines. This presentation will include a PP presentation, handouts, and conversation related to recent incidents where a lack of compassion shown by the police during citizen encounters caused or contributed to the death of the citizen. Consider George Floyd, Daniel Prude, Tyre Nichols, and most recently, the death of a black man that was kicked out of an ambulance while in distress and died two weeks later. All of these incidents have made national news and have significantly contributed to the eroding of trust in policing throughout the country.

Police Reform: Why It's Needed

Police reform in the United States is an ongoing political movement that seeks to reform systems of law enforcement throughout the United States. Many goals of the police reform movement center on police accountability.

Police reform comprises measures that federal, state, and local governments can implement to address imperfections in the police system and improve our institutions. The idea acknowledges that our society needs a police presence to operate safely and efficiently.

Effective Policing In LGBT Communities

Police and other law enforcement professionals are often accused of discrimination and harassment based on sexual orientation and gender identity by individuals who are lesbian, gay, bisexual, and transgender (LGBT). Perceived discrimination can impede effective policing in communities where these individuals reside and work by breaking down trust, inhibiting communication, and preventing law enforcement professionals from effectively protecting and serving the communities they police. This presentation will investigate the issue by first presenting critical contextual and background information about LGBT individuals and the growing numbers of hate crimes and other attacks directed at them. We will then dive more deeply into three topics that can contribute to more effective policing and improved communication if appropriately understood and addressed. We will explore the very high prevalence of LGBT individuals among arrested and policed youth and the reasons why this phenomenon exists; gender identity issues including understanding exactly what gender is, the challenges of proper pronoun use, and learning more about and working with transgender and gender-nonconforming individuals.

SCHOLARSHIP AND AWARDS CEREMONIES

The 2024 Scholarship and Awards Ceremonies will take place on Friday, October 11, 2024, beginning with a cocktail hour from 6:00 PM until 7:00 PM. All conference attendees, law enforcement and members of the community are invited to attend this evening of dining, recognition, music, and fellowship. Tickets are priced at \$125.00 per person and can be purchased from members of the conference staff or online at <http://conference.nableo.org/dinner.cfm>.

The keynote speaker for the evening will be Joseph Gramaglia, Police Commissioner, Buffalo Police Department, with the Rev. James Lewis of the Miracle Mission Full Gospel Church serving as Master of Ceremonies.

Award recipients during this event will be:

Law Enforcement Leadership Award – Chief Kimberly Beaty
Law Enforcement Leadership Award – Chief Brian Patterson
Law Enforcement Leadership Award – Dep. Comm. Alphonso Wright
Community Leadership Award – Murray Holman
Community Policing Award – Chief Todd McAlister
Community Service Award – Nekia Kemp
Chairman’s Award – Sgt. Jason Jones
Chairman’s Award – Sgt. Donnell Walters
Lifetime Achievement Award –Det. Stuart Barksdale (Ret.)
Lifetime Achievement Award-Det. Cynthia Hadley-Bailey (Ret.)
Lifetime Achievement Award –Det. Vincent Tilson (Ret.)
SecureWatch24 Innovative Justice Fellowship – Christopher Hargrave
Children of Courage Scholarship- Tie’zhon Anderson
Children of Courage Scholarship- Milan Hood
Children of Courage Scholarship – James McNeil

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.

Director Elliott T. Boyce, Sr. (Ret.) - 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. Investigator Boyce was cross-designated a U.S. Customs Officer by the U.S. Department of Treasury, 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, and was accepted into the distinguished New York State Police Employee Assistance program and subsequently promoted to Senior Investigator / Director in 2017.

He earned his Bachelor of Science in Public Justice from the State University College of New York at Oswego, a Master's in Criminal Justice from the School of Criminal Justice at the State University College of New York at Albany, and a Master's in Public Administration at Marist College. 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 has served on the NOBLE National Education and Training Committee.

Dr. Benjamin F. Chavis, Jr-President and CEO of the National Newspaper Publishers Association (NNPA)

Reverend Dr. Benjamin F. Chavis, Jr., entrepreneur, global business leader, educator, chemist, civil rights leader, NAACP Life Member, syndicated columnist, theologian, and author is currently the President and CEO of the National Newspaper Publishers Association (NNPA): The Black Press of America. Dr. Chavis serves on the Board of the National Association for Equal Opportunity in Higher Education (NAFEO).

Lifelong activist Dr. Chavis overcame racial injustice and wrongful imprisonment to become a vocal leader in the civil rights movement, which pressed for equality between the races. Dr. Chavis is an ordained minister in the United Church of Christ. Dr. Chavis began his career in 1963, as a statewide

youth coordinator in NC for the Reverend Dr. Martin Luther King, Jr., and the Southern Christian Leadership Conference (SCLC).

A native of Oxford, North Carolina, Dr. Chavis received the Bachelor of Arts, BA, in Chemistry from University of North Carolina. He earned his Masters of Divinity, M.Div., magna cum laude, from Duke University while serving an unjust 34-year prison sentence as a member of the Wilmington 10, who Amnesty International declared political prisoners, a case that garnered international attention and was pardoned 40 years later. He also received the Doctor of Ministry, from Howard University and Doctor of Philosophy, Ph.D., in systematic theology, from Union Theological Seminary in New York.

From 1993 and 1994, Dr. Chavis served as the Executive Director and CEO of the National Association for the Advancement of Colored People (NAACP) and remains an active supporter of the NAACP. In 1995, Dr. Chavis was the National Director and organizer of the Million Man March. The 2010 theatrical release of the full-length movie Blood Done Sign My Name distributed by Paladin, directed by Jeb Stuart, starring Ricky Schroder, Nate Parker, and Lela Rochon depicts a true story from Dr. Chavis' early days in the Civil Rights Movement during the 1960's and 1970's.

Dr. Chavis has authored books and other publications including: An American Political Prisoner Appeals for Human Rights, Psalms from Prison. His areas of expertise include corporate diversity and inclusion, human rights, climate change, voting rights, bridging the gap between civil rights and hip-hop, and criminal justice reform.

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, and conducted security surveys for residence and businesses around the city as well. While in charge of the Community services division he instituted Free food and toy give-a-ways for the community. He was the creator of the Officer Friendly Basketball camp which lasted nearly 20 years.

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, he was the 5 term President of The Bridgeport Guardians, 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).

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-Meck Police Department. A former WYBC radio on air DJ in New Haven, CT, he is a published author and the creator of The Bridgeport Jazz Festival.

Sgt. Adrian Harris – New York City Police

Sergeant Adrian Harris, born and raised in Brooklyn, New York, is a distinguished first-generation law enforcement officer with a deep-rooted family heritage of Jamaican and African American origins. Emphasizing the values of hard work and integrity, Adrian has successfully navigated the complexities of police culture, a journey unfamiliar to his family and peers. He holds a bachelor's degree in criminal justice and is currently pursuing a master's degree at John Jay College.

Joining the New York City Police Department in 2005, after serving in both the US Marines and US Army, Adrian was initially assigned to the 75th precinct, followed by positions in the 68th and 9th precincts. His roles have included serving as a Conditions officer and Graffiti officer. Promoted to sergeant in November 2013, he was stationed at the 90th precinct, where he was instrumental in mentoring young African American youth and officers. His leadership extended to supervising the School Unit, the Summer Youth Police Academy, and the Training Bureau.

Sgt. Harris is an active Prince Hall Mason and contributes to various organizations, including the NYPD Guardians Association, NABLEO, Noble, Brooklyn Skyhawk Youth Football Organization, St. Michael's Youth Mentoring Program, and the Independent United Order of Mechanics, illustrating his commitment to community and professional excellence.

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

Deputy Chief Wayne Preston Harris (Ret.) served over thirty years with the Rochester New York Police Department. Following his retirement, he founded Wayne Consultancy, LLC to continue his work of community engagement, and to see a world where differences are addressed peacefully, and problems are solved through open dialogue, understanding and cooperation.

He is the immediate past board chair of the Law Enforcement Action Partnership (LEAP), a current national executive board member of the National Organization of Black Law Enforcement Executives (NOBLE), and a nationally recognized expert and speaker 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 in Organizational Management, a certificate in Criminal Justice education, and he is a graduate of the 244th session of the FBI National Academy.

Det. Shannen Hogue – Yonkers, NY Police Department

Shannen Hogue is a seasoned Detective Specialist, boasting a distinguished 12-year career with the Yonkers Police Department. Proudly hailing from New York, she was born and raised in Yonkers, attending Roosevelt High School where her outstanding achievements earned her a revered place on the Roosevelt Wall of Fame in 2022. Shannen pursued her passion for justice by earning both bachelor's and master's degrees in forensic psychology from John Jay College of Criminal Justice.

Certified in various capacities including as a NYS Police Instructor, NYS Field Training Officer and a NYS certified juvenile officer, Shannen's commitment to excellence shines through her multifaceted role within the department. Beyond her investigative duties, she serves as a community event coordinator and plays a pivotal role in nurturing the next generation of law enforcement professionals as a lead instructor for the Yonkers Police Department Cadet program.

As a wife, a mother to two beautiful daughters, a woman of color and a proud member of the LGBTQ+ community, Shannen embraces her intersecting identities, fueling her dedication to fostering inclusivity and understanding. Her passion for advocacy is evident in her role as the Yonkers Police Department's Liaison to the Mayor's LGBTQ+ Advisory board since 2019. Shannen played a pivotal role in the development of the department's "Be The Change" recruitment initiative, actively seeking to diversify the force by recruiting minority candidates.

Shannen's unwavering commitment to community engagement has earned her accolades including the Community Leadership Award from both The National Association of Black Law Enforcement Officers (NABLEO) and Westchester's Hispanic Law Enforcement Association (WHLEA). Recognized as a community Pacesetter by the YWCA, Shannen's dedication was further honored when the city of Yonkers declared June 16th as Shannen Hogue Day in acknowledgment of her profound impact.

Sgt. Jason E. Jones – U.S. Capitol Police

Jason E. Jones is an active Law Enforcement Professional with over twenty years of experience in the field. Jason's early law enforcement career began in New York City, where, as a Special Patrolman, he worked exclusively in the field of corporate security with a concentration on financial crimes, fraud investigations, and risk assessment & management. After a successful stint in this arena, several years later, Jason transitioned from the private to the public sector, where he became a Campus Police Officer for the City University of New York (CUNY) at the City College of New York (CCNY). As a Patrolman at CCNY, his assignments included directed sector patrols, specialized criminal investigations, dispatching, and intermittent assignments to various plainclothes investigative task forces, with collateral responsibilities included community outreach, mainly serving as a liaison between the Department and several students, faculty, and community groups and organizations. He also served as a Shop Steward for protected department members. After numerous years of dedicated service, Jason accepted his current position in the Nation's Capital with the United States Capitol Police Department (USCP).

As a United States Capitol Police Officer, although his initial functions consisted of routine police patrols, preliminary investigations, and community outreach throughout the Congressional Community, his career trajectory has seen him with tours in several specialty assignments, including Background Investigations and the Joint Critical Incident Command Center, before achieving promotion to his current rank of Sergeant, working in the Agency's Communications Section.

Jason possesses a degree in Criminal Justice from Kaplan University, placing on both the Deans and President's list throughout his instruction. He maintains academic affiliations with the National Society of Collegiate Scholars and Alpha Phi Sigma (Theta Epsilon Chapter) (Past President). He also holds numerous certifications, including Basic and Advanced Interrogations, HAZMAT First Responder, Civil Disturbance Response, as well as an Adjunct Instructor Certification from Georgetown University to teach the Active Bystandership for Law Enforcement (ABLE) curriculum. Jason's local affiliations include membership in the United States Capitol Police Change Agent Network, a full seat on the United States Capitol Police Diversity Council, an Associate Membership in NOBLE, Washington Metro Chapter, and **NABLEO**, where he currently serves as the representative for individual members.

Chief Thelma E. Jones – District C Buffalo Police Department

Thelma Jones is the Chief of The Charlie District for the Buffalo Police Department. Prior to her appointment as Chief, she worked as a lieutenant in the Internal Affairs Division. Chief Jones has a Master's Degree in Construction Management from Virginia Tech and a Bachelor's Degree in Urban Planning and Regional Analysis from Buffalo State University

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

Author, Motivational Speaker, Community Leader, and Expert, 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.

He was a celebrated Commander and public servant who has been at the forefront of bridging the gap between the community and police. Over the course of his career, he has received numerous awards and specialized training on a myriad of topics aiding in his impeccable record on the police force. He was also an Adjunct Professor (Criminal Justice Department) at Monroe College for five years.

In May 2016, Corey published and authored his first book "Once A Cop" which has been met with critical acclaim around the country. His book is a memoir of his life which takes the reader on a rollercoaster that will have you going through several emotions as he details his story of growing up a drug dealer to becoming an executive in the biggest police department in the country.

Corey has made guest appearances on several television and syndicated radio talk shows including but not limited to The Daily Show with Trevor Noah, Politics Nation with Reverend Al Sharpton, OWN Network's Fix My Life with Iyanla Vanzant, TV One with Roland Martin, C-Span Q & A, CNN, The Root TV,

Insider, Street Soldiers, Al Jazeera America, ARISE America, RT Today, The Michael Baisden Show, WBLS, WPIX Channel 11, NY 1, News 12 Long Island, NPR, The Combat Jack Show and BET.com to give his expert analysis and opinion in the field of law enforcement. He has also been featured in print media such as the USA Today, NY Daily News, Amsterdam News and Publishers Weekly.

As the former President and Founder of the National Organization of Black Law Enforcement Executives (NOBLE) Long Island Chapter, and advisor to other professional affiliations, Corey has organized various community events such as Christmas Toy Drives, Back to School Giveaways and Thanksgiving Food Drives to name a few. In addition, he has held a leading role in organizing events to raise money to support local schools. Corey has also fought for the rights of others, in making sure that their civil liberties are being protected.

Corey is a graduate of St. Josephs College with a B.S. in Organizational Management, an M.P.S. in Criminal Justice Leadership from St. John's University and a Post-Graduate Certificate from the Police Management Institute at Columbia University.

Dr. Winston Price, MD, FAAP, FACPE, Pediatrics-Chief of Staff Memorial Hospital in Bainbridge, GA,

- 105th President National Medical Association
- Board certified in Pediatrics
- Chief of Staff Memorial Hospital in Bainbridge, GA
- Associate Professor PCOM South Georgia
- President and Chair for the National African American Drug Policy Coalition
- Board of Directors - National Center on Missing and Exploited Children

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

Retired Hartford Police Chief Daryl K. Roberts is a testament to the power of hard work and dedication. Roberts joined the Hartford Police Department as police officer in 1982 and worked his way up the ranks, ultimately being appointed Police Chief on July 12, 2006.

During his time with the Hartford Police Department, he commanded numerous divisions, and earned multiple awards including Distinguished Service Medals, Exemplary Service Medals, a Merit Award, and the department's highest honor, the Chief's Medal of Valor.

Additionally, he instituted a Truancy Reduction Program that got kids off the street and back into the classroom; implemented a domestic violence unit and was one of the architects of Hartford's Neighborhood Policing Plan that reduced all Part One crimes by 29.4%; made the Sex Offender Registry Unit number one in the state for compliance; implemented a domestic violence unit and was one of the architects of Hartford's Neighborhood Policing Plan.

He considers service to the community an honor as well as a privilege of the highest order, a priority

regardless of his title and continues to contribute his expertise and insight in a host of ways because success is never final.

Captain Sharese Saleh – Buffalo Police Department

Captain Sharese Saleh is the Director of Behavioral Health Services at the Buffalo Police Department. She holds a B.S. in Psychology from Buffalo State University and an M.A. in Clinical Mental Health Counseling from Niagara University. While at Niagara University, she completed her thesis on the Stress, Trauma, and Resilience that police officers experience on the job. She has a strong interest in developing a comprehensive wellness program that will take a holistic approach to the mental health of first responders.

Captain Saleh's 11-year career in law enforcement is marked by her continuous growth and achievements. She has served in various roles, including Patrol Officer and Lieutenant in multiple districts and Lieutenant and Captain in Internal Affairs. Her recent accomplishments include becoming a Crisis Intervention Team Trainer and completing the National Threat Evaluation and Reporting Master Trainer Program. She is also a respected member of the Erie County Threat Assessment Committee, further demonstrating her commitment to her profession.

In her current role, Captain Saleh leads the Behavior Health Team (BHT), a co-responder program that supports individuals in mental health crises. Under her guidance, this program aims to divert these individuals from jail and hospitalization, offering them the stability they need through appropriate resources. Her leadership in this initiative is a testament to her commitment to public service and mental health advocacy, further solidifying her professional profile.

Director Quovella Spruill - Franklin Twp., NJ Police

Director Quovella M. Spruill is the NOBLE New Jersey Chapter's Executive Vice President. Director Spruill presently serves as the first Public Safety Director of the Franklin Police Department, in the Township of Franklin (Somerset), New Jersey. She manages a department of approximately 125 law enforcement and civilian personnel.

Director Quovella M. Spruill recently retired from the Essex County Prosecutor's Office in Newark, New Jersey as the first female Chief of Detectives. She is a graduate of New Jersey Institute of Technology (NJIT) graduating with an Engineering Degree in Environmental Science; and she obtained a master's degree from Seton Hall University majoring in Human Resources Training and Development. She was one of the youngest managers in the City of Newark, during that period she was recognized as one of Ebony magazine's "30 Future Leaders Under 30".

Director Spruill served over thirty years in government and law enforcement. During her tenure in the Prosecutor's Office, she commanded and served in multiple units, including Internal Affairs, Corruption, Bias Crimes, Homicide, Training and many other assignments. She is an adjunct professor at Rutgers University and DeVry University, instructing courses in Criminal Justice and Human Resources.

Director Spruill has extensive experience in consulting and training for law enforcement recruits, municipal law enforcement, corrections, within New Jersey and out of state law enforcement personnel. As a tireless public servant and a trailblazer, Director Spruill has been tasked with serving her community in a variety of capacities as she continues to smash those glass ceilings!

Sabrina Wall-Franchise4Wealth

Sabrina Wall is the CEO of the Franchise Brokers Association in conjunction with Franchise4Wealth. She started her franchise career in 2006 and fell in love with franchising because she saw this business model's availability to the average American - who worked hard and made good decisions.

Throughout her career, she owned or managed 27 franchise units within four different franchise systems. This experience taught her that franchises are not all created equally and it's important for new potential franchise owners to understand the differences between franchise options. This can position them for success.

Sabrina leads a team of nearly 1,000 franchise professional members who support ethical long-term franchising by focusing on education and research tools to assess franchise brands for the person seeking to join the system.

She has been quoted in Entrepreneur magazine, the Wall Street Journal, and many times in the Franchise Times. She was awarded 2020's CEOs of the Year by the Orlando Business Journal and is one of 2024's Top 100 Franchise Influencers from SEO Samba.

Sgt. Donnell Walters-St. Louis Metropolitan Police Department

Donny Walters has been a sworn member of the St. Louis Metropolitan Police Department for 20 years. He served as a Police Officer working District Level Community Policing, SWAT Unit, and Academy Instructor. Donny currently is a Sergeant who has supervised officers of the Community Engagement, Police Athletic League, and Recruiting Units.

Donny is also the SLMPD Hostage Negotiator team leader and training coordinator. He is a nationally certified Defensive Tactics Instructor, SABRE LE Aerosol Projector Instructor, Firearms Instructor, and a Missouri Licensed Generalists Instructor. He is also the subject matter expert of the SLMPD De-Escalation curriculum as well as the sole instructor of the departments program which he created in 2014 post the Ferguson Riots. Donny has also been featured in the documentary "De-Escalation Saving Lives".

Donny is currently the President of the Ethical Society of Police (ESOP). The Ethical Society of Police was founded in 1972 by African American Police officers to address race-based discrimination within the community and the St. Louis Metropolitan Police Department. ESOP prides themselves on being public servants who champion fairness, equality, and service. ESOP is approximately 97% African American, but is open to all races, religions, and sexual orientations. Routinely asked, why there is a need for a

predominately African American police association like ESOP? Answer, ESOP members have faced challenges with hiring, promotion, discipline, and more. Obstacles ESOP members face in law enforcement are like the challenges African Americans face throughout the world with systemic racism. Donny has been quoted in several news media outlets for speaking out against police brutality and unjust killing of African Americans by police officers.

Donny is an active member of Alpha Phi Alpha Fraternity, Incorporated as well as a devoted father and grandfather. He currently serves as **NABLEO's** Sergeant-at-Arms.

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 is in Organizational Behavior and Global Diversity. Her previous experiences have included service as the Coordinator for School/Community Relations with the Cleveland Heights-University Heights, Ohio Board of Education, and Personnel Analyst with the Cleveland Electric Illuminating Company.

Her specific area of research is in the field of Mentoring, with an 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 more than twenty (20) peer-reviewed research articles appearing in such publications as the Journal of Black Studies, Western Journal of Black Studies, Journal of Critical Incidents, Journal of Case Studies, and the Journal of Ethnicity in Criminal Justice.

Local Area Attractions and Things To Do

<p style="text-align: center;">Niagara Falls</p> <p>Open 365 days a year, Niagara Falls State Park has awe-inspiring scenery! It also features thrilling attractions, interactive exhibits, miles of hiking trails, and delectable dining options in a family-friendly environment. It's an adventure-packed experience! No passport is needed to experience an unforgettable and breathtaking Niagara Falls vacation.</p> <p>Niagara Falls State Park 332 Prospect St Niagara Falls, NY 14303 716-278-1794</p>		<p style="text-align: center;">Northtown Center</p> <p>The Northtown Center at Amherst is Western New York's feature multipurpose sports facility located in Amherst, New York. The facility includes three NHL regulation ice pads (200" x 85'), one Olympic size ice pad (200' x 100'), a full service pro shop, restaurant and sports training facility.</p> <p>The Northtown Center at Amherst 1615 Amherst Manor Drive Williamsville, New York 14221 Phone (716) 631-7555</p>
<p style="text-align: center;">Buffalo AKG Art Museum</p> <p>The Buffalo AKG Art Museum, formerly known as the Albright-Knox Art Gallery, is an art museum in Buffalo, New York, United States, in Delaware Park. The museum was expanded beginning in 2021, and re-opened in June 2023. The museum is a major showplace for modern art and contemporary art.</p> <p>1285 Elmwood Ave Buffalo, NY 14222 716-882-8700</p>		<p style="text-align: center;">Michigan Street African American Heritage Corridor</p> <p>As an advocate for the community, the Michigan Street African American Heritage Corridor Commission endeavors to integrate the African American cultural significance and impact on Buffalo's history through public engagement, community education that will invigorate, inspire and enliven cultural appreciation, preservation and community development.</p> <p>Michigan Avenue Buffalo, NY 14203 716-322-1002</p>
<p style="text-align: center;">5 Wits Buffalo</p> <p>Located in Walden Galleria, 5 Wits Buffalo is a 15,000 square foot immersive venue with three attractions: Deep Space, Drago's Castle, and Tomb. Each attraction is a real life, hands-on adventure story that places your team in the lead role. Along the way, you'll encounter collaborative games and challenges, and how you perform will change the course of the story – failure IS an option! With changing solutions, interactive storylines, hidden features, and difficulty levels that adapt in real time, an adventure is meant to be played more than once, and no two visits are exactly alike.</p> <p>1 Walden Galleria Buffalo, NY 14225 716.681.7600</p>		<p style="text-align: center;">Colored Musicians Club & Jazz Museum</p> <p>The Colored Musicians Club and the Colored Musicians Club (Jazz) Museum is dedicated to promoting research and preserving the history of African-American music, not only in Buffalo but globally. We aspire to enlighten, encourage, and educate our youth of their musical heritage.</p> <p>145 Broadway Buffalo, NY 14203</p>

Dining in The Area

Discover and dine at some of the best restaurants in the Buffalo area

<p style="text-align: center;">BlueFire Bar & Grill</p> <p>Discover exceptional Amherst dining at BlueFire Bar & Grille, our signature hotel restaurant. Looking for a delicious breakfast in Amherst? Join us!</p> <p>Located inside Marriott Buffalo Niagara</p> <p>Open Every day: 7:00AM – 11:00PM</p>		<p style="text-align: center;">Anchor Bar</p> <p>Famed birthplace of the Buffalo chicken wing, also offering Italian fare, draft beers and live jazz.</p> <p>4300 Maple Road Amherst, NY 716-932-7228</p>
<p style="text-align: center;">Kyoto Japanese Restaurant</p> <p>At the sushi bar, you will enjoy one of many fresh creations made by our sushi chefs, who put a creative twist on the edible art of sushi. Not a sushi person? You can try our freshly battered vegetable or shrimp tempura that will make your mouth water. Or choose from a variety of our Japanese entrees, ranging from elegantly prepared seafood to flavorful noodle dishes. At the conclusion of our meal, celebrate your birthday Kyoto style! Your birthday guest will receive a special treat from our staff at Kyoto. Be sure to inform us as soon as you are seated, so that your server can prepare a celebration, which will be sure to bring a smile and a lasting memory for our guests. If you are unable to join us for an evening of fun, entertainment, and an amazing dine in experience, we conveniently offer take out on our items. Reservations are encouraged and welcome.</p> <p>4060 Maple Road Amherst, NY 14226 (716) 836-6688</p>		<p style="text-align: center;">Black & Blue Steak and Crab</p> <p>Inventive design, inspired cuisine, and a complete focus on gracious hospitality. B&B's Trust Our Fish Program allows you to trace the who, where, how and when about your fish. From boat to plate, our B&B family is the only one touching your fish. Our steaks are seasoned with our signature house rub, our hand-cut steaks are broiled at 1700 degrees and served sizzling with a dash of clarified butter. The sights, sounds, and smells will consume your senses.</p> <p>5493 Sheridan Drive Amherst, NY 14221 (716) 839-2525</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.

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 for 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, conference attendees may be asked to wear face coverings so as to further ensure their safety.

Cell Phones and Pagers

We ask that all cell phones and audible pagers be placed in silent or muted mode when present in a workshop session.

NABLEO Board Members

Our Board of Directors is representative of the various chapter and individual members of the Association. 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	BATONS
Bi-State Coalition	Black Shield Police Association
Coalition of Black Maryland State Troopers	Ethical Society of Police
Guardian Civic League	Guardians-New York State Troopers
MAMLEO	Men and Women For Justice
Montclair Sentinels 16-87	MTA Police Guardians
New Haven Guardians Association	Newark Bronze Shields
New York Grand Council of Guardians	NYPD Guardians Association
Norwalk Guardians Association	Rhode Island Guardians Association
Yonkers Guardians Association	Westchester-Rockland Guardians Association

Executive Committee Members

Chairman – Charles Wilson	Vice Chairperson – Crystal Williams-Coleman
Secretary – Charina Smith	Treasurer – Shantae Coppock
Information Officer – Inez Cofield	Sergeant-at-Arms – Donnell Walters
Parliamentarian – David Daniels III	Chaplain – Daryl K. Roberts

National Delegates

John A'Vant	Cynthia Hadley-Bailey
Linda Pace	Leonard Randolph
Lamont Rutherford	Vincent Tilson (Alternate)

Committee Chairpersons

Conferences – Sally Thomason	Constitution – Donald Brown
Membership – Leonard Randolph	Individual Member Representative – Jason Jones

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.

Our Conference Host

[The Afro-American Police Association of Buffalo \(AAPA-Buffalo\)](#)

The purpose of the AAPA is to improve relationships between Law Enforcement Officers and the Community, to engender a special rapport between Officers and citizens, active involvement of Black Officers in community affairs, the recruiting of Black Officers, an everyday function of every member of the Association.

Our Conference Venue

[Marriott Buffalo Niagara Hotel](#)

Elevate your trip to Western New York at the Buffalo Marriott Niagara. Our hotel benefits from a location in Amherst, a short drive from the Buffalo Niagara Airport. A gateway to Buffalo and Niagara Falls, our hotel is also close to popular location attractions including the University of Buffalo, KeyBank Center and Canalside. To satisfy your hunger, visit BlueFire Bar & Grille, our on-site restaurant serving American cuisine for breakfast and dinner. Maintain your workout routine at our fitness center, or enjoy a swim in the seasonal outdoor pool or year-round indoor facility. Our flexible event spaces provide an impressive backdrop for weddings, business conferences and other occasions. Unwind after a busy day exploring Buffalo and nearby Niagara Falls in comfortable hotel rooms and suites featuring plush bedding, high-speed Wi-Fi and flat-screen TVs. We truly look forward to welcoming you to our hotel.

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Ismail	Abdussabur	New Haven Police Department	labdussabur@newhavenct.gov
Bruce	Allen	Guardian Civic League	gcleague@comcast.net
Anthony	Anderson	Maryland State Police	aanthny363@yahoo.com
Janelle	Armorer	Durham Regional Police Service	9844@drps.ca
John	A'Vant	Rhode Island Guardians Association	javant110@cox.net
Marlene	Azzariti	Westchester County Department of Probation	aqcv@westchestercountyny.gov
Dwight	Bailey	BATONS	d2002drb@aol.com
Leila	Bailey	BATONS	LEILA1030@aol.com
Stuart	Barksdale	Yonkers Guardians Association	sbarks659@aol.com
Nathaniel	Barnes	Auburn Police Department	nbarnes@auburnny.gov
Kimberly	Beaty	University of Buffalo Police	kbeaty@buffalo.edu
Rochelle	Bilal	Philadelphia Sheriffs Office	rochelle.bilal@phila.gov
Katelynn	Bolden	Buffalo Police Department/Behavioral Health Unit	
Thomas	Boone	Prince George's County Police Department	THBoone@co.pg.md.us
Elliott	Boyce	New York State Police (Ret.)	et1329@aol.com
Lorenzo	Boyd	University of New Haven	LBoyd@newhaven.edu
Orlando	Braxton	Rhode Island Guardians Association	obraxton38@gmail.com
Lee	Canady	Philadelphia Sheriffs Office	gcleague@comcast.net

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Shaun	Carter	Durham Regional Police Service	3087@drps.ca
Brittenay	Causieestko-Lee	Center for Policing Equity	bcausieestkolee@policingequity.org
Rodney	Chatman	Brown University Police	rodney_chatman@brown.edu
Benjamin	Chavis	National Newspaper Publishers Association	dr.bchavis@nnpa.org
Eddie	Chrispin	Boston Police Department	echrispin@aol.com
Victor	Clay	Harvard University Police	victor_clay@hupd.harvard.edu
John	Colgan	SecureWatch24	john@securewatch24.com
Shantae	Coppock	Philadelphia Sheriffs Office	shantaehc1@gmail.com
Providence	Crowder	Monroe County Sheriffs Office	pcrowder@monroecounty.gov
Kwesi	Dadzie	Prince Georges County Police Department	kddadzie@co.pg.md.us
David	Daniels	Bridgeport, CT Police (Ret.)	daviddanielsiii@hotmail.com
Jason	Davies	Division of Criminal Justice Services	Jason.Davies@dcjs.ny.gov
Omar	Diggins	Philadelphia Police Department	Omar.diggins@phila.gov
Catherine	Easley	Guardian Civic League	gcleague@comcast.net
Nicholas	Edwards	Baltimore Police Department	nredwards77@gmail.com
Darren	Exum	Afro-American Police Association Buffalo	ddexum911@gmail.com
Regina	Farrell	Guardian Civic League	farrellregina0380@gmail.com
Michelle	Foster	York Regional Police	1644@yrp.ca

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Willette	Furtick	Philadelphia Sheriffs Office	willette2133@yahoo.com
Justin	Gattie	Monroe County Sheriffs Office	jpgattie@monroecounty.gov
Jonathan	Gay	Orange County Sheriffs Office	jpgay@orangecountygov.com
Deborah	Gladding	York Regional Police	897@yrp.ca
Mike	Gonzalez	SecureWatch24	mike@securewatch24.com
Rose	Grady	Multicultural Healthcare Marketing Group	rosemary.a.grady@gmail.com
Aaron	Gunter	Orange County Sheriffs Office	agunter@orangecountygov.com
Wade	Hardy	Westchester District Attorney Office	WHardy@westchesterda.net
Adrian	Harris	New York City Police	Adrianvharris@gmail.com
Wayne	Harris	Rochester, NY Police (Ret.)	wayne.harris490@outlook.com
Kishon	Hickman	SecureWatch24	khickman@securewatch24.com
Duane	Hill	Maryland State Police	duane.hill@maryland.gov
Donald	Hinton	Morehouse School of Medicine Police Department	dhinton@msm.edu
Shannen	Hogue	Yonkers, NY Police Department	lhogue904@gmail.com
Paul	Hood	Westchester-Rockland Guardians	wrga1963@gmail.com
Mister	Jackson	Cleveland Police Department	president@theblackshield.org
Jason	Jones	U.S. Capitol Police	Jaz11214@gmail.com
Rubin	Jones	Economic Opportunity Commission, Nassau County	epoulson@eoc-nassau.org

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Thelma	Jones	Buffalo, NY Police Department	tejones@bpdny.org
Sean	Karnath	Hamburg Town Police Dept	SKARNATH@TOWNOFHAMBURGNY.GOV
Hadeel	Karzan	SUNY-Buffalo College Police	karzouhz@buffalostate.edu
John	Kelly	Afro-American Police Association Buffalo	info@aapabuffalo.org
Matt	Kostek	University of Buffalo Police	mskotek@buffalo.edu
Jeffrey	Lopes	Boston Police Department	lopesje08@gmail.com
Kenneth	Marshall	Umass Amherst Police Department	kennethmarsh@umass.edu
Daniel	McDuffie	New Haven Police Department	dmcduffie@newhavenct.gov
Darren	McDuffie	Afro-American Police Association Buffalo	info@aapabuffalo.org
Sonia	McGriff	Prince Georges Sheriffs Office	mcgriff286@yahoo.com
Madison	Michelle-LaPlante	Rhode Island Guardians Association	maddieml1215@gmail.com
Nicholas	Miller	Tompkins County Sheriff's Office	nmiller@tompkins-co.org
Jon	Monaco	Hamburg Town Police Dept	jmonaco@townofhamburgny.gov
Katrina	Mosley	Westchester County Department of Probation	aqcv@westchestercountyny.gov
Vincent	Muhammad	Philadelphia Sheriffs Office	gcleague@comcast.net
Lonon	Norwood	Morehouse School of Medicine Police Department	lnorwood@msm.edu
Linda	Pace	Guardian Civic League	pneverhome@aol.com
David	Palmer	Durham Regional Police Service	9844@drps.ca

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Alexandria	Payne	Syracuse University Department of Public Safety	apayne01@syr.edu
Corey	Peques	New York Police Department	cpegues9098@gmail.com
Yaritza	Pineiro	Afro-American Police Association Buffalo	info@aapabuffalo.org
Tykeshia	Ponder	Maryland State Police	mrsj2011@gmail.com
Eric	Poulson	Economic Opportunity Commission, Nassau County	epoulson@eoc-nassau.org
Winston	Price	Memorial Hospital in Bainbridge, GA	CyberNMA@yahoo.com
Isaiah	Prior	Tompkins County Sheriff's Office	iprior@tompkins-co.org
Samuel	Pulliam	Tompkins County Sheriff's Office	spulliam@tompkins-co.org
Shirley	Radford	Buffalo Police Department/Behavioral Health Unit	
Michael	Ramirez	New York State Police	
Leonard	Randolph	Men & Women For Justice	vpr43@aol.com
Terrance	Raynor	Westchester County Dept. of Public Safety	txr1@westchestercountyny.gov
Felicia	Richards	New York City Police	starfyah@hotmail.com
Daryl	Roberts	Hartford Public Schools	Daryl.Roberts@hartfordschools.org
James	Roberts	Umass Amherst Police Department	jerobert@umass.edu
Carol	Russell	Trenton Police Department (Ret.)	stylestaging100@gmail.com
Lamont	Rutherford	Afro-American Police Association Buffalo	rutherfordiilamont7@gmail.com
Sharese	Saleh	Buffalo, NY Police Department	slsaleh@bpdny.org

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
George	Salesman	Durham Regional Police Service	9844@drps.ca
Valerie	Shropshire	Afro-American Police Association Buffalo	vcshrop@aol.com
Charina	Smith	Guardian Civic League	shaky5956@gmail.com
Quovella	Spruill	Franklin Twp., NJ Police	qmspruill@gmail.com
Brian	Staley	Economic Opportunity Commission, Nassau County	epoulson@eoc-nassau.org
Shyasia	Stewart	Afro-American Police Association Buffalo	info@aapabuffalo.org
Sally	Thomason	Men & Women For Justice	mzst101@aol.com
Sheila	Thorne	Multicultural Healthcare Marketing Group	sheila@sheilathorne.com
Angelo	Threats	Afro-American Police Association Buffalo	jello3491@gmail.com
Vincent	Tilson	Yonkers Guardians Association	hope689@aol.com
Frantzy	Toussaint	New Haven Police Department	ftoussaint@newhavenct.gov
Byron	Tribue	Maryland State Police	byrontribue@yahoo.com
Candido	Trinidad	New Bedford Police Department	Candido.trinidad@newbedfordpd.com
Philip	Tripi	SUNY-Buffalo College Police	tripipp@buffalostate.edu
Tamia	Tucker	Connecticut State Police	Tamia.tucker@ct.gov
Clay	Twitty	Afro-American Police Association Buffalo	info@aapabuffalo.org
Sabrina	Wall	Franchise4Wealth	sabrina@franchiseba.com
Donny	Walters	St. Louis Metropolitan Police Department	slmpd6490@gmail.com

WHO ATTENDED WITH YOU

First Name	Last Name	Agency	Email Address
Camille	Warner	York Regional Police	5388@yrp.ca
Denise	Watson	Boston Police Department	denise.watson@pd.boston.gov
Kenyonn	Whitfield	Michigan State Police	whitfieldk@michigan.gov
Ernestine	Wiggs	Guardian Civic League	gcleague@comcast.net
Ameer	Williams	New Haven Police Department	awilliams@newhavenct.gov
Ricky	Williams	New York State Police	
Shawna	Williams	RAI Services	willias19@rjrt.com
Crystal	Williams-Coleman	Guardian Civic League	cwilliams97@verizon.net
Charles	Wilson	NABLEO	cpwilson22@verizon.net
Shirley	Wilson	Bryant University (Ret.)	saw1@bslsystems.com
Fatorrah	Wise	Westchester County Department of Probation	aqcv@westchestercountyny.gov
Denise	Woods	Guardian Civic League	gcleague@comcast.net
Terance	Yant	Croton on Hudson Police Department	Tyant@villageofcroton.net
Donald	Yirenyki	York Regional Police	1050@yrp.ca

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NY Senator Andrea Stewart-Cousins		

Remembering Those We Have Lost (2023-2024)

In Our Lord God lies our Strength, for who but He can know our weaknesses. In His Omnipotence and Great Wisdom, He has called unto Him our brothers and sisters, that they may finally know peace. We pay Honor and Homage to those who have gone before us, in the full knowledge and belief that theirs is now a better existence, and that we shall someday meet again in that Sweet By and By.

Janie Hankerson	Harold Poes	Marvin Ruley	Osceola Fletcher
Ida Keyes	Christopher Fitzgerald	Lamont Fox	Maria King
Lynneice Hill	Kevin Whetstone	Kenneth Lee	Larry Whittle
Cornel Young Sr	Darryl Cheeks	Darryl Crawford	Gerald Saunders
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Jerel Short	Richard Carrera Mendez	Vance Manning	Dorothy Cousin
Debra Chance	Leslie Robinson-Stewart	Howard Patton	Wade Williams

A Few Words Of Wisdom and Inspiration

“The relationship between Law Enforcement and the community is like a bank account. Every positive encounter is a deposit, and every negative encounter is a withdrawal. The challenge to all of us is to start this week intentional about making deposits into this very important account.”

Sgt. Akeem Turnbull, Lovejoy Police

NOTES



University of
New Haven

CENTER FOR
ADVANCED POLICING

Northeast Regional De-Escalation Training

The Northeast Regional De-escalation Training Center at the University of New Haven was awarded a \$1 million-dollar grant from the Department of Justice, Community Oriented Policing Services (COPS) office to deliver the only level three de-escalation training in the country to law enforcement agencies throughout the Northeast at no cost. We can provide de-escalation training to any sworn law enforcement agency in the Northeast in two different types of training depending on agency needs. The training we provide includes a proprietary de-escalation program offered in two modalities, in-person to officers, which is a two-day training and in-person to train-the-trainers, which is a five-day training. The two-day training is capped at 20 officers and the train-the-trainer is capped at 12 officers.

The training, which incorporates DISC Esoterica®, builds on situational awareness, body language and appropriate approaches and distancing based upon active and passive threats. This procedural justice-based de-escalation training includes level three training which builds on such tactics as verbal judo and crisis intervention by incorporating rapid personality and threat assessment tools to the officer. The National De-escalation Training Center and its regional centers are the only providers in the country that delivers IADLEST level three de-escalation training.

IF YOU WOULD LIKE TO SCHEDULE A TRAINING AT YOUR AGENCY OR IF YOU HAVE ANY QUESTIONS, PLEASE DO NOT HESITATE TO CONTACT:

Lisa Dadio

*Director of the Center for Advanced Policing and
the Northeast De-escalation Training Center at the
University of New Haven*

Ldadio@newhaven.edu | 203-479-4845



**Scan the QR code for
information on currently
scheduled trainings**