



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

EDUCATION AND TRAINING CONFERENCE

“REBUILDING EQUALITY IN LAW
ENFORCEMENT”

Wednesday, September 24 - Friday, September 26, 2025
Harborside Hotel National Harbor
6400 Oxon Hill Rd | Oxon Hill, MD 20745

CONFERENCE GUIDE



HOSTED BY THE
COALITION OF BLACK MARYLAND STATE TROOPERS

NABLEO 2025

In the community...FOR THE COMMUNITY



GREETINGS AND WELCOME TO THE 2025 EDUCATION AND TRAINING CONFERENCE OF THE NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS, INC. (NABLEO)

We wish to first thank you for your attendance here. Even with the turmoil that we are witnessing on the political scene, the DMV-area is alive with things to see, places to go, and good people to meet and greet. This three-day training conference, entitled “**Rebuilding Equality into Law Enforcement**”, has been specifically designed to provide you with greater tools, knowledge, and skills for interacting with people, particularly in communities of color, which we hope will allow you to return to your agency and help to build more operative and reciprocal bridges of understanding between law enforcement and the communities you serve so as to create sustainable impact models of positive policing.

This Conference Guide has been developed to provide you with needed information to guide your stay with us. Here you will find detailed descriptions of the various training topics that will be presented, biographical sketches of each presenter, as well as information about our organization, our mission and goals.

Sample highlights of your stay with us may be the Opening Day Luncheon, the Wednesday evening Community Engagement Program being held at the Ebenezer A.M.E. Church (a mere four miles away), Thursday evening’s Meet and Greet Networking event, and Friday’s Scholarship and Awards Ceremonies, for which tickets are available from our conference staff.

We hope that you will enjoy your time here in National Harbor. Please feel free to let us know of any special needs or concerns you may have. And take a special effort to shake hands and introduce yourself. There are men and women from more than twelve different state areas who have joined you here, seeking trade secrets on how to better their performance of duty, and improve their agency’s relationship with the community. Do your part to enhance their experience here.

NABLEO is glad you came. Enjoy.

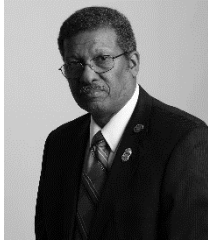


National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

www.nableo.org

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



It is my honor and great pleasure to welcome each of you to **NABLEO's** 2025 Conference Series, "**Rebuilding Equality into Law Enforcement**". This year's conference reflects our ongoing commitment to advancing the field of criminal justice and addressing the pressing issues that impact our profession.

We have designed this event to be as comprehensive as possible in the time allotted, providing both law enforcement members and their community partners information which will, hopefully, make the bonds and relationships between police and community stronger, particularly in communities of color.

We are honored to have a strongly diverse group of professionals and practitioners gathered here as both presenters and participants. Your support and participation are crucial to the success of this conference, and your dedication and expertise are the driving forces behind the progress we continue to make in our field. I would also like to thank our conference staff and the members of our host chapter, the Coalition of Black Maryland State Troopers, for their hard work in preparing for this conference.

This conference is about creating the change that is needed to better support and serve the needs of our communities, regardless of their makeup; to improve our relationships and bonds with those we serve; and regain the trust, confidence, and sense of legitimacy that is so desperately necessary to our function as true guardians of our communities, between us as professionals and those we have sworn our oaths to protect. Hopefully, it will present each of you with an opportunity to challenge yourself to determine the officer and person that you are, want to be and **should be**.

And so, as we embark on this journey together, let us remain committed to our shared goal of promoting justice, equity, integrity, accountability, and safety within our communities. I encourage you all to take full advantage of the opportunities to network, collaborate, and learn from one another.

Again, I welcome all to the 2025 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. Thank you for being here, and I look forward to a productive and inspiring conference! Enjoy the process and camaraderie.

Warm Regards,

Lieut. Charles P. Wilson (Ret.)
National Chairman
NABLEO

Conference Schedule

All workshops presented have been designed to provide participants with greater tools, knowledge, and skills for interacting with people, particularly in communities of color, and allow them to build operative and reciprocal bridges of understanding between law enforcement agencies and communities to create sustainable impact models of positive policing. All training modules begin at 9:00 AM, 10:30 AM, 1:00 PM and 2:30 PM each day. Certificates of participation will be made available after 10:30 AM on the last day of the conference. Participants may additionally be requested to complete a brief survey.

| Session # | Title | Starts | Ends | Facilitator |
|-----------|--|---------|--------|--|
| | Tuesday | | | |
| | NABLEO Executive Committee Meeting | 4:00P | 5:00P | LT. Charles Wilson (Ret.), Chairman |
| | Wednesday | | | DAY 1 |
| | Check-in, Continental Breakfast | 8:00 A | 8:25 A | Open to all participants |
| | Welcome Address | 8:30A | 8:55A | LT. Charles Wilson (Ret.), Chairman |
| 1 | Today's Surviving Leadership in Law Enforcement | 9:00A | 10:30A | Sen. Mike Jackson |
| 2 | Mental Health in Today's Policing | 10:30P | 12:00P | Alaina Gay |
| | Opening Day Luncheon | 12:00 P | 1:00 P | Rev. George L. Parks, Jr., Keynote |
| 3 | Tobacco Harm Reduction: Vaping-vs-Smoking | 1:00P | 2:30P | R. Bailey, E. Boyce, J. Ship |
| 4 | Women in Today's Law Enforcement | 2:30P | 4:00P | Capt. Sonia Pruitt (Ret.) |
| 5 | You and The Law | 6:00P | 8:30P | Community Presentation |
| | Thursday | | | DAY 2 |
| | Check-in, Continental Breakfast | 8:00 A | 8:50 A | Open to all participants |
| 6 | Can The Culture Of Policing Change? | 9:00A | 10:30A | Dep. Chief Lowell Duckett (Ret.) |
| 7 | Challenges in Policing Multicultural Communities | 10:30A | 12:00P | Det. Sgt. Eddy Chrispin |
| | Lunch | 12:00 P | 1:00 P | Served |
| 8 | Race in Police and Community | 1:00P | 2:30P | Atty. Billy Murphy |
| | NABLEO Board of Directors Meeting | 2:30P | 4:00P | LT. Charles Wilson (Ret.), Chairman |
| | Conference Networking Meet and Greet | 6:00 P | 9:00 P | Open to all participants |
| | Friday | | | DAY 3 |
| | Check-in, Continental Breakfast | 8:00 A | 8:50 A | Open to all participants |
| 9 | Preparing For The Future In Retirement | 9:00A | 10:30A | M. Wilson-Fisher, M. Fisher |
| 10 | Whistleblower: Behind The Federal Blue Wall of Silence | 9:00A | 10:30A | Dr. Matthew Fogg |
| 11 | Moral Philosophy As A Foundation For Ethical Policing | 10:30A | 12:00P | Chief Daryl Roberts (Ret.) |
| | Lunch | 12:00 P | 1:00 P | Served |
| 12 | Policing in The U.S.-Past, Present and Future | 1:00P | 2:30P | Dr. Lorenzo Boyd |
| 13 | Community Outreach and Strategic Engagement | 2:30P | 4:00P | Dep. Chief Wade Hardy |
| | 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 and their community partners 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, CAMPUS). 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.

Wednesday, September 24, 2025: Day 1

Today's Surviving Leadership in Law Enforcement

This session will dissect the multifaceted challenges and opportunities that define agency leadership today. We will explore the competencies essential for leaders to effectively navigate the complexities of modern law enforcement, emphasizing the importance of adaptability, technological proficiency, and community engagement. This analysis will provide a nuanced understanding of how leadership styles must evolve to meet the demands of both the agency and the communities they serve.

The presentation will also delve into the symbiotic relationship between organizational culture and leadership practices, and will illustrate how a leader's approach can profoundly influence agency culture, morale, and operational effectiveness. Participants discuss strategies for fostering an environment that promotes ethical behavior, inclusivity, and resilience, thereby enhancing the agency's overall performance.

In addressing the complexities of leading in the 21st century, this presentation will provide strategic guidance on several critical fronts:

- **Technological Integration:** Emphasizing the necessity for leaders to embrace and integrate emerging technologies to enhance operational efficiency and transparency.
- **Community-Centric Policing:** Advocating for policing strategies that prioritize community engagement and trust-building, ensuring that law enforcement actions reflect the values and expectations of the communities they serve.
- **Policy Development:** Offering insights into the formulation of policies that address contemporary issues such as cybercrime, mental health crises, and systemic inequities within the justice system.

This session promises to equip current and aspiring leaders with the knowledge and tools necessary to navigate the evolving landscape of law enforcement with integrity and efficacy.

Mental Health in Today's Policing

In today's policing, mental health is a significant concern, with police officers experiencing high rates of stress-related mental health issues like depression, anxiety, and PTSD due to the constant exposure to traumatic events, high-pressure situations, and a culture that often discourages seeking help, leading to potential impacts on job performance, personal relationships, and overall well-being; there is growing emphasis on better mental health support systems within law enforcement agencies, including increased training, access to counseling services, and reducing stigma around seeking help.

Public safety personnel have been found to have a higher rate of psychological health problems. One in every seven police officers worldwide were found to have suffered from post-traumatic stress disorder (PTSD) or depression, and one in every ten struggled from other mental illnesses. Their reluctance to actively seek assistance, combined with a lack of mental health resources tailored to the law enforcement community, means that many officers suffer in silence. As depression worsens, it can affect an officer's ability to perform their job and maintain personal relationships, often compounding the problem.

Opening Day Conference Luncheon

On the opening day of the conference, attendees will be presented with a sit-down luncheon session with a keynote speaker who will address the conference on issues related to the need for stronger and more vibrant measures of community interaction that will instill higher levels of trust and legitimacy, through the building of better and stronger bonds and relationships between community members and their law enforcement partners. Members of the community may also be invited to attend and directly interact with those who protect and serve, enabling them to speak with the men and women who provide protective services to your communities, and obtain their experiential viewpoints on issues of importance

The keynote speaker for this event will be Rev. Dr. George L. Parks, Jr., Senior Servant at Metropolitan Baptist Church of Largo, MD.

Tobacco Harm Reduction: Vaping-vs-Smoking

Today, many people remain in the dark on the difference between vaping and smoking, The debates between vaping and smoking have gained significant attention in recent years as smokers explore alternatives to traditional cigarettes. Most smokers are aware of the harmful effects of cigarette smoking. Some experts consider vaping less harmful than smoking. Regulations for vapes and electronic cigarettes are complex and vary across states.

Some states have no regulations, while others ban vapes completely. These restrictions are part of an ongoing effort to curb the rise in vaping among adolescents and teens, whose use has skyrocketed in recent years.

Given the ongoing debates and regulatory challenges, this discussion seeks to clarify the differences between vaping and smoking to address the misinformation and misconceptions, and will expound on

the lived experiences and expertise of a panel of leading Black law enforcement and medical professionals on the unintended consequences of bans and prohibitions.

Women in Today's Law Enforcement

Women make up approximately half of the US population but only about 12% of police officers. A law enforcement agency's most valuable recruiting tool is its people. For underrepresented minorities — more specifically, women — that can be even more true. Women currently make up just over 12% of police officers nationwide. There are even fewer women, currently only 3%, in leadership positions within police agencies. Efforts such as the 30x30 Initiative strive to increase the number of women in policing to 30% by 2030. While agencies are thinking outside the box to adjust recruiting efforts and make changes to the hiring process to attract more candidates, it is time for individuals and leaders in law enforcement to take greater ownership for how we may be contributing to the problem and how we can make changes to become part of the solution.

We know women can bring unique qualities and life experiences to this work. So, how do we get more women to understand how well-suited they are for policing?

You and The Law

Being stopped by a police officer is sometimes a traumatic experience, especially if you are unaware or unsure of how to react to the incident. And in these troubling times, it is both needful and necessary that members of the community be provided with better learning and understanding of the strategies needed when encountering police officers, how to analyze tactics which shape police-citizen outcomes, and amplify the advice provided to young adults regarding how to manage police encounters. Knowing and understanding your rights and obligations during police encounters **IS NOT AN OPTION, IT IS A REQUIREMENT.**

These programs will be presented in cooperation with the Ebenezer A.M.E. Church located at 7707 Allentown Rd, Fort Washington, MD 20744. (Transportation will be available from the conference site to the program venue for approximately 40 people.)

What To Do When Stopped By The Police

This program is based on the nationally recognized "What To Do When Stopped By The Police", developed by Black law enforcement to provide the members of the community with the skills and knowledge they desperately need to safely navigate their interactions with the police officers that work in their neighborhoods. It 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

Pitfalls To The Top

Developed for presentations to community youth, this program is designed to enhance awareness of realistic situations and choices that may have a negative impact on student advancement later in life. The goal will be to present challenges to identify with life decisions that may hinder future opportunities.

Thursday, September 25, 2025: Day 2

Can The Culture of Policing Change?

Is culture the root issue in policing? And if so, how do we lead the kind of change that creates lasting impact?

The culture within an agency significantly influences its effectiveness and accountability, as well as the wellbeing of both its officers and the communities they serve. The culture within an agency will shape more than just internal dynamics. It shapes trust, outcomes, and significantly influences its effectiveness and accountability, as well as the wellbeing of both its officers and the communities they serve.

What is the mission of policing and why do people become police officers? Understanding the answers to these questions is critical for change. The current profession of policing lacks the guiding principles needed to create healthy cultures. “The police exist to protect the vulnerable from harm” and police culture must understand and reflect this. Yes, the culture of policing can change, but it requires a sustained effort and commitment from police leaders and officers.

Challenges in Policing Multicultural Communities

Policing multicultural communities presents unique challenges for law enforcement. Language barriers and cultural differences can lead to misunderstandings, while historical mistrust and stereotyping strain police-community relations. These issues impact communication, trust, and overall effectiveness of policing.

Immigration concerns and diverse population dynamics further complicate policing efforts. Undocumented immigrants may fear reporting crimes, while rapidly changing demographics require constant adaptation. Addressing these challenges is crucial for building trust and ensuring fair, effective policing in diverse communities.

Race in Police and Community

The relationship between race and policing in the United States is complex and has been shaped by a history of slavery, systemic racism, and discrimination. According to historians and other scholars, the problem is embedded in the story of the nation and its culture. Rooted in slavery, racial disparities in policing and police violence, they say, are sustained by systemic exclusion and discrimination, and fueled by implicit and explicit bias. Any solution clearly will require myriad new approaches to law enforcement, courts, and community involvement, and comprehensive social change driven from the bottom up and the top down.

Racially biased policing takes many different forms, from elevated police presences in the neighborhoods of marginalized communities, to disproportionate street and vehicle stops and searches, to use of force, to outright expressions of racism within some police departments.

The relationships between police and ethnic and racial minorities quite often present some of the more enduring and complex problems in policing throughout the world. Such relationships can be harmonious and often are problematic, but can also be improved through training and community engagement.

NABLEO Board of Directors Meeting

The National Board of Directors and General Body members will meet to discuss various issues of importance to both the association and the communities they represent, to include the election of National Officers for the next two year period.

While only delegate members of the Board representing the various financial chapter organizations are allowed to vote on issues presented during the meeting, members of the public, to include all conference attendees, are openly invited to attend.

Law Enforcement-Legislative Networking Session

Join us for an opportunity to meet your peers and counterparts in a social setting. This event presents a great opportunity for members of local legislative bodies to speak with the men and women who provide protective services to their communities, obtain their experiential viewpoints on issues of importance, and generally build better and stronger bonds and relationships with those who are the communities guardians.

Come out, enjoy a cash bar, great conversation, and light munchies for all conference attendees and local governmental officials.

Friday, September 26, 2025: Day 3

Preparing For the Future 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.)

It's never too early to begin preparing for Retirement! We are living longer in retirement. Time spent in retirement could exceed our working years. It's important to think about and consider making a plan to make sure your income lasts throughout your working years.

Preparing for the future means building momentum toward whatever you want to pursue. Your retirement years bring the promise of realizing the goals you worked so hard to reach, but they also come with a host of questions. And your company retirement plan is only one piece of the retirement planning puzzle. And people who are done with corporate or government life, but who have grown weary of the retired life as well, sometimes find themselves in an in-between state, not finished but not knowing where to go.

You can thrive in retirement.

Whistleblower: Behind The Federal Blue Wall of Silence

This workshop will explore the challenges of racial disparities within the Federal rank and file of the U.S. Marshals Service and Department of Justice, including why, when, and how to speak up on internal misconduct against all odds.

The course will be part two of a previous annual **NABLEO** workshop on this issue. It will include examples of brave law enforcement whistleblower webpages, videos, and news accounts, as well as the challenges that present positive and negative fallout while calling for enforcing equitable racial internal mechanisms.

The course will briefly outline an American Top Cop's racial journey to justice within the nation's leading federal law enforcement organization from 1985 to the present day. It will inform participants of the latest actions taken by his Class Agent colleagues at the U.S. Equal Employment Opportunity Commission, directed by the class attorney representatives who formed an illegal pact with the previous Presidential Administration. The Class Attorneys would reap millions while distributing potentially ten thousand Class members minuscule amounts of money or literally nothing at all by concluding the 30-year matter with an inherently bad settlement.

The workshop presenter will also discuss his latest action regarding the Class matter filed in DC Federal Court [Matthew Fogg, et al. v. U.S. Attorney General], currently pending a Federal Judge's decision. This faces strong opposition from the Class Attorneys, who are motioning the EEOC Administrative Judge to circumvent federal court statutes by removing the 1994 named Class Complainant and illegally retaining the matter at the EEOC.

Moral Philosophy as A Foundation for Ethical Policing

Integrating moral philosophy into police training can help officers navigate ethical dilemmas, build stronger community trust, and develop the virtues needed for compassionate, fair policing

Across the country, police officers work daily to uphold the law, often facing complex situations that challenge their ethics and judgment. While traditional training equips officers with technical skills and procedural knowledge, it can sometimes overlook the ethical depth needed for truly impactful police work.

To address this gap, there's an opportunity to transform police education by combining practical training with insights from moral philosophy — helping officers become not only skilled professionals but compassionate, morally grounded individuals. Integrating moral philosophy into police training could be a game-changer, guiding officers to think deeply about virtues like justice, respect and compassion.

Moral philosophy asks fundamental questions about how we should act and what it means to live ethically. While laws define the boundaries of acceptable behavior, moral philosophy explores why certain actions are right or wrong, encouraging officers to think beyond the rules and develop a genuine sense of ethical responsibility.

Policing in the U.S.-Past, Present and Future

This session presents a comprehensive and timely examination of the current state of American policing. Presented from a social justice perspective, it offers a fresh and balanced look at contemporary issues in law enforcement, challenges participants to think critically, illuminates problems in policing, and explore workable solutions. With a focus on accountability and professional responsibility, the presentation delves into controversial topics such as defunding the police, the Black Lives Matter movement, and the use of technology in policing. Drawing on real-life examples and legal cases, it provides a comprehensive understanding of the complexities and challenges faced by police agencies today. Whether you're a student, professional, or simply interested in the field, this engaging and thought-provoking presentation will reshape your perspective on modern policing and inspire further exploration.

Community Outreach and Strategic Engagement

The role of law enforcement today goes far beyond citizen compliance with local laws – police community outreach is integral to modern policing. A robust outreach strategy improves community-law enforcement relationships so that officers can provide the best public safety services possible.

Community outreach and strategic engagement for law enforcement refers to the proactive efforts by police departments to interact with residents in their jurisdiction, aiming to build trust, understand community concerns, and foster positive relationships by actively engaging with diverse groups through various programs and initiatives, ultimately enhancing public safety and legitimacy. Ultimately, it is

the strategic interactions your police department has with residents to inform them about your work that build trust and support, and helps agencies learn more about citizen needs

However, outreach has its challenges. Successful outreach requires careful consideration of your police department's goals, a deep understanding of the community you're trying to reach – and lots of time and planning. This workshop seeks to provide participants with the needed tools to assemble the best outreach plan possible.

2025 Scholarship and Awards Ceremonies

The conference week will culminate with the 2025 SCHOLARSHIP AND AWARDS CEREMONIES, where we will again recognize law enforcement officers and community members who have served the community through enhancing efforts to bring about safe communities and strengthen bonds between their law enforcement and community partners. Keynote speaker for this event will be Prince George's County Executive Aisha Braveboy.

Among the awards being presented will be the Law Enforcement Leadership Award, Community Leadership Award, Community Policing Award, Community Service Award, Chairman's Award, Lifetime Achievement Award, and four (4) student scholarships.

All conference attendees and the public are invited to attend. Tickets are priced at \$125.00, per person, and can be obtained from conference staff.

Our Presenters:

(listed alphabetically by last name)

Dr. Rahn Bailey, MD – LSU Health Sciences Center

Dr. Bailey is Chairman of the Department of Psychiatry and Assistant Dean of Community Engagement at LSU Health Sciences Center-New Orleans. Dr. Bailey served as the 113th President of the National Medical Association (NMA) representing 50,000 African American physicians and their patients. . In 2006, he was selected by his peers as the NMA Physician of the Year after his work in Houston during the Katrina Hurricane crisis. In 2009, Dr Bailey was selected as the Program Chairman of the American Academy of Psychiatry & Law and the Co-Chairman of the Commission to End Health Disparities with the American Medical Association. He graduated from Morehouse College with honors in 1986. He completed a fellowship in Forensic Medicine at Yale University in 1995. He has practiced clinical, research, academic, and forensic psychiatry now for over 23 years. He has published two books: the first on Health Disparities in 2013, then his most recent on Gun Violence in 2018. Forensic work has been his subspecialty interest now for 20 years. He has conducted over 1,000 psychiatric evaluations, been deposed or testified in over 100 court cases in seven states.

Director Elliot Boyce (Ret.) – New York State Police

Elliot Boyce began his distinguished 33-year career with the New York State Police in 1987. In 1996, he was appointed to the Bureau of Criminal Investigation as an Investigator, where he was assigned to the Community Narcotics Enforcement Team, working multiple level narcotics cases. Boyce was cross-designated a U.S. Customs Officer by the U.S. Department of Treasury. In 1999, he completed the New York State Police Basic Hate/Bias Criminal Investigations School to become a Bias Crimes Investigator. Boyce completed Crisis Negotiations School to join the elite group of New York State Police Crisis Negotiators. He was deputized as a Drug Enforcement Agent Task Force Officer to assist with major narcotics investigations. In 2005, he started his tenure as an Adjunct Professor in the School of Public Justice at the State University College of New York at Oswego. In 2015, Boyce was accepted into the distinguished New York State Police Employee Assistance Program and subsequently promoted to Senior Investigator / Director.

A proud member of Zeta Psi Sigma Chapter, Phi Beta Sigma Fraternity, Director Boyce earned his Bachelor of Science in Public Justice from the State University of New York at Oswego, a Master's in Criminal Justice from the School of Criminal Justice at the State University of New York at Albany and a Master's in Public Administration at Marist College.

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 effectively translates research and theory into practice, making him a sought-after consultant, trainer, and speaker for departments and communities across the country. He previously 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.

While working as an associate professor and graduate coordinator of criminal justice at Fayetteville State University in Fayetteville, N.C., the city's police chief asked him to create a community-policing program. After observing the community's high levels of unemployment, drug use, and transience, and lack of after-school programs, Dr. Boyd recommended the city first develop a community-wellness program. As an adviser to the Fayetteville police chief for eight years, he worked with city agencies to make numerous improvements and held community-police forums where residents could talk about complaints including concerns about racial profiling, and police officers could share their own experiences. He then created a community-policing program that included training modules for sworn and non-sworn personnel on topics including ethics and leadership; researched and developed new evidence-based policing strategies; and assisted with officer recruitment.

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 led a 2019 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. He is a published author and dedicated trainer.

A proud member of Delta Iota Sigma Chapter, Phi Beta Sigma Fraternity, he earned his Ph.D. from Northeastern University (Boston) in sociology with a concentration in Urban Policing, he also holds Masters and Bachelor's degrees from the University of Massachusetts.

Det. Sgt. Eddy Chrispin – Boston Police Department

Eddy Chrispin is an accomplished law enforcement professional, with over 28 years of experience in the field, who brings a wealth of knowledge and expertise to his role. His journey began with a strong educational foundation, earning a Bachelor's degree in Political Science from the University of Massachusetts of Boston (UMB). Continuing his pursuit of justice, Chrispin started his career as a social worker at the Department of Children and Families, making positive impact on the lives of vulnerable individuals. He later pursued and earned his law degree from Hofstra University, where he distinguished himself by securing the coveted Thurgood Marshall Fellowship from the City of New York Bar Association, further fueling his passion for social justice and determination to advocate for justice and equality. Returning to Boston, he contributed significantly to the Department of Youth Services before becoming a probation officer at the Dorchester Courthouse.

As part of his commitment to public service, Chrispin made a pivotal career change in 1999 and joined the Boston Police Department where he has held numerous leadership positions, including Deputy Superintendent of Internal Affairs, the Bureau of Professional Development and a Zone Commander for the busiest districts in the City of Boston.

In 2019, Chrispin was elected President of the Massachusetts Association of Minority Law Enforcement Officers (MAMLEO). In this capacity, he effectively contributed to the effort to heal the rift between law enforcement and communities in the aftermath of the George Floyd incident by driving conversations that would bridge the divide. As a result of his work, he was appointed to the Boston Police Reform Task Force, and subsequently appointed to the command staff as the Deputy Superintendent in charge of the Internal Affairs Unit.

While working in that capacity, the George Floyd incident occurred and he took on the mantle of driving conversations between communities and police in an attempt to bridge the divide. As a result of that work, he was appointed to the Boston Police Reform Task Force, and subsequently appointed to the command staff as the Deputy Superintendent in charge of Internal Affairs. Since that time, Eddy has held positions as the Zone Commander for the six busiest districts in the City and as the Deputy Superintendent in the Bureau of Professional Development responsible for innovating recruit training and in service to better reflect society's changing needs and expectations. Chrispin's leadership philosophy centers on empowering his colleagues to recognize their worth with the organization and fostering their long-term professional success through mentorship.

Dep. Chief Lowell Duckett (Ret.) – DC Metro Police Department

Lowell K. Duckett is a highly respected law enforcement veteran, security expert, and educator with over five decades of distinguished service in public safety, law enforcement, and security training. Known in the media as “The Avenging Angel” for his relentless efforts in combating drug crimes, violent offenses, and murders during his tenure at the Metropolitan Police Department (MPD) in Washington, D.C., Duckett has left an indelible mark on public safety in the nation's capital.

During his 28-year career with the MPD, Duckett rose to the rank of Lieutenant and served as Special Assistant to the Chief of Police. He led elite tactical units, including the Narcotics Strike Force and the Special Emphasis Unit, which focused on dismantling violent criminal enterprises and reducing street violence. His leadership in high-stakes operations earned him two Bronze Medals for Merit and two Silver Bars for Valor and Heroism, along with numerous citizen commendations and the Washington, D.C. Mayor’s Distinguished Service Award.

In his current role as Executive Vice President & Chief of LAWW Security Services LLC, Duckett oversees strategic operations, client relations, and service excellence. His leadership ensures that clients receive top-tier security solutions tailored to their unique needs. Additionally, as Director of the LAWW Security Academy, he spearheads comprehensive training programs that certify and prepare security professionals for both armed and unarmed roles, as well as advanced certifications in CCW, HQL, and less-lethal defense tactics.

Duckett holds a Bachelor of Arts degree in Sociology/Criminal Justice Administration from Claflin University (3.85 GPA) and a Master of Science in Management from Troy University (3.80 GPA). He has earned executive management certifications from the FBI and advanced law enforcement training from the University of South Carolina Moore Business School and the Central Savannah River Area Law Enforcement Training Center.

A dynamic educator, Duckett also served as an adjunct professor at the University of the District of Columbia, where he taught ethics and professionalism in urban policing. His commitment to shaping the next generation of security professionals and leaders underscores his lifelong mission to protect and serve.

Through his enduring legacy of service, innovation, and leadership, Lowell K. Duckett continues to set the standard for excellence in law enforcement and security.

Mark Fisher – New York Life Insurance Company

Mark Fisher is a financial professional, community leader, and speaker dedicated to helping families and entrepreneurs build wealth, protect their futures, and create lasting legacies.

Once stuck in survival mode himself, Mark experienced a personal turning point that led him to redefine success—not just for himself, but for the communities he serves. Today, he provides families with strategies for life insurance, retirement planning, college funding, and generational wealth-building, all with a focus on financial empowerment and peace of mind.

Mark is also a passionate advocate for community and economic development. As the founding partner of The Black Block in downtown Pawtucket, Rhode Island, he has helped create a hub for Black-owned businesses and affordable housing. Through his leadership with Rhode Island Black Lives Matter, he helped establish New England's first African-American Library and launched a paid tech training program that empowers local residents to transition into high-demand careers.

His work has been recognized by U.S. Senator Sheldon Whitehouse, Rhode Island Governor Daniel J. McKee, and President Donald J. Trump, and featured in outlets like The Boston Globe, New York Post, Fox News, and major network affiliates.

Mark holds a BA in Theology and Biblical Studies and speaks regularly on financial empowerment, legacy building, and creating a life of purpose and prosperity.

Dr. Matthew Fogg (Ret.) – U.S. Marshal Service

Dr. Matthew Fogg retired as a Chief Deputy U.S. Marshal with 32 years of federal service and member of the Marshals Special Operations Group (SWAT) team. He was cross designated a Special Agent and Group Supervisor for the U.S. Drug Enforcement Administration (DEA) supervising nationwide U.S. Marshals joint, local police task force's that captured hundreds of Americas most dangerous and wanted fugitives, drugs, guns and assets forfeitures. He received three of the highest law enforcement awards from the District of Columbia U.S. Attorney, the Federal Bar Association, and the Marshals Service director for outstanding law enforcement above & beyond the call of duty. He was a 'First Responder' at Ground Zero on 9/11 in New York City and was honored by the National Aeronautics & Space Administration.

Dr. Fogg holds a Bachelor of Science degree in Criminal Justice Administration from Marshall University in West Virginia, an Honorary Doctorate and Chaplains license from Global OVED DEI Seminary &

University in Florida (www.GODSU.org); a Ambassador for Peace in the Universal Peace Federation and the Interreligious & International Federation of World Peace; a Chapter President for Blacks In Government (BIG) and former National 1st & 2nd Vice President; A member of Law Enforcement Action Partnership (LEAP.org); the National President for Federally Employed Women's Legal & Education Fund, INC.; a former Maryland PTA Chair for Diversion & Inclusion; A former representative for the American Federation of Government Employees (AFGE) and a former board member for Amnesty International USA. Recently he was a candidate for U.S. Congress in Maryland's 4th District.

Known for winning a 1998 landmark Federal Jury and Civil Rights verdict, finding systemic racism internally and after his retirement with the U.S. Marshals and Department of Justice, today, he is the named Plaintiff representing ten thousand (10,000) Black U.S. Marshals in a Class Action and other government employees nationwide with complaints before the US/EEOC, the U.S. Merit Systems Protection Board and in Union Arbitration. For more information visit his webpage at www.BigotsWithBadges.com

The author of many Blacks In Government (BIGNET.org) social justice National Resolutions to include supporting U.S. Congressional legislation seeking nationwide law enforcement transparency and accountability, he co-chaired the organization that helped promulgate federal legislation known as the 2002 "No-Fear Act". He is a recipient of the prestigious NAACP "Barrier Breakers" award and the BIG National Meritorious award for his social justice activism and he has been a guest law enforcement analyst for CNN, MSNBC, FOX, CCTV news and other major national and international cable and print media networks. Dr. Fogg is a member of the **National Association of Black Law Enforcement Officers INC. (NABLEO)**

Alaina Gay – iMIND Behavioral Health

Alaina is a proud native of Philadelphia, Pennsylvania, and has dedicated her life to service, education, and advocacy. She began her academic journey at Indiana University of Pennsylvania, where she earned a Bachelor's Degree in Marketing in 2001. Recognizing the need to expand her impact, Alaina pursued advanced studies, earning a Master's Degree in Criminal Justice Leadership and Executive Management with a concentration in Terrorism in 2014. In 2024, she achieved yet another milestone by earning a Master's Degree in Social Work, becoming a Licensed Therapist.

Since 2015, Alaina has been an Adjunct Professor at Prince George's Community College, inspiring and shaping the next generation of professionals in the Public Safety and Law Department. She currently serves as a Behavioral Health Licensed Clinician with iMIND Behavioral Health in Landover, Maryland, where she leverages her expertise to support individuals facing mental health challenges.

Alaina's career is built on a robust foundation of over 22 years in law enforcement. She began her journey with the Baltimore City Police Department before transitioning to the Prince George's County Office of the Sheriff, where she served for 16 years. During her tenure, Alaina distinguished herself as a member of the Honor Guard, a Hostage/Crisis Negotiator, and an integral part of the Peer Support Team. Her leadership as the Police Academy Liaison enabled her to mentor and train aspiring officers,

instilling in them the values of integrity and excellence. Certified as an EVOC, Defensive Tactics, Mental Health First Aid, Active Shooter, and Taser Instructor, Alaina embodies a commitment to safety and preparedness.

With a career that seamlessly blends law enforcement, mental health advocacy, and education, Alaina is a testament to the power of compassion, resilience, and leadership.

Dep. Chief Wade Hardy – Westchester County District Attorney’s Office

Wade Hardy is the Deputy Chief Criminal Investigator for the Westchester County District Attorney's Office in New York. In addition to overseeing criminal investigations in the office, Chief Hardy works to improve relationships between law enforcement agencies and the communities they serve within Westchester County. With 38 years of law enforcement and corporate security leadership and management experience, one of his primary responsibilities is to help improve relationships between law enforcement and communities of color.

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, and met regularly with neighborhood associations, local clergy, and the White Plains Central Business District. Before 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 on federal cases with the federal Drug Enforcement Administration. Following his career with White Plains Police, he spent 12 years as a department manager in Corporate Security at Con Edison. His primary focus was managing security investigations, asset protection, physical security, and security compliance throughout New York City and Westchester County. He also initiated training programs to help keep the 19,000 Con Edison employees safe at work and in their personal lives.

Chief Hardy is a member of the National Association of Black Law Enforcement Executives (NOBLE) and the first vice president of the Westchester Rockland Guardians' Association (Guardians), a fraternal law enforcement organization comprised primarily of active and retired minority law enforcement officers whose mission includes improving opportunities for people of color to get involved in law enforcement and enhance law enforcement and community relationships. Chief Hardy is passionate about encouraging more people of color to seek careers in law enforcement and advancing through their careers by seeking promotional opportunities. During his time in the private sector, Chief Hardy served on the White Plains Police Reform Committee and consulted on numerous other police reform committees in surrounding areas. He also served as chairman of the American Gas Association Physical Security Committee, where he led in promoting safe, reliable, and efficient delivery of natural gas to homes and businesses nationwide.

In his spare time, Chief Hardy enjoys spending time with his family and friends, mentoring youth and law enforcement officers of various ranks, and coaching various youth sports. He holds a bachelor’s degree

from Manhattan University and a master's in public administration from the University of New Haven. He also graduated from the 288th session of the FBI National Academy.

State Senator Mike Jackson – Retired Prince George's County Sheriff

Senator Michael A. Jackson has been a member of the Maryland Senate since January 13, 2021, representing District 27 (Prince George's, Charles and Calvert Counties), and was a member of the Maryland House of Delegates from 2015-2021. Currently, he is assigned as the Chair, Public Safety, Transportation, and Environment Subcommittee of the Budget and Taxation Committee (Member, 2021), and is a member of the Procurement Subcommittee of the Budget and Taxation Committee, as well as the Legislative Policy Committee of the Senate.

During his tenure as a member of the House of Delegates, Senator Jackson served as Chair, Oversight Committee on Pensions of the Appropriations Committee, 2020-2021; Vice Chair, Appropriations Committee (Member, 2015), 2020-2021; Capital Budget Subcommittee of the Appropriations Committee, 2020-2021; Rules and Executive Nominations Committee, 2020-2021; House Chair, Spending Affordability Committee, 2020-2021; House Chair, Joint Committee on Pensions (Member, 2017), 2020-2021; House Chair, Joint Committee on Cybersecurity, Information Technology and Biotechnology, 2019-2021.

He has an extensive background in public service, to include being involved in Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Calvert County Public Schools, 2024-; Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Charles County Public Schools, 2022-; Workgroup to Study Partial Expungement, 2021; Southern Maryland Agricultural Development Commission, 2019-, 2019-; Juvenile Justice Reform Council, 2019-2021; Commission to Advance Next Generation 9-1-1 Across Maryland, 2018-2020; Tri-County Council for Southern Maryland, 2015.

A member of the National Sheriffs' Association and American Legion Post No 275, he has previously served as the elected Sheriff for Prince George's County from 2002-2010, and has received recognition as Law Enforcement Person of the Year (Maryland Network Against Domestic Violence, 2007) and Allied Profession Award (Congressional Victims' Rights Caucus, 2008).

Atty. Billy Murphy- Senior Partner, Murphy, Falcon & Murphy

As the firm's founder and senior partner, Judge William H. "Billy" Murphy, Jr. stands on a respected legacy of legal counsel. He has been a Baltimore trial attorney for decades, aggressively and effectively handling a broad range of ongoing cases.

With a 90% success rate in state court cases, Judge Murphy knows how to navigate complex legal matters. He also holds a 40% success rate in federal cases, which is four times higher than the national

average (9%). His 40+ years of practice in and out of the courtroom have equipped Judge Murphy to advocate for clients from all backgrounds and walks of life.

Boasting a reputation as an expert litigator with a calm, calculated approach, Judge Murphy prides himself on getting to the truth. When you ask those who know him well to describe the man who leads a majority of Murphy, Falcon & Murphy's toughest cases, you'll hear the words "imaginative," "leader," "calm," and "team builder."

Rev. George L. Parks, Jr – Metropolitan Baptist Church – Luncheon Keynote Speaker

Reverend Dr. George L. Parks Jr. is the seventh pastor in the 159-year history of Metropolitan Baptist Church of Washington, DC, now in Largo, Maryland. Born in Nashville, Tennessee, to Rev. George L. Parks Sr. and Mrs. Kay Ramona Parks, he and his family relocated to Dayton, Ohio, and later moved to Cleveland, Ohio.

Dr. Parks began his undergraduate studies at the American Baptist College in Nashville, Tennessee, where he earned a Bachelor of Arts degree in Biblical and Pastoral Studies. Dr. Parks' thirst for spiritual growth led him to return to school and he earned his Master of Divinity degree from Howard University School of Divinity in Washington, DC. There he was awarded the highly regarded J.H. Jackson Award for Promise in Pastoral Excellence. In May 2016, he earned his Doctor of Ministry degree in Expository Preaching from Union University School of Theology and Missions in Jackson, Tennessee.

Dr. Parks attributes the formation of his spiritual journey to his father, Dr. George L. Parks Sr. He accepted his Call to preach on January 25, 1998 and preached his initial sermon on March 22, 1998, at the Sacrificial Baptist Church in Cleveland, Ohio, where his father currently serves as Pastor.

God has given Dr. Parks a diversity of assignments throughout his ministerial career. He was licensed and ordained to preach in 1998 and 2007, respectively. He served as an Associate Minister and Youth Director at Watson Grove Baptist Church in Nashville, Tennessee. He also served as an Assistant Pastor at Meridian Hill Baptist Church in Washington, DC. Dr. Parks pastored the Riverside Missionary Baptist Church for seven years and served as the Senior Pastor of New Hope Baptist Church in Little Rock and Conway, Arkansas, for eight years. On July 30, 2023, he began his current appointment to the Metropolitan Baptist Church pulpit.

Dr. Parks was inducted into the prestigious Martin Luther King Jr. Board of Preachers at Morehouse College in 2020, serves as an adjunct professor at Philander Smith College, and has recently been named as the Director of the Pastors and Ministers Division for the National Baptist Convention, USA, Inc.—the largest Black religious organization in the world—representing over 7 million members across more than 20,000 congregations, and includes nearly 30,000 pastors and ministers. A proud member of Kappa Alpha Psi Fraternity, Inc., he is well known for his commitment to community outreach and service.

Capt. Sonia Pruitt (Ret.)- Montgomery County Police Department

Sonia Y. W. Pruitt retired from the Montgomery County Police Department in Maryland after 28 years, where she became the first African American woman to attain the rank of Captain in the history of the police department. Her assignment before her retirement in 2020 was Director of the Community Engagement Division. Her background in policing includes organizational leadership, police ethics, internal affairs procedures, background investigations/recruitment/hiring, media and public information services, school resource officer programming, labor and legislative relations, and police/public policy.

Sonia holds a Bachelor of Science degree in Criminal Justice, and a Master of Arts degree in Forensic Psychology, and is currently pursuing a doctorate in Criminal Justice with a specialization in Policing.

Sonia is the Founder of The Black Police Experience, which promotes the education and history of the intersection of law enforcement and the Black community. She is also a member of the speakers' bureau of the Law Enforcement Action Partnership (LEAP), which advocates for criminal justice and drug policy reform, and National Strategies for Justice, a speaking and training organization with a focus on issues of gender, disability, and racial equity within law enforcement. Sonia is past chairperson of the National Black Police Association (NBPA) and is an active member of the National Organization of Black Law Enforcement Executives (NOBLE) and the International Association of Chiefs of Police (IACP).

In addition to her other significant undertakings, Sonia also works in conjunction with other law enforcement partners—think tanks, sociologists, and anthropologists—to create training, education, and networking opportunities, such as with the National Strategy for Blacks in Policing (NSBP). Their programming is designed to create courageous and ethical law enforcement leadership and to support Black police officers in their quest for equity inside police departments. Sonia is also a member of a group of law enforcement officials called the National Criminal Justice Practitioners, who advocate for the Black community on issues affecting the criminal legal system. She is a member of Conscious Leaders, a group of Black Maryland executive law enforcement officers, with whom members of the Maryland legislature extensively conferred before passage of the Maryland Police Accountability Act in 2021. Sonia also served on the Prince George's County Public Safety Workgroup in 2020, from which 46 recommendations were accepted by the County Executive to make reforms to critical issues in law enforcement in the County, to include hiring, training, and use of force policy. She has also served as an expert witness with a focus on police policy.

Sonia is a Professor of Criminal Justice at Montgomery College in Maryland where she is the Director for the Community-Informed Policing Program, which she helped create to educate police officers in the expectations of a diverse community, in areas such as social justice, policing history, community engagement, and health and wellness. She is also a Professor of Criminal Justice at Howard University in Washington, D.C. Sonia is an active member of the American Society of Criminology (ASC).

Chief Daryl Roberts (Ret.)- Hartford Police Department

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.

Commissioner Jiles Ship – New Jersey Police Training Commission

Commissioner Ship serves on the New Jersey Police Training Commission. In his role as commissioner, he is responsible for the development and certification of basic training courses for county and local police, sheriffs' officers, state and county investigators, state and county corrections officers, juvenile detention officers, and several other law enforcement positions, as well as several instructor development courses. Ship served over 25 years in the field of law enforcement, as sworn law enforcement officer starting his career in 1985. Ship was asked to serve as a Special Assistant to the Director in the State of New Jersey Attorney General's Office. and Director of Criminal Justice. Director Ship was elected to serve as the 34th President of the National Organization of Black Law Enforcement Executives (NOBLE). Commissioner Ship is currently an Adjunct Professor at Rutgers University, School of Criminal Justice.

Melissa Wilson-Fisher – New York Life Insurance Company

With a dynamic career spanning multiple industries, Melissa Wilson-Fisher brings a diverse skill set and a passion for empowering individuals and families to achieve their goals. As a licensed Agent with New York Life Insurance Company, she specializes in offering tailored financial solutions, including life insurance, annuities, and lifetime income strategies, to help clients build secure futures.

Prior to her tenure at New York Life, she served as an Admissions Representative and High School Recruiter for Lincoln Tech, where she honed her skills in networking, relationship-building, and public

speaking. She successfully guided graduating high school seniors toward continuing education opportunities by fostering strong relationships with educators and counselors in the community.

Earlier in her career, she thrived as a Luxury Jewelry Consultant with Brilliant Earth, where she provided an exceptional client experience, managed high volumes of sales leads, and consistently exceeded individual and team performance goals. Her ability to build trust and rapport with clients in a high-touch environment has been a hallmark of her professional journey.

As the Owner and Lead Artist of M.A.W. Beauty Hair & Makeup Studio, she led an award-winning business for over eight years, delivering personalized services to clients for weddings, events, and photography sessions. This experience sharpened her entrepreneurial skills, including marketing, customer service, and small business management.

She holds a Certificate in Marketing from the Community College of Rhode Island and a Cosmetology License from the Arthur Angelo School of Cosmetology. Additionally, she is licensed to sell insurance in the states of Maryland, Washington DC, Virginia, Rhode Island, Massachusetts, Ohio, and Nevada, and continues to expand her expertise in financial services to better serve her clients.

Throughout her career, one consistent theme has emerged: her unwavering commitment to helping people look, feel, and live their best. Whether through financial planning, education, or customer service, she aims to provide meaningful support and solutions tailored to individual needs.

Local Area Attractions and Things To Do

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| <p style="text-align: center;">MGM National Harbor Casino</p> <p>Try your luck at blackjack or craps, reserve a table at celebrity chef restaurants, dance into the night at world-class Ultra lounges or indulge with a spa treatment at the MGM of National Harbor.</p> <p>101 MGM National Ave Oxon Hill, MD 20745 (844) 646-6847</p> | <p style="text-align: center;">National Harbor Capital Wheel</p> <p>Experience bird's eye views of iconic Washington, DC landmarks such as the White House and US Capitol Building by taking a ride on the 180-foot National Wheel along the Potomac.</p> <p>141 American Way Oxon Hill, MD 20745</p> |
| <p style="text-align: center;">Tanger Outlets</p> <p>Shop over 85 designer and name-brand retailers and enjoy outlet prices and fantastic discounts by visiting Tanger Outlets of National Harbor, only one mile from our hotel.</p> <p>6800 Oxon Hill Rd National Harbor, MD 20745 (301) 567-3880</p> | <p style="text-align: center;">Top Golf</p> <p>Socializing is now a sport at TopGolf. Challenge your friends and family to a high-tech twist on the classic golf game! Conveniently located next door, there is no need to bother with Uber or Lyft, a fun adventure is just a step across the street!</p> <p>6400 Clipper Way Oxon Hill, MD 20745 (301) 686-8240</p> |
| <p style="text-align: center;">Capital One Arena</p> <p>Experience the thrill of Washington Wizards basketball, Washington Capitals hockey, or an arena-filling concert by visiting the Capital One Arena, DC's premier sporting and concert venue.</p> <p>601 F St NW Washington, DC 20004</p> | <p style="text-align: center;">Mount Vernon</p> <p>Take a step back in time by visiting George Washington's home at Mount Vernon. Tour the 21-room estate with time period furnishings or visit the estate's working farm and whisky distillery.</p> <p>3200 Mount Vernon Memorial Highway Mount Vernon, Virginia 22121 (703) 780-2000</p> |

Dining in The Area

Discover and dine at some of the best restaurants in the National Harbor area

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| <p style="text-align: center;">Portum Restaurant & Lounge</p> <p>Located in Harborside Hotel, Portum Restaurant & Lounge offers American-inspired food and drinks that feature locally sourced ingredients. Portum’s signature dishes are truly a labor of love. Complete the experience, with hand-crafted cocktails showcasing seasonal specials or enjoy a glass from our carefully curated selection of wine and beer.</p> <p>Open Daily: 7:00AM – 10:00PM</p> | <p style="text-align: center;">Walrus Oyster & Ale House</p> <p>Home to the nationally recognized “Maryland’s Best Lobster Roll,” <i>The Walrus</i> celebrates the rich and varied flavors of our beautiful American coastline.</p> <p>152 Waterfront St Oxon Hill, MD 20745 (301) 567-6100</p> |
| <p style="text-align: center;">McCormick & Schmick’s Seafood and Steaks</p> <p>Located on the picturesque waterfront of the Potomac River, McCormick & Schmick provides stunning views of the river, offers heated outdoor dining and is accessible via water taxi from Old Town, Virginia, and Georgetown, Washington, DC.</p> <p>From fresh seafood and shellfish to aged steaks and garden-fresh salads, our goal is to exceed your dining expectations.</p> <p>145 National Plaza Oxon Hill, MD 20745 (301) 567-6224</p> | <p style="text-align: center;">Redstone American Grill</p> <p>The rugged, yet romantic atmosphere is perfect for any occasion, an intimate dinner, a business lunch, drinks outside on the patio or Sunday brunch. Each location features a wood burning rotisserie and open flame grill where our signature chicken, seasonal fish and perfectly aged steaks are prepared. The menu also offers a selection of fresh chilled salads, homemade soups, unique appetizers and unforgettable desserts. Redstone takes great pride in their chef inspired menu using high quality ingredients that encourage unique flavors. Our Chef’s continue to create exciting recipes that are both seasonal and appealing to a wide variety of guest’s tastes.</p> <p>155 National Plaza Oxon Hill, MD 20745 (301) 839-3330</p> |
| <p style="text-align: center;">Fogo de Chão Brazilian Steakhouse</p> <p>Upscale Brazilian chain for all-you-can-eat meat carved tableside plus an extensive salad bar. The restaurant features an open-air churrasco grill where guests can dine and watch gaucho chefs demonstrate the culinary art of churrasco as they butcher, prepare and grill different cuts of meat over an open flame.</p> <p>141 National Plaza Oxon Hill, MD 20745 (240) 558-7666</p> | <p style="text-align: center;">Brother Jimmy’s BBQ</p> <p>Relaxed joint for Southern-style BBQ, including pulled pork & dry-rub ribs, plus sports on TV.</p> <p>177 Fleet St Oxon Hill, MD 20745 (301) 909-8860</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.

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| 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 Jersey Council of NBPA | 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

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| 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

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| 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 of color. 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

[Coalition of Black Maryland State Troopers](#)

Born in 1973 out of the unity of "The Original Twenty" African American troopers, the CBMST stands as a testament to the enduring struggle for racial equality within the MSP. Battling the systemic racism and discrimination rampant since MSP's inception in 1935, these courageous troopers convened privately to confront these injustices. They not only illuminated the prejudices they suffered but also sought to resolve them, laying the foundation for CBMST's creation and our ongoing pursuit of equal representation and fairness.

The Coalition of Black Maryland State Troopers stands for equity, inclusivity, and respect in law enforcement, welcoming all races, religions, and orientations. We're more than an organization; we're a movement for diversity and unity. Join us in creating a future that's diverse, equitable, and inclusive – where every voice contributes to a symphony of change.

Our Conference Venue

[Harborside Hotel National Harbor](#)

A Modern Boutique Hotel in Oxon Hill, MD, the Harborside Hotel is conveniently situated next door to the newly opened TopGolf Entertainment Center, just minutes away from National Harbor's waterfront. Relax in one of 194 spacious, boutique rooms and suites that blend modern style with urban-inspired decor. Harborside is the ideal choice for savvy travelers looking for an inviting atmosphere with affordable accommodations. Take advantage of our complimentary on-site parking and transportation provided throughout National Harbor for overnight guests.

Our Advertisers

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| Univ. of Baltimore-College of Public Affairs | FHEHEALTH SHATTERPROOF | New Jersey Council of National Black Police Association |
| Westchester-Rockland Guardians Association | RC Renz Consulting LLC | BSL Systems Ltd |
| Guardian Civic League | Denise Watson | Coalition of Black Maryland State Troopers |
| New Haven Guardians Association | BlackB4U | RAI Services |
| | Rhode Island Guardians Association | |

Our Sponsors

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| RAI Services | BSL Systems Ltd | Metropolitan Baptist Church |
| Univ. of Baltimore-College of Public Affairs | Roseu Medical Center | Ebenezer A.M.E. Church |

Our Vendors

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| COMMITTEE FOR SAFE AND SECURE ELECTIONS | BlackB4U | FHEHEALTH SHATTERPROOF |
|---|----------|------------------------|

A Few Words of Wisdom and Inspiration

We hope that these words will encourage you to move strongly forward in your efforts to support and safeguard the communities you serve, for they are deserving of your guardianship, not a warlike attitude.

“We may not be in control of those who commit evil acts, but we are in control of how we respond to it”

Rev. Nelson Goff

Remembering Those We Have Lost (2024-2025)

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.

| | | | |
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| Kendall Corder | Tonya Proctor | William Small | David Rose |
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Integrated Psychological Assessment Services, Inc Invites You To Participate

Greetings Members of Law Enforcement,

You are invited to participate in a research study titled "Work Related Stressors Among Law Enforcement Officers" which is being conducted to explore stress and stress management among a diverse sample of law enforcement officer personnel. Your participation in this study is entirely voluntary, and all information you provide will remain confidential. If you choose to participate, you can either click on the link below or open the attached flyer which has the QR code to enter the survey. The anonymous online Qualtrics survey will take approximately 15 minutes to complete. Qualtrics uses end-to-end encryption to protect your responses. The survey will initially direct you to the consent form and then to the questionnaire if you agree to participate. The consent form also lists the names and contact information of the principal investigators. To be eligible, you must be a sworn member of local, state, county, and/or federal personnel. Your insights are incredibly valuable and may contribute to specific treatment insights that could enhance police and public safety wellness programs. Thank you for considering this opportunity to contribute to important research.

Link to the Qualtrics survey: https://conncoll.co1.qualtrics.com/jfe/form/SV_3E20IMGeTrJGIAe

Thank you,

Principal Study Investigators:

Dr. Kendell Coker

Dr. Kiela Bolden

Dr. Michelle Hoy-Watkins

Dr. Carla Moore

Dr. Stephanie Williams

LAW ENFORCEMENT OFFICERS PERSONNEL NEEDED

What: The purpose of this study is to explore stress and stress management among a diverse sample of law enforcement officers (LEO) personnel.

Who: Must be a sworn member of local, state, county, federal, personnel.

Why: Participation in this study will enhance research regarding the stressors that LEO endure and how they cope. This information may help provide specific treatment insights that could enhance police and public safety wellness programs.

For more information: Please contact this study's principal investigators whose information is listed on the consent form.

To Join Study





National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 | Newark, NJ 07102

www.nableo.org

CONFERENCE EVALUATION SURVEY

Tell Us What You Thought About Your Experiences During The Past 3 Days With NABLEO

Once the conference is over, we hope you will use this QR-Code to participate in evaluating your experience with us. Let us know what you thought of this training and how we can improve on what we do. The survey should take approximately 10 minutes of your time. Thank You



NOTES



Tobacco Harm Reduction **VAPING VS. SMOKING**

DR. RAHN K. BAILEY, MD



**Chair of Psychiatry LSU
Health Shreveport**

**DIRECTOR ELLIOT
T. BOYCE, Sr. (Ret.)**



**New York State
Police (EAP)**

**COMMISSIONER
JILES SHIP**



**New Jersey Police
Training Commission**

MAKE AN INFORMED CHOICE

Today, many people remain in the dark on the difference between vaping and smoking. The debates between vaping and smoking have gained significant attention in recent years as smokers explore alternatives to traditional cigarettes. Most smokers are aware of the harmful effects of cigarette smoking. Some experts consider vaping less harmful than smoking. Regulations for vapes and electronic cigarettes are complex and vary across states.

Given the ongoing debates and regulatory challenges, this discussion seeks to clarify the differences between vaping and smoking to address the misinformation and misconceptions, and will expound on the lived experiences and expertise of a panel of leading Black law enforcement and medical professionals on the unintended consequences of bans and prohibitions.

PANEL DATE

September 24 | 1 PM

LOCATION

Azure & Aspire Ballroom

**Harborside Hotel National Harbor
Oxon Hill, MD 20745**