

**NATIONAL ASSOCIATION OF BLACK LAW
ENFORCEMENT OFFICERS
PRESENTS**

IT'S FALL 2018 EDUCATION AND TRAINING CONFERENCE
**Black and Blue - Healing the Wounds
between Police and Citizens**

OPEN TO LAW ENFORCEMENT AND THE COMMUNITY



Best Western Plus Hotel
201 Washington Avenue
North Haven, CT
Thursday October 11- Friday, October 12, 2018

Hosted by the
New Haven Guardians Association



CONFERENCE JOURNAL

Conference Schedules
Workshop Descriptions
Speaker Biographies

Conference Schedule

| Session # | Title | Starts | Ends | Facilitator |
|-----------|--|---------|---------|---|
| | Thursday, October 11 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:40 A | Open to all participants |
| | Welcome Addresses | 8:30 A | | Lieut. Charles Wilson, Chairman Hon. Dannel Malloy, Governor |
| 1 | The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing – And Why it Matters | 9:00 A | 10:30 A | Prof. Tracey Meares |
| 2 | Problems in Stimulating Community Involvement in Community Policing | 10:30 A | 12:00 P | Sgt. Shafiq Abdussabur |
| | Lunch | 12:00 P | 1:00 P | Served |
| 3 | Project Longevity: Empowering the Community to Save Lives | 1:00 P | 2:30 P | Chief Anthony Campbell |
| 4 | “Warriors vs. Guardians”: Recruiting and Training Officers Who Are Suited to the Mission of Policing | 2:30 P | 4:00 P | Inv. Elliott T. Boyce |
| | Friday, October 12 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:40 A | Open to all participants |
| 5 | Prevention of Police Misconduct Through Ethical Decision-Making | 9:00 A | 10:30 A | Chief Daryl K. Roberts |
| 6 | Responding To Veterans and Police Officers in Crisis | 10:30 A | 12:00 P | Det. Autumn Edwards |
| | Lunch | 12:00 P | 1:00 P | Served |
| 7 | The Importance of Front-Line Supervisors | 1:00 P | 2:30 P | Sgt. Shawn Kennedy |
| 8 | NABLEO Board of Directors Meeting | 2:30 P | 4:00 P | Lieut. Charles Wilson, Chairman |

Black and Blue - Healing the Wounds between Police and Citizens

Training Modules

Learning Outcomes

Upon completion of the various modules contained in this training regimen, participants will take away the following competencies:

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

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 mis-perceptions 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.

Problems in Stimulating Community Involvement in Community Policing

Community policing remains many things to many people. A common refrain among proponents is that "it is a philosophy, not a program." Equally, among police officers, it is a matter of "tell me exactly what you want me to do differently." Yet, the most perplexing problem of any established community policing initiative is often the inability of the police department to organize and maintain active community involvement in their project. And in an environment dominated by skepticism about the ability of police departments to actually implement serious community policing efforts, issues related to perceived or factual use of excessive force in communities of color, efforts which have floundered in part on decades of built-up hostility between residents of poor or minority communities and the police, it is easy to underestimate how difficult it can be to build effective community commitment as well.

This discussion will focus on four principal dimensions of community policing – Philosophical, Strategic, Tactical, and Organizational, and will explore partnerships, problem solving and organizational transformation as they relate to specific issues and challenges facing today's law enforcement professionals and the communities they serve, and examines various methodologies designed to strengthen community engagements, promote stronger, more meaningful officer involvement, and provide the potential for a more enriching and rewarding work experience for patrol officers.

Project Longevity: Empowering the Community to Save Lives

Attendees at this workshop will learn the strategy behind the national program known as Project Longevity. By focusing a message of antiviolenace on the most violence-prone individuals in a community, and by aggressive intervention by community groups, social service providers, and law enforcement Project Longevity seeks to offer an alternative to offenders, above and beyond incarceration. Iterations of the program can be found in Hartford, Bridgeport, and New Haven, Connecticut, and the program was launched by the U.S. Department of Justice in November 2012.

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.

Responding to Veterans and Police Officers in Crisis

More and more veterans are coming home to our communities. While many have a healthy transition, others face a myriad of difficulties from unemployment, depression, PTSD and in some cases, destructive behavior such as domestic violence, suicide, and other disturbances. Law enforcement is facing its own pressures: morale, budgeting, staffing, a hostile media environment, and a myriad of other issues. In many ways, their struggle to “come home” can be as challenging as that of a veteran.

This discussion is meant to prepare participants to better respond to veterans while making themselves more resilient. Combat veterans and police officers have similar lifetime rates of conditions like PTSD, and a resilient police department is the best way to prepare to respond to veterans.

- Understand the difficulties veterans face in the transition home
- Understand how PTSD develops and manifests itself in veterans
- Understand how to defuse threatening situations with veterans
- Understand why resilient officers better respond to veterans in distress

Create a culture of resiliency and pro-active community awareness of veteran's issues

“Warriors vs. Guardians”: Recruiting and Training Officers Who Are Suited to the Mission of Policing

The concept of police officers as warriors, whether we like it or not, has run through our profession for more than a century. And the institutionalized “wars” on crime, drugs, gangs, and terrorism have greatly contributed to the warrior mentality. Yet, when you ask police officers why they chose to become an officer, most of them say they wanted to help people and help their community. This is consistent with the guardian mindset.

The discussion about reengineering use of force and changing from a warrior to guardian mentality has to be part of a larger discussion about reexamining the role of police in a democratic society, even to the point of how we structure police agencies, beginning with how and who we hire. This module will examine key factors used to determine if a law enforcement candidate is hired by a given agency or department, unquantifiable factors like a perceived attitude, non-traditional interpersonal skills, experimental drug use or undesirable family members, which serve as a catalyst for disqualifying a viable non-traditional or underrepresented candidate, and the practice of “weeding out” viable non-traditional or unrepresented law enforcement candidates using subjective smoke screens to cover the candidates true potential.

The Good Cop: Knowing the Difference Between Lawful or Effective Policing and Rightful Policing — And Why it Matters

Rightful policing attempts to account for what people say that they care about when assessing police agent behavior specifically and police agencies in general. It is different from lawful policing and efficient policing in at least two ways. First, rightful policing does not depend on the actual lawfulness of police conduct. Instead, rightful policing depends primarily on the procedural justice or fairness of police conduct. Second, rightful policing does not depend on an assessment of police as ever more effective crime fighters, although it turns out that rightful policing often leads to more compliance with the law and therefore lower crime rates. Additionally, and critically, it is likely this third way helps us move toward police governance that is substantially, as opposed to rhetorically, democratic.

The Importance of Front-Line Supervisors

In today's law enforcement world, citizens are holding their police departments more accountable for their officers' actions like never before. Many police departments nationally are experiencing Department of Justice investigations, consent decrees, protests, lawsuits, and the loss of their reputations for professionalism.

Front-line supervisors have one of the most important roles within a police department. Their overall responsibility is to lead, motivate and accomplish the mission of their agency. Although front-line supervisors are at the lowest spectrum of the department's management team, their mere position places them in direct contact with officers on a daily basis. This allows front-line supervisors the opportunity to get to know their officers better on a one-on-one basis; thereby providing them the ability to address misconduct and minor adverse behavior before it festers into a larger problem or a pattern of unprofessional behavior. Their role is critical, and can actually make or break a department and directly influence the confidence level citizens have for their officers.

In 2018 and forward, front-line supervisors will play a larger and more pivotal role in helping their department to achieve its mission and objectives, through monitoring, mentoring, and motivating their officers. They will need to have the ability to wear many hats in order to successfully accomplish their overall responsibility to their department and to their officers. Front-line supervisors will experience accountability on a higher level and suffer the repercussion when they do not satisfactorily execute their sworn duties. Whenever a shooting of an unarmed black man or any other negative incident involving police officers occurs, the question that will be asked is, "Where were the supervisors"?

Our Presenters:

(Our presenters are drawn from law enforcement, academia, public service, and corporate America. Each brings a wealth of experience and knowledge in their individual fields of endeavor.)

Sgt. Shafiq R.F. Abdussabur-New Haven, CT Police (Ret.)

Shafiq R. Fulcher Abdussabur is a retired law enforcement sergeant in Connecticut with over 21 years of community-based police training and experience. His unique views and approach to urban violence prevention, racial profiling prevention and community based policing have been featured in the New York Times, Chicago Tribune, NPRWhere We Live, New Haven Independent, NPR-All Things Considered, WYBC-Electric Drum, New Haven Advocate, Russian Radio, BBC, PBS, New York Daily News, New Haven Register, Hartford Courant, and Al Jazeera America. He has appeared as guest host on WNPR's "Where We Live." He is a contributing writer for the Huffington Post and New Haven Register.

In 2007, he was recognized as the New Haven independent "Man of the Year." In 2009, he authored of "A Black Man's Guide to Law Enforcement in America" a straight talk manual to interactions between police and urban males. In 2012, he was elected as the President of the National Association of Black Law Enforcement Officers (NABLEO), where he created a historical partnership with the Brady Campaign to prevent gun violence. In 2014, he was recognized as the 14th most inspirational Muslim men in America. In 2015, the African-American Affairs Commission (AAAC) awarded him "Man of the Year." Member of PERF, IACP, and NABLEO. Police union executive (5/2013-1/2018). In 2016, he appeared as at the Democratic National Convention as a panel speaker with Representative John Lewis "Disarm Hate: The Role of Guns in Hate Crimes."

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

Investigator Elliot T. Boyce, Sr. has been a member of the New York State Police for twenty-seven plus years. He began his career in 1987, stationed at SP Oneida - Troop D Headquarters in Oneida, New York, as a road Trooper. In 1996, he was appointed to the Bureau of Criminal Investigation as an Investigator, where he was assigned to the Community Narcotics Enforcement Team (CNET), working undercover throughout much of Upstate New York. Investigator Boyce has been assigned to New York State Police Division Headquarters, Planning and Research Section to assist with the establishment of Minimum Standards for Gun Locking Devices and Combined Ballistic Identification System (CoBIS), a pistol and revolver ballistic databank. He successfully completed Crisis Negotiations School to join the elite group of State Police Crisis Negotiators, and has also served as a New York State Police Recruiter in an effort to maintain and increase diversity within the ranks of the NYSP.

Investigator Boyce is a graduate of the distinguished New York State Police Master's Program. He possesses a Master's Degree in Criminal Justice from the State University of New York at Albany and a Master's Degree in Public Administration from Marist College. He has served as an Associate Professor at the State University of New York at Oswego in the Public Justice Department. He has had the pleasure of guest speaking for a variety of community and law enforcement based organizations.

Chief Anthony Campbell-New Haven, CT Police

Anthony Campbell was appointed and sworn in to serve as Chief of the New Haven Police Department in June of 2017.

Born in Harlem, New York, Anthony attended the prominent Fordham Preparatory High School where he graduated as the Valedictorian class. Later moving to New Haven, he would attend Yale University where he made the decision to change his Electrical Engineering major to Religious Studies, with an emphasis on counseling and psychology and would eventually receive his Masters of Divinity degree from Yale Divinity School.

Recognizing his criminal justice skills since his mother was a correctional officer at Rikers Island in NY, he applied to be a New Haven Police Officer and on February 16, 1998, Anthony Campbell became part of Class Seven of the New Haven Police Academy. Anthony Campbell would go on to work assignments in the Division of Training and Education, the Detail Room, and Internal Affairs. He would also rise through the ranks with promotions to Sergeant, Lieutenant, Assistant Chief, and ultimately and currently, Chief. With all the positions he served in NHPD, the most meaningful to him is his position as an unofficial chaplain of the New Haven Police Department.

Away from the job, Chief Campbell is married to his college sweetheart, Stephanie, and they have three sons: Graham, who is 16; Sander, who is 14; and Paxon, who is 9 years old. He is active at Vertical Church in West Haven, and, as he approaches twenty years of service through policing is prayerfully anticipating ways in which he can lead the New Haven Police Department in its mission of Community Policing.

Det. Autumn Edwards-Yonkers, NY Police Department

Detective Autumn Edwards has been a member of the Yonkers Police Department for 19 years. She holds a Bachelor of Science in Criminal Justice Administration and Planning from John Jay College where she graduated Magna Cum Laude. She spent eight years in patrol before being designated Detective in 2007. She has held assignments within the Investigations Bureau: Detective Division, Special Victims Unit, and the Intelligence Unit. She currently serves full-time as the Coordinator of the Members Assistance Program, (M.A.P.); which encompasses the Police Chaplain Program, Peer Support and E.A.P. With the support of the union and the administration, the department is now taking an active approach to address the concerns and issues that arise in the lives of their membership. The Members Assistance Program serves as a confidential, peer-based internal Employee Assistance Program who assist with managing, and maintaining good mental and emotional health of the Department's membership. PTMs assist members in coping effectively with issues related to stress, depression, substance abuse, family, grief, financial issues, and other personal and work-related challenges facing the membership and their families.

In preparation for her assignment, Detective Edwards has completed The Police Chaplain Basic Training Program, Peer Support training both individual and group crisis management, The Trauma Resources and Unified Management Assistance course, Self-Help and Responsive Education for First Responders, Badge Understanding Addiction Training, Traumas of Law Enforcement Training, and Resilience Training. She is preparing for the New York State Credentialed Alcoholism and Substance Abuse Counselor exam.

She is currently enrolled at Alliance Theological Seminary at Nyack College and is pursuing a Master of Divinity. She holds firm to the belief that improving the overall wellness of the membership, will lead to improved police and community relations.

Sgt. Shawn Kennedy-Chicago, IL Police Department

Shawn Kennedy has been a sworn member of the Chicago Police Department for the past 28 years. He served as a Police Officer in the Patrol Division; as a Detective in Area South Detective Division, the Domestic Violence Program, and Internal Affairs-Confidential Investigations Section; and as a Sergeant in the Patrol Division, in the Management and Labor Affairs Section, and is currently detailed to the Office of the Superintendent on the Project Management Team. This small team of professionals have been tasked with building a comprehensive and trackable framework that will facilitate the implementation of reforms that the entire Chicago Police Department will undergo. Shawn was selected for this progressive assignment based on his investigative background, his working knowledge of the Department's six collective bargaining agreements, and his earned reputation for the quality of his work ethics.

Shawn is a devoted father and grandfather who has mentored many youths over the past decades, both individually and within several structured programs. He promotes the power of knowledge and independence through education, having earned both his MBA in Business Management and his MS in Finance (Financial Fraud) at St. Xavier University. Shawn has been an active member in several professional associations during the past 20 years. He currently serves as the Information Officer for the National Association of Black Law Enforcement Officers (NABLEO) and the editor of its official newsletter *The Guardian's Voice*. Shawn is an avid reader and a freelance writer. His work includes several published articles on fatherhood and education; newsletters for various organizations; and a 20-page youth reference guide.

Prof. Tracey L. Meares-Yale University School of Law

Tracey L. Meares is the Walton Hale Hamilton Professor and a Founding Director of the Justice Collaboratory at Yale Law School. Before joining the faculty at Yale, she served as a professor at The University of Chicago Law School from 1995 to 2007. She was the first African American woman to be granted tenure at both law schools. Professor Meares's teaching and research interests focus on criminal procedure and criminal law policy with a particular emphasis, at the moment, on policing. She has worked extensively with the federal government having served on the Committee on Law and Justice, a National Research Council Standing Committee of the National Academy of Sciences and the Department of Justice Office of Justice Programs Science Advisory Board. In December 2014, President Obama named her as a member of his Task Force on 21st Century Policing. She has a B.S. in general engineering from the University of Illinois and a J.D. from the University of Chicago Law School.

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

Daryl K. Roberts is currently serving the Capitol Region Education Council (CREC) by sharing his insights and police experience to students in the field of law enforcement at the CREC Public Safety Academy. He is the program coordinator in the School of Law Enforcement.

As the retired Hartford Police Chief Daryl K. Roberts is a testament to the power of hard work and dedication. 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; 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 retired from the Police Department in 2011. He considers service to the community a priority regardless of his title and continues to contribute his expertise and insight in a host of ways because success is never final.

