

The Guardian's Voice

NEWSLETTER

The official publication of the *National Association of Black Law Enforcement Officers, Inc.*

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Fall 2018



Police and Community: Rebuilding Our Commitment

Warwick, RI

(Hosted by the Rhode Island Guardians Association)

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Colonel Superintendent Ann C. Assumpico (center), who is flanked by fellow members of the Rhode Island State Police, participated in NABLEO's Education and Training Conference, on October 19 - 20, 2017, in Warwick, RI. During our opening ceremony, Assumpico graciously welcomed NABLEO and its participants to her fair state. *"I must say their uniforms were impeccable, from hat to toe. I was very impressed!"*

Shawn C. Kennedy

Editor

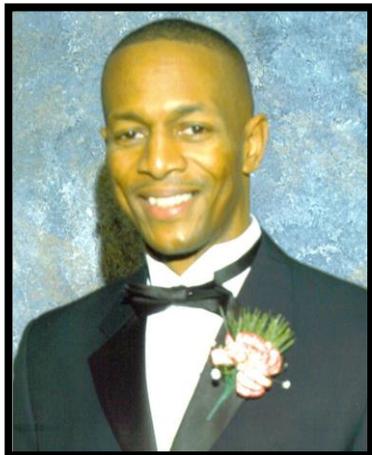
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National Association of Black Law Enforcement Officers, Inc.

www.NABLEO.org

Editor's Perspective



Officer Wellness: Tearing Down the Stigma Associated With Mental Illness and Police Suicide

During an officer's career, he or she may experience a significant level of personal and/or professional-related stress, which could be acute or chronic in nature. Professional-related stressors are innate within the law enforcement vocation. These may include responding to gang-related shootings and homicides, unpredictable domestic incidents, fatal traffic accidents, catastrophic events, traffic stops, vehicle and foot pursuits, subjects with mental illness, and a host of other daily calls for service. The uncertainty of not knowing whether or not a specific call for service may result in harm or a fatal injury to an officer, can weigh heavily on an officer's psyche. The nature of many officers' assignment (e.g., working a beat car in a fast-paced district or precinct, tactical team, Detective Division, SWAT, etc.) can repeatedly place officers in stressful situations on a daily basis. Many officers simply take it in stride and keep moving forward because they understand it's the nature of their profession. Rarely do officers stop to consider how exposure to these types of repeated incidents could have an adverse impact on their wellbeing, over the course of several years. In today's climate, many officers are now second guessing themselves in determining whether or not to use deadly force, knowing the intense public scrutiny that will follow in a fatal police-related shooting.

Now add the personal-related stressors to the mix. These may arise from an officer dealing with a divorce or child custody, financial problems, domestic violence, the death of a loved one, an unhealthy dating relationship, retirement, a debilitating or terminal disease, taking care of an elderly parent or special needs child, a stressful marriage, or mental illness (e.g., depression, schizophrenia, addictions, bipolar disorder, PTSD, etc.). The effects of any one of these stressors may manifest itself into excessive alcohol usage, prescription drug abuse, unpredictable mood swings, inability to sleep or excessive sleeping, self-imposed isolation from others, behavior that is indicative of a lowered self-esteem, reckless and irresponsible behavior, a drastic change in appearance that is now unkempt, poor work performance, excessive tardiness, medical roll abuse, or negative changes in interaction with co-workers or citizens. The officer's ability to make rational split-second decisions can also be adversely impacted. The magnitude of the anxiety can be so overwhelming that an officer may feel that he or she has no other options or a way out of their current predicament. This can and has sometimes resulted in a police suicide.

When prospective officers start their training in the police academy, they are taught various survival tactics to keep themselves safe on the streets while responding to calls for service. In essence, they are taught how to take control of situations so they can maintain the upper hand. Rarely did that training consist of teaching an officer how to and when to retreat. That's because retreating might be perceived as being weak, although it is actually a sound, commonsense

strategy that creates distance from a situation and provides an officer with more time to weigh their options. Better training has evolved over the years to ensure officers are better prepared to cope with the inherent dangers in the street. Training has also improved to ensure officers are more knowledgeable on how to take care of their own mental and emotional wellbeing.

Now take those same officers who have been trained to proficiently handle themselves in the streets. Are they able to take control of situations that may arise in their personal lives? Many officers do not effectively apply the same survival tactics to their own personal situations. The main reason is that many officers are very apprehensive to simply ask for help. They view asking for help as a sign of weakness within themselves; the same perception of weakness associated with retreating in the streets. Therefore, many officers are **suffering in silence**. They are afraid to ask for help, fearing others will label them, perceive them to be weak and not in control. We **must** tear down this stigma.

Some officers will cloak their problems and “self-medicate” their symptoms in one way or another. Oftentimes this results in officers turning to the “bottle”. Alcohol may temporarily mask the symptoms but its effects are short-lived; therefore, the drinking increases in volume and frequency. This will begin to have an adverse effect on various aspects of an officer's life, which sometimes results in an officer entertaining thoughts of suicide or actually carrying it out. Officers, who are victims of domestic violence, oftentimes suffer in silence. They feel that they are expected to be able to handle their own domestic violence situation, because they handle it so proficiently in everyone else's home. Do we really expect an officer, who has a mental illness or is suffering from a mental breakdown, to reach out to ask for help? The expectation of this officer reaching out for help diminishes if the jurisdiction they are employed by requires the officer to maintain a valid Firearms Owner's Identification (FOID) card. When a police officer commits suicide and it appears no one wants to openly discuss it, this signals to other officers that this incident is taboo. It's simply another reality of life – a tragic incident. These are just a few of the real and perceived perceptions that officers grapple with. Officers sometimes forget they are not “Super Cop”, impervious to the same afflictions and vulnerabilities that all other people are susceptible to.

We **must** tear down the stigma associating “asking for help” as being a weakness. We need to do a much better job to dismantle the stigma surrounding the reality of mental illness and police suicide. We need to engage officers in open dialogue regarding the importance of officer wellness and the services available to them. This can be accomplished in several ways: 1) host interactive seminars focused on officer wellness, mental illness and police suicide; 2) effectively promote your Employee Assistance Program (EAP) and Peer Support Program; and 3) conduct department-wide roll call training throughout your agency, focusing on officer wellness. Until the stigma associated with asking for help has been removed, officers will not feel comfortable enough to actually ask for help; therefore, more officers will continue to **suffer in silence**. Officers should also maintain friendships and hobbies outside of their law enforcement family. For more information, contact your respective EAP or Human Resource department. For a list of hotline resource numbers, refer to the [Henry Health](#) website. Also watch the [CPD Video Series Presents: You Are Not Alone](#) that is posted on YouTube. Stay safe and healthy!

Shawn C. Kennedy

Chairman's Corner



To the Membership of NABLEO and Our Community Partners

As this issue of our newsletter publishes, I take pause to reflect on how our organization has progressed from its beginnings to this day.

Sixteen years ago, nearly twenty organizations representing men and women of color in law enforcement, corrections, and other fields of endeavor in the criminal justice system, gathered at the Biltmore Hotel in downtown Providence, RI to discuss and determine the path they would take as they separated from the National Black Police Association. It was obviously a hard decision for many, as that was the only venue they had known for so much of their careers. But it was a choice they determined was needed. Thus began the **National Association of Black Law Enforcement Officers, Inc.**

Each year since 2002, the **National Association of Black Law Enforcement Officers, Inc. (NABLEO)**, through its various member chapters and affiliates, has provided support and assistance to the communities we represent, helping to engage in productive dialogue with all stakeholders to ensure equal justice under the law for all. The assistance we provide often means the difference in defining strong police-community relationships. For nearly twenty years, the name **National Association of Black Law Enforcement Officers** has been synonymous with law enforcement leadership, accountability, integrity and equal justice for all members of the community.

From programs designed to introduce more young men and women of color to the law enforcement profession – to providing critical training to law enforcement officers designed to improve and enhance their interactions with community members – to advocacy for the rights, concerns and issues of African American and Latino police officers in their pivotal roles as law enforcement practitioners, **NABLEO** has continued to make a difference in how our profession relates to the communities from which we hail. While we are proud of our accomplishments, the need for community support and assistance continues to surpass the capacity of our programs.

Actively moving to change the paradigm that has traditionally defined our profession – to one that both acknowledges the faults of the policing system and the advances of the profession of law enforcement. This is now a trademark of our being. Whether it has been in our continuing efforts to change the mindsets, attitudes and behaviors of our counterparts through their participation in joint trainings – to continued conversations with our community partners on best

practices and methodologies for interacting with members of our profession – to vibrant advocacy for those of our membership who have reached out and requested our assistance, the members of this organization have stood the test of time and proved the value and worth of its very existence.

These are the things that have given me strength and pride in being the Chairman of this great association. And for this, I sincerely thank you, one and all.

Amandla! Peace.

Charles P. Wilson
National Chairman

NABLEO Welcomes

NABLEO would like to welcome **Kim Nelson-Edwards**, who was appointed its National Secretary effective December 1, 2017. Kim is a member of the Montclair Sentinels 16-87. She recently retired as a Detective with 23-years of service with the Montclair (NJ) Police Department.

Individual Member

On behalf of the National Association of Black Law Enforcement Officers, I would like to welcome new individual members **Captain Brian Wright** (New London, CT Police Department) and **Officer George Boggs** (Boston, MA Police Department), to our police association. I hope your tenure with NABLEO proves prosperous.

I would also like to welcome returning individual member **Ron Bailey**, retired Lieutenant (Boston, MA Police Department) and retired Chief of Police (Holyoke Community College). It's nice to have to back!

Chapter Affiliate Member

On behalf of the National Association of Black Law Enforcement Officers, I would like to welcome returning chapter affiliate member **The Guardian Civic League – Philadelphia Chapter**. Since 1956, their members have been on the frontline as an advocate against racially disparate treatment of minority officers and citizens within their community. These dedicated men and women bring a wealth of knowledge, experience and fortitude to the table. Welcome back!

SURVEY RESULTS



Ethnicity vs. Gender Inequality

(Note: I first have to apologize. A trusted friend later recommended that I next time utilize one of the online survey tools, such as Survey Monkey. Your advice is greatly appreciated.)

When the *Ethnicity vs. Gender Inequality* article and related survey was posted in the fall 2017 edition of [The Guardian's Voice newsletter \(pages 2 & 3\)](#), there was no way for me to know that the #MeToo movement would go viral during the same month. Many victims felt empowered to speak out, naming their offenders; thereby, unclinking the hidden secret that they buried in their closets for decades. It would be naïve of anyone of us to think sexual assault and gender harassment or discrimination does not occur in the law enforcement profession. Let's take a look at some of the responses to our non-online survey.

Question#1: Do you feel your gender or ethnicity has been the strongest factor for any disparate treatment you experienced in your professional career?

"I have experienced disparities because of my gender and race. Early in my career, I was the first car on the scene of an in-progress [call], armed robbery of a clothing store. Offenders were apprehended, proceeds recovered. The white, male Sergeant who responded to the scene submitted all the male[s] (black and white) officers for awards. They all received accolades. One of the black officers told me they all received awards for the incident."

"Yes, I feel that is and always will be an absolute treatment differential between male and female mankind in general."

"I feel the culture of the police department is a large click of the 'good ole boys' network. I feel like this is their family business (white males) and they don't want anyone, who is not of their race and gender to work on the department or advice on the department."

Question #2: Have you experienced racial disparity during your professional career?

"As a young officer, I was assigned to a predominantly white district...At the time, we rotated watches...In 13 months there, I was on days one time. My day off group was changed every period. The majority of my assignments were in the public housing section of the district. My efficiency was lowered by 10 points. The ultimate disrespect was displayed when my partner (female Black) and I called a 10-1 and no one came. A white lieutenant eventually responded and said, in so many words, don't get into anything because you won't get any help. I bid to another district immediately and left."

“Yes, I watched non-minorities receive promotions undeservingly through my entire former career.”

“I have experience[d] indirect racism. The tension would be there and I know it's because I am an African American female.”

Question #3: Have you experienced gender disparity during your professional career?

“Recently, a black supervisor expressed an interest in me. I declined his numerous advances. One day, he kept appearing in my work area, so much so another co-worker noticed it. At the end of our tour, me and this co-worker walked to our personal cars together. The supervisor was sitting in his police vehicle, blocking my vehicle. Eventually, he moved. As I exited the parking lot, he followed me. After 2 blocks, he went in another direction. I considered reporting him. The next day, he ordered me to speak with him privately. I complied; I told this co-worker where I was going and who I was with. I stood in an open doorway with plenty of foot traffic. He first insinuated that I was in a relationship with a married co-worker, that he thought of me as a sibling and that in the parking lot, he was only making sure I was safe getting to my car...A few days later, I was off duty at a lounge. This supervisor walked in. His presence made me anxious, uncomfortable. I left the establishment with an escort. When I see this supervisor, I avoid all contact with him.”

“Yes, I was told by male members that they would not work with me just because I was a female, point blank and [to] my face at the beginning of my former career.”

“I work undercover. During some of my investigations, I was able to obtain information from targets, offenders or citizens. My male coworkers made comments discrediting things I say or my work. One male coworker asked me ‘How did you get that information from dude?’ and before I could respond, he said ‘Never mind. He probably was just talking to you because he wanted to fuck.’ Not acknowledging that I could be good at communicating and getting information. While I was on probationary status, one day I was assigned to work with a white male officer. At the beginning of the tour, he told me he had ‘a lot of paperwork’ to do. The only time we left the station, it was for lunch. We had lunch with 6 other white male coworkers. I was the only female. They ignored me at lunch. After lunch, we returned to the station so he could ‘complete his paperwork’. I sat in the station for the entire tour of duty. I later found out that officer does not like working with females.”

Question #4: What words of wisdom would you like to share with younger women who are joining the work force?

“I would implore younger women to inquire and apply for as many positions as you can. Maintain relationships with classmates from your homeroom as well as supervisors you have a rapport with; that relationship may be the connection to your next assignment. If you find an experienced female officer that you feel comfortable with, pick her brain.”

“Stay true to yourself. Don’t [get] caught up with prima donna syndrome. You can be the most beautiful female on the planet, but don’t let that define you. You will be respected so much more by showing you’ve mastered your job rather than playing the damsel in distress all the time.”

“Don’t live up to the stereotype of being just another lazy female officer. Take pride in your JOB; know your duties and work in accordance to department policies and procedures. Use your femininity to your advantage and carry yourself with respect. Ask questions. Don’t have a go along, [just to] get along attitude (it’s career suicide). Do not be swayed by the negativity. Work hard; hard work ALWAYS pays off.”

Question #5: What would you like men to know relative to gender disparity in the workplace?

“I would like men to know that the differences between our sexes are the strengths we both bring to this job. There are situations that call for those strengths to be utilized to save a life or resolve an issue. Be open to learning, listening and expanding your perspective.”

“Give women a chance to prove or disprove themselves without judgement. We’re stronger and more knowledgeable than you may think. We just want to be treated equally and with respect.”

“A female officer can be attractive, well groomed (hair done, nails done, wear lipstick or lip gloss) and still be effective. Don’t judge a book by its cover. Give every female officer a chance.”

Thank you for sharing your experiences and perspectives!

Based on some of the comments these women shared, I truly hope my male counterpart now have a better understanding of how our actions can adversely impact another individual’s work environment. Although some men are very aware of their inappropriate conduct towards women in the workplace, I am sure there are also men who are not cognizant that their behavior towards women in the workplace may actually be sexual harassment, intimidation, gender bias, bullying, or gender discrimination. Certain jokes and pictures we may feel is funny, might be offense to someone else. Our persistent flirtation and sexual advances will not always win over a woman’s heart. Rarely do we even consider the fact that our conduct might be making our female coworker feel uncomfortable and victimized. Sometimes we believe we are about to hit “pay dirt” with a woman, not realizing, and maybe not caring, that we just might be actually laying the foundation for a big “payout” to that woman. So fellas, the next time you’re feeling cocking and you want to exert your “male dominance”, you should really ask yourself just one question: “How would I feel if my mother or daughter was the recipient of the same conduct and comments from another male?”

For information on sexual harassment, workplace discrimination and Title VII of the Civil Rights Act of 1964, refer to the [U.S. Equal Employment Opportunity Commission](http://www.eeoc.gov) website.

National Association of Black Law Enforcement Officers (N.A.B.L.E.O.) Black and Blue - Healing the Wounds Between Police and Citizens Conference

October 11 – 12, 2018

Best Western Plus Hotel

201 Washington Avenue
North Haven, CT 06473

Hosted By: New Haven Guardians Association

Registration Rate (per person) \$175 by August 31st; \$200 After August 31st
(Complete registration by October 5th)

Conference Chair – Sally Thomason
(732) 469-2690 or MZST101@aol.com

The Guardian Civic League

Presents

57th Annual Scholarship Awards Dinner Dance

October 27, 2018

Embassy Suites

9000 Bartram Avenue
Philadelphia, PA 19153

Cocktail Reception: 6PM-7PM Event Starts At 7PM
Tickets - \$125

Theme: Step Up Speak Out, A Change Is Coming
Guiding Our Youth Pathways To Success

For More Information: GCLEAGUE@COMCAST.NET or Call: 215-763-0490 or 91

Police and Community: Rebuilding Our Commitment

NABLEO's 2017 Fall Conference took place on October 19 - 20, 2017 in Warwick, RI. It was hosted by the [Rhode Island Guardians Association](#). Charles Wilson, National Chairman of NABLEO, gave the welcoming address and introduced **Colonel Superintendent Ann C. Assumpico**, Rhode Island State Police. She is the first female to hold that position. She graciously welcomed members at our conference to her state. Workshops included: *Media's Role in Police-Community Relations* (presenters: **Amanda Milkovits**, Providence Journal and **Barbara Morse-Silva**, WJAR Channel 10 news); *We Need To Talk: The Relationship Between Police and The Muslim Community* (presenter: **Imam Farid Ansari**, President-Rhode Island Counsel for Muslim Advancement); *Conflict Engagement for Law Enforcement* (presenter: **Dr. Shirley A. Wilson**, PhD-Bryant University); *Is This Racism or a Failure to Adapt to the Trend of Today's Candidates?* (Investigator **Elliott T. Boyce**, New York State Police); *Disability Awareness* (presenter: **Amy Grattan**, doctoral candidate-University of Rhode Island/Rhode Island College); *Understanding Implicit Bias* (presenters: **Elizabeth A'vant**, MA & CAGS-Providence School District and **Randy Ross**, MS & MA-Equity Lens Consulting); *Police Reform – A Work In Progress* (presenter: **Sergeant Shawn Kennedy**-Chicago Police Department; and *Urban and Ivy: Developing Campus and Municipal Community Policing Partnerships* (presenters: **Lieutenant John Carvalho**, Brown University Police Department and **Major Oscar Perez**, Providence Police Department).

During the *Media's Role in Police-Community Relations* workshop, various videos and news articles were presented to reflect how controversy and conflict makes the news. They recommend the police be transparent with the media, tell the truth and the entire story. If not, the media has to go with the side of the story that is available to them, which might only come from witnesses willing to talk to the press. The media is now invited to Rhode Island law enforcement Command Staff meetings. Don't refuse to answer questions or arrest the media just because they are on the scene but not interfering with the crime scene or investigation. The media has a lot of power and can use it in a bad way. Police department needs to share positive stories with the media to offset the sometimes negative publicity. Social media may be driving the immediacy of the news. Trust with the community is paramount. That's why it's very important for the police to put out a press release quickly when something major occurs. This presentation was very informative and the presenters did a great job answering the audience's questions. The broadcast journalist had a great sense of humor. Having a print and broadcast journalist present together was very effective.

We Need to Talk: The Relationship Between Police and The Muslim Community was an interesting workshop. The presenter described how he became a Muslim in 1966 prior to becoming a police officer. Because he spoke about his background for approximately 20 minutes, valuable time was taken away from the subject matter. The audience learned the facts vs. fiction of Islam. **Facts:** Islam is to believe in God, prayer five times a day, charity, fast during Ramadan and Haji. **Fiction:** terrorism, genital mutilation, polygamy, seven virgins in heaven, and suicide bombers. Although being a Muslim was discussed, there was no substantive correlation made to policing. When the floor was open for questions, there was no time remaining to ask questions. The presenter spoke during his entire presentation so there was no interaction with the audience. At the end of the workshop, I did not feel I learned nearly as much as I had anticipated. There were three very informative handouts disseminated that provided examples of the Islam vs. Isis; the Qur'an rule of the use of force and sanctity of life; and policy recommendations for law enforcement.

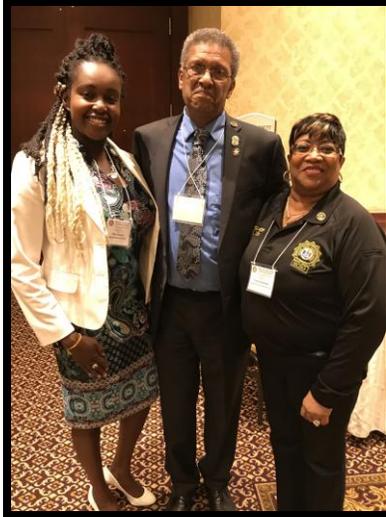
Conflict Engagement for Law Enforcement was a great and very interactive presentation. Five exercise handouts were distributed, although we only had time to participate in three of the exercises: **Ice Breaker: What's Your Headline**; **Adjusting One's Conflict Management Style**; and **Conflict Scenarios** (four separate scenarios). The discussion included definition, objective, and nature of conflict; **stages of conflict**: latent, perceived, felt, manifest and aftermath; **causes of conflict**: different values, stereotypes, unequal distribution of power, unequal treatment or the perception of unequal treatment, lack of communication or lack of communication, and lack of internal or external support; and **ABC's of responses to conflict**: avoiding, accommodating, bargaining, competing, and collaborating. The audience was very engaged.

Is This Racism or a Failure to Adapt to the Trend of Today's Candidates? This was a good and very interactive presentation. The audience participated in an exercise by sending a text to the presenter: Elliottboyce707. The presenter recommended officers to have a will and a power of attorney. Various recruiting strategies were discussed. There was also discussion on implicit bias. An example was when the presenter's 24-year old son took a picture standing next to a Tesla car. An officer said he would not hire him because he stood next to that expensive car, which made the officer feel the presenter's son was a thug. The officer was not aware that the presenter's son had the car for the summer only because he is an engineer major and was helping to design the back seat in the vehicle. We also watch a powerful snippet of a YouTube video, depicted from the television series *Scandal* titled [Officer Monologue: "They Question My Authority."](#)

Police Reform – A Work in Progress workshop discussed nature of police reform; the Police Reform Act of 2002; the meaning of a consent decree; and how cities are dealing with their consent decree (Miami, FL; Newark, NJ; Cleveland, OH; Ferguson, MO; Baltimore, MD; East Haven, CT; Seattle, WA; New Orleans, LA; and Chicago, IL). A historical timeline was provided for the Chicago Police Department listing 24 relevant dates (from the October 20, 2014 fatal shooting of 17-year old Laquan McDonald to the August 29, 2017 date the City of Chicago and the Illinois Attorney General entered into an agreement to solidify the comprehensive reforms. A group exercise consisted of being the Chief of Police for the day. Each group would select one of the five focus areas in the Chicago Police Department's [Next Steps For Reform in 2017](#). The acting Chief of Police for each group was tasked with developing reform strategies for their respective focus area and a plan to implement those strategies. Each group surprisingly did much better than I had anticipated. Their strategies and implementation was well thought out. Many participants learned how the lack of manpower and financial resources can have a profound impact on a police agency's reform efforts.

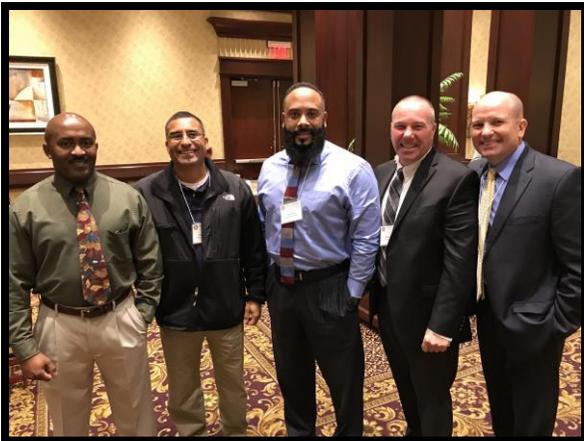
These are only brief descriptions of some of our workshops. It is always a very positive network opportunity to interact with our law enforcement counterparts across the country. It's a great way of learning how to accomplish something more effectively and bringing the information back home to our respective agencies. The conference ended with an awards ceremony at the Cape Verdean Progressive Center in East Providence, RI. **Ray Rickman** was the 2017 recipient of the [Community Policing Award](#). Ray is a business man, President of the Rickman Group and the Executive Director of Stages of Freedom. **Raymond "Two Hawks" Watson** was the 2017 recipient of the [Community Service Award](#). Raymond is an Artist, Community Activist, Educator, Cultural Practitioner and a Convener. The remainder of the evening consisted of drinking, conversations with new and old friends, and a lot of dancing. The [Rhode Island Guardians Association](#) really pulled together a very enjoyable evening for all who were in attendance. Thank you for a wonderful time! A special shout-out to **John P. A'Vant**, President of the Rhode Island Guardians Association. You are a fantastic host!

Police and Community: Rebuilding Our Commitment Picture Page (Workshops)



Police and Community: Rebuilding Our Commitment

Picture Page (Workshops & Award Ceremony)



On Your Shoulders, We Stand

Dr. Matthew F. Fogg

Chief Deputy (retired)
U.S. Marshals Service

Interviewed by Shawn Kennedy
(August 21, 2018)

When I think of trailblazers, **Dr. Matthew Fogg** is definitely a name that comes to mind. I believe Dr. Martin Luther King, Jr. said it better, *"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."*

The first time I heard of Matthew Fogg was back in the 90s. I was a young officer who became active with the Guardians police association in Chicago, and also with the National Black Police Association (NBPA). As I networked with officers across the country, I can remember hearing Matthew's name mentioned a couple of times in conversations. It was by happenstance that shortly thereafter, I came across an article regarding racial discrimination within the U.S. Marshals Service. So I decided to search the web for additional information and discovered several articles regarding Matthew Fogg's experience with the U.S. Marshals Service, as well as interviews on CNN, C-SPAN and other broadcast media. As a young officer, I was fascinated to learn that racial discrimination did not just occur on the local level of law enforcement, but also on the federal level as well. It must have been my naiveté that made it so difficult for me to grasp that concept. Up until that time, I had only been engaged in conversations with officers regarding racial discrimination in their respective local municipalities, for the most part.

So one day I decided to reach out to Matthew from possible contact information in one of the articles I came across. I was surprised he responded to my email. We emailed back and forth several times, with Matthew directing me to additional information. We eventually talked on the phone several times. I could tell he was passionate about sharing information regarding his experience with racial discrimination and was willing to assist other officers who found themselves in a similar predicament. I can remember writing a brief highlight of the assistance Matthew provided to Philadelphia Officer Aisha Perry. (The article appeared in the summer 1999 edition of **The Black Skyline** newsletter, which was a publication for the **National Black Police Association – Chicago Chapter**.) At that time, Matthew was one of the founders of the **Congress Against Racism and Corruption in Law Enforcement (CARCLE)**. His organization, along with the [Guardian Civic League](#), assisted an officer win a \$42K judgement against the Philadelphia Police Department. The officer filed a federal lawsuit based for retaliation, after "blowing the whistle" on corrupt officers.





I had an opportunity to finally meet Matthew Fogg in 1998. I had flown to St. Louis, MO, along with a contingent of other officers from across the country, to rally in support of Officer Dennis McLin. He was facing suspension and possible termination from the St. Louis Police Department, during a police board hearing. Matthew was present for the same purpose so we had an opportunity to discuss various topics. The strong show of support, which also included members from faith-based organizations and many citizens from the community, forced the police board to cancel the officer's hearing.

We lost contact over the years but I ran back into Matthew a few years ago when I flew to Philadelphia. The Guardian Civic League was hosting their Annual Scholarship Awards Dinner Dance and Matthew was the keynote speaker. He was still very active on the national level, speaking out against racial discrimination. I knew back then I would eventually request an interview with him because I felt he was an individual whose story needed to be shared. Officers need to know the many things he did to pave the way for the next generation of police officers. (All below listed hyperlinks are accessible via electronic copy at www.nableo.org, "Newsletter".)

Matthew F. Fogg is 66-years old, single, educated and is highly respected for his work in law enforcement on the federal level, as well as for his activism for civil and human rights. He was born and raised in Washington D.C., which is where the majority of his hard work took place. He served 32 years of active service in law enforcement. Matthew was the Supervisory Agent in charge of a U.S. Drug Enforcement Administration (DEA) joint drug and gun interdiction Metropolitan Area Task Force. He was promoted to Inspector in charge of the USMS unit for the International Criminal Police Organization, also known as INTERPOL. Matthew also held leadership positions in several organizations like the **Congress Against Racism and Corruption in Law Enforcement (CARCLE)**, [Law Enforcement Action Partnership \(LEAP\)](#), [Blacks in Government \(BIG\)](#), [Amnesty International U.S.A.](#), and the [Federally Employed Women \(FEW\)](#), just to name a few. In 1998, Matthew's [landmark Title VII verdict](#) against his employer, the U.S. Marshals Service, resulted in a \$4M award. His victory led to the U.S. Marshals Service having their first African American presidential-appointed Director, John Marshall, who happened to be the son of Thurgood Marshall, the first African American nominated as Associated Justice of the U.S. Supreme Court. Matthew's background assisted him in winning many other EEOC cases for others.

- SK: What is your educational level?
MF: I have a Bachelor of Science degree in Criminal Justice from Marshall University, in Huntington, West Virginia. I received an honorary doctorate degree (Ph.D. in Philosophy) from Global Oved Dei Seminary and University in Miramar, FL. I received my Chaplaincy certification from the same place.
- SK: What law enforcement agency did you worked for?
MF: U.S. Marshals Service.
- SK: What year did you join the U.S. Marshals Service (USMS) and what year did you retire?
MF: I joined them on December 27, 1978 and retired December 31, 2008. I had two additional years of government service, so it totaled 32 years.
- SK: Describe the ranking system within the U.S. Marshals Service?
MF: You start off as a Deputy U.S. Marshal (DUSM) and career law enforcement employee assigned to one of our primary focus areas (witness protection, asset forfeiture, fugitive warrant, or court security). DUSM's designated titles are: Criminal Investigator (criminal investigations); Supervisor, Assistant Chief, Chief, Inspector; and Supervisory Inspector. An Assistant Director and Director are appointed by the U.S. Attorney General. A U.S. Marshal is appointed by the U.S. President. My tenure with the U.S. Marshals Service was well-rounded because I handled a variety of local and federal jurisdictions in Washington, D.C.
- SK: What are some of the distinguished awards you have received in your law enforcement career?
MF: The Director's Award was the highest USMS award and I received the Federal Bar Association Award, U.S. Drug Enforcement (DEA) Award, the NAACP Barrier Breakers Award, and the Blacks In Government (BIG) Meritorious Service Award, just to name a few.
- SK: Are you a member of a church?
MF: Yes, I'm a member of Way of the Cross International founded in Washington D.C. and located in District Heights, Maryland.
- SK: Describe your early experience with the U.S. Marshals Service?
MF: Let me first take you back. When I was a young kid, I got locked up. I worked in a grocery store as a package pickup clerk. A young group of bullies robbed strong-armed a boy outside of the grocery store and took his money. The manager told me to call the police and a police officer (who knew me from a previous summer youth program at the police station) came to make a report. My name and another store clerk's name were listed as witnesses on the report. I was 17-years old; one month prior to my 18th birthday. Somehow the police detective assigned to investigate the incident mistook our witness names in the report as the suspects. When I turned 18-years old, a Metropolitan police detective, along with a group of police officers, came to my house on a Saturday morning and arrested me for Robbery. They also arrested the other store clerk while working at the grocery store. The store clerk and I were totally in the dark about what was going on. My mother cried, saying my son would never commit robbery. Down at the station, the white detective said I had no police record and insisted that I simply admit to the robbery. I was baffled, confused and scared and refused to admit to a crime I did not do. When the detective showed me the picture of the person who he claimed I robbed, I adamantly informed him that my co-worker and I were the witnesses listed in the report, who originally

reported the incident. The detective left me handcuffed to his desk and went away for a long period of time. He then returned and said the victim told him we did it. I knew without any doubt the detective was not being truthful. He was simply trying to cover-up for his false arrest. Later I was transported to the D.C. Central Cellblock for fingerprints and photos. I was very upset and was refusing to be processed any further. A black cop calmed me down and told me that he believed me, but told me that I was already in the system and there was nothing I could do at that time, but comply with the process. After processing me, they put me in a small cell with a heroin addict, who was having withdrawals. Because I didn't know anything about drug withdrawals, I jumped on the top metal bunk yelling out the guy is turning into a "werewolf". Another prisoner in the lockup unit yelled from another cell and said the guy was suffering from "cold turkey". Because I was so naïve, I thought he meant my cellmate had possibly eaten some cold turkey meat. Later, I realized that God wanted me to experience this false arrest for a reason. The police took us upstairs for a lineup to see if we were responsible for any other crimes. On Monday morning, the U.S. Marshals Service came and put all the people who were locked up that weekend, on a bus (along with who appeared to me as a girl but I was later told by other prisoners was a transvestite), and took us to Superior Court cellblock to be arraigned in Superior Court. I never saw a judge. The U.S. Marshals, who handle all the local D.C. lockups similar to what all Sheriff departments do in all other U.S. jurisdiction's, simply freed me several hours later from the Superior Court cellblock. Later, the same false arresting detective told me that the charges were dropped and nothing will be on my record. When I came out of college, I checked and there was nothing on my record. When I applied for Metro Transit Police Department after college (before I applied for the Maryland state PD), the Robbery charge was still on my record. I told them it was a mistake. They told me they could not hire me. I wrote a letter to then President Jimmy Carter. The American Civil Liberties Union (ACLU) got my letter. They said that because the three year statute of limitations were exhausted, I could not sue for damages but they would have the arrest record totally expunge. I attended Marshall University (MU) in 1972, a year following the airplane crash that killed most of their varsity football players. A Hollywood movie came later titled *We Are Marshall*. During my time at MU, I was active as the President of the Black Student Union (BSU) and I changed the name to Black United Student (BUS). The students nicknamed me the "BUS Driver". The Vietnam War was winding down, "streaking nude" was a new form of campus protest and MU had about five, black Greek fraternities & sororities. I worked as a campus security guard as part of a work study program. I was a student photographer and producer at a MU television station. I became the founding editor of *BUS Lines*, a newsletter that addressed black life and racial discrimination at MU. I formed a central committee with the president of each black Greek organization. We were able to sit down with the University President who indicated that the BUS newsletter enlightened him to our concerns and he wanted to make changes at MU.

Marshall University was predominantly white, which was a culture shock for me coming from Washington D.C., which was known as "Chocolate (Black) City" at the time. In some ways, MU reminded me of when I was about 10-years old and wanted to go to the Boys Club in D.C., which was racially segregated. The white folks moved to the suburbs to avoid living with black families. They would bus their kids back into our black neighborhoods to attend the "whites only" Eastern Branch Boys Club on Capitol Hill. We would play football with the white kids on a grassy field in front of the club until it was time for the club to open. At that time, we would all run up the stairs to the Boys Club doors but white club administrators would stop the black kids from entering and allow the white kids to enter the club. I remember distinctly that there were several white kids I was close to and played with. A few of those white kids would turn around

and look at me with sadness, but they chose to still enter the Boys Club and enjoy the privilege of using the facility. Later, my twin brother, other friends and I, attended the March in Washington in 1963. Masses of black folks were coming into Washington, D.C. from all over the country. I did not quite understand at that time totally what it was about, but I was there and remember so many people were emotional about Dr. Martin Luther King's speech. I can also remember when my twin brother and I had BB guns looking for birds and squirrels in the wooded areas of the Congressional Cemetery area in D.C. The police came and started aiming their guns and rifles at us. I was so scared that I ran, dropped my gun and hid inside of one of the tombs. I prayed they would not find me or kill me.

SK: Do you feel your arrest experience paved the way for who you are today and your choice in law enforcement.

MF: It clearly made me take an interest in that job. I did work as a summer youth at a police department when I was 16-years old. They would let me drive their police cars up and down the street in front of the station, in order to fill the cars with gas. I felt good and empowered. The next year, I worked at the Safeway, the same place when the false arrest incident occurred. I always worked around law enforcement entities, even as a student security guard at MU, and I was only an observant (no arresting powers) on campus at times when the real security police had to take people into custody.

SK: Did you feel you could effect a change as an officer yourself?

MF: Yes, I needed to be the person who could effect change. I did not want to disregard the police. I was understanding more about discrimination and racism. I wrote about the disparate treatment of black college athletes, and the lack of social services for black students. It really hit home when the arrest on my record surfaced. That's when I wrote to then President Carter about the unfairness.

SK: What was the ethnic makeup of the U.S. Marshals Service when you joined in 1978?

MF: There were no black managers at the top level. The highest level was supervisory level. The USMS had one black man who was an Assistant Director of Personnel, Benjamin Butler. He was a good friend of Reverend Richard Rice of Liberty Baptist Church in Washington, D.C., and who was a good friend of my family. Reverend Rice stopped by my home on Capitol Hill in D.C. I told him my college degree was in Criminal Justice and that I was applying for the Maryland State Police. He said he would inform the USMS Assistant Director Butler about me, my degree and interest in the USMS. Later, Assistant Director Butler contacted me and asked me to come to his office. He told me that he was trying to find qualified Black applicants. He said someone from the USMS will send me an application. I met all of the requirements. It took three to four months. I have an identical twin brother Mark, who applied for the Maryland State Police Department when I did. We were both accepted. I was just about to join them when the U.S. Marshals Service offered me a position. What I came to understand was most black applicants in the USMS, and most law enforcement jobs, do not have a mentor or someone to help them in the hiring process, although they may be well qualified. Most Whites do. They always have the power. We never had it. Real racism is being in the position to affect change.

SK: While you were a federal agent with the USMS, were you ever call the "n-word", to your face, by either a citizen or another member of USMS?

MF: While I was at Marshall University, someone called me a nigger as I came off the elevator. I heard it on the job but I can't remember being called it to my face. I went to predominately

black schools, prior to college. My decision to attend predominantly white MU was influenced by my relative; my mother's roots and my famed cousin Steve Harvey, whose grandmother and my grandfather are siblings from West Virginia. One of my cousins close to Steve convinced me to attend MU.

SK: What ranks did you eventually attain with the USMS?

MF: Through the lawsuit, Chief Deputy of the U.S. Marshals Service. The USMS made me an EEOC investigator early in my career. My training and experience became instrumental when I filed my lawsuit. There was a white Chief Deputy of the USMS, who would try to impede the progress for Blacks who were astute. I was told by other workers, who observed my talent, to avoid that particular Chief. Later, that Chief lied on me and as a result, I was pulled off of a high profile America's Most Wanted – prime assignment. I was sent to a much less desirable assignment. It was known as the "Siberia Assignment" in the D.C. Superior Court. It's considered less desirable because as a Deputy Marshal, you are not conducting any investigations. You're sitting in courtrooms all day, watching prisoners. I filed a discrimination complaint in 1985 with a little more than six years on the job. Later, there was another incident involving the same white Chief Deputy which validated my racial complaint. He told a "coon" joke at a retirement party at the Andrews Air Force Base. This occurred in front of about 200 people, mostly Blacks. The presidential-appointed U.S. Marshal informed me because I was not present at the event. The "coon" joke occurred about four years after I filed my official Equal Employment Opportunity (EEO) Complaint against him. The person I am referring to is Chief Deputy Ronald Hein (USMS). In 1989, I went to Capitol Hill and blew-the-whistle on why he should not receive a presidential appointment. I addressed a Senate Judiciary Sub-Committee, who was investigating nominees to include the presidentially-appointed Chief Deputy Ronald Hein for appointment as the next U.S. Marshal for the District of Columbia Superior Court. The subcommittee wanted to hear what I had to say. Being a former USMS collateral EEOC investigator/counselor, I had the background necessary to research other incidents of discriminatory behavior by Chief Hein, and display a practice and pattern of disparate treatment towards Blacks. I felt at first the members of the subcommittee appeared disinterested in my research, but when I told them about the "coon" joke that Chief Hein told in front of a group of people, they seemed very interested. I told them to contact the current presidential-appointed (black) U.S. Marshal for the District of Columbia District Court, who advised me of the incident. Later, the U.S. Marshal said he told the subcommittee Chair that he thought the joke had serious racial overtures and was way out-of-line. The subcommittee was also concerned as to why the USMS had not officially processed or resolved my outstanding EEO Claims filed in 1985, which included ongoing amendments. I believe that USMS managers pushing Chief Hein's nomination did not want anything to sully his reputation, pending his potential nomination. Later, Hein testified in Federal Court that he withdrew his nomination and retired after the subcommittee indicated they would not recommend his name to go forward for the appointment until my EEO allegations were investigated or resolved. The point is that when an individual blows-the-whistle against unfair treatment, it doesn't stop with the culprit that you have identified. It becomes an infectious disease within the entire organization and other friends and associates of the culprit, who are in a position of authority, will begin to target you. Once Chief Hein retired from the USMS, there was much fallout for me afterwards. One such serious life and death incident occurred in 1991 when I was on a dangerous fugitive stakeout. When it came time to effect an arrest in Baltimore, some of my white subordinates had already left the stakeout without my knowledge or permission, and with support of a high level white manager who was later promoted to Assistant Director. Another

incident occurred in 1990, when a white employee and myself were the top two DUSM Criminal Investigators selected for a promotion by a black headquarters division chief. The white U.S. Marshals Director, now a sitting Miami Chief Judge, specifically pulled my name off the top of the promotion list and promoted the last (14 on the list) white DUSMs on the certification list, in place of me. In 1998, a federal jury in the District of Columbia found that Hein and the USMS Director's promotion selection grossly violated of my Civil Rights.

- SK: What police organizations did you belong to during your tenure with the USMS?
MF: I was a member of [NOBLE](#), [NBPA](#), and LEAP, which originally stood for Law Enforcement Against Prohibition and was later changed to Law Enforcement Action Partnership.
- SK: What is the Law Enforcement Action Partnership?
MF: Its original mission was an organization against drug prohibition and the so called war on drugs. LEAP supports criminal justice and drug policy reforms. The mission has broaden to now include community partnerships.
- SK: What are some of your accomplishments with LEAP?
MF: It includes testifying in various forums for support of medical marijuana laws, and criminal justice reforms to include sentencing structures and calling for treatment instead of incarceration. Some of LEAP's major advocacy successes during my tenure includes the changing of marijuana laws in Denver, CO; Seattle, Washington; and Washington, D.C. I always believed since the war on drugs cannot be racially applied as statistics prove, then legalize it.
- SK: You and I met for the first time in St. Louis in the late 1990s. An African American police officer was scheduled to face his police board hearing for a suspension and possible discharge. Several law enforcement officers from various agencies came to show their support. What encouraged you to travel so far to support a fellow officer?
MF: I did the same thing in Baltimore, MD; Philadelphia, PA; New York City, New York; Chattanooga, TN, Springfield, IL, Prince Georges County and many other places around the United States. I did it to show support for good police officers and advocate against racial disparities. I am an agent of change; to effect change. I have been a trailblazer for others to follow.
- SK: Have you written any books?
MF: I am writing a book called [Bigots with Badges](#). I have been working on it since 1997 😊. The title of my book is from an article of the same name that appeared in the *New York Post* on March 16, 1997. It was a special report on the blatant racism within the U.S. Marshals Service. Several U.S. Marshals – Inspector William “Bill” Scott, Deputy U.S. Marshal Stephen Zanowic, Jr. and myself, testified during a hearing on Capitol Hill, regarding the systemic racism and disparate treatment of Blacks within the U.S. Marshals Services. In 1997, the Congressional Black Caucus (CBC) conducted the hearing in Washington, DC. Each hearing participant had reported retaliation after exposing racism and corruption within each respective federal Agency. Stephen Zanowic Jr., who is white, stated he was given a black rubber rat by a white supervisor, after reporting racism. The USMS management promoted that same supervisor to Chief of the USMS Internal Affairs Division. Zanowic's black partner Inspector William Bill Scott, testified he was abandoned on a dangerous fugitive stakeout by his white DUSM back up team, after he filed official race discrimination complaints. Ironically, Scott later died from

injuries he sustained in a suspicious car accident and the unknown assailant was never located. Chairwoman of the CBC, Maxine Waters, invited agents from other federal agencies such as ATF, DEA, Customs, and FBI, to report on racism in federal law enforcement. We were all given letters by the CBC Chair indicating we showed great courage in coming forward and letting the public know the dangers and reprisals we were facing. Amazingly, everyone, 12-18 folks who testified that day, were either terminated, forced out or later fired from federal employment.

SK: Did the U.S. Marshals Service actually fire you?

MF: Yes, in 1995, which was later overturned by the 1998 landmark \$4M Federal Jury verdict.

SK: Give an example of the stress you endured during your time in the U.S. Marshals Service?

MF: I was on a stakeout in Baltimore, MD regarding a fugitive who was on the USMS – 15 Most Wanted List. These are dangerous fugitives similar to the FBI 10 Most Wanted program. I supervised a DEA/USMS task force group called the *Dirty Dozen* and was directed to capture a convicted murderer and fugitive who had escaped from prison and had been on the run for nearly a year. It took me three weeks to apprehend him. At the same time, one of our major Dragnets Fugitive Operation known as *Operation Sunrise*, was initiated in seven major cities around the U.S. We investigated federal, state and municipal warrants, networking with other USMS dragnets across the country for 90 days. On the opening day, a couple of white Marshals left my Baltimore fugitive stakeout, without my knowledge and permission. They drove all the way to the USMS Headquarters office in Crystal City, Virginia and complained to the Chief and Deputy Chief that I was on a “wild goose chase” and wasting USMS resources. I then received a phone call from the Deputy Chief of the USMS Enforcement Division, letting me know the guys were in his office and the Chief was going to change the task force in three more days if we did not capture the fugitives. I was completely shocked when the Deputy Chief told me he could not charge those Marshals with desertion and insubordination for leaving me and my other men, to capture highly dangerous fugitives who were truly armed and dangerous and planning to kill. After the Deputy Chief and I ended the conversation, the fugitives showed up where we thought they would be and we were able to apprehend both fugitives. They were carrying a fully loaded sub-machine gun and a 380 caliber handgun. One of the fugitives who had a gun in his pocket, later told me that if I had not surprised him, he would have exchanged gun fire with me because he did not want to return to prison. I literally held his hand and gun in his pocket while we were able to subdue him without any shots fired. My life, and the life of my men, were put in grave danger and when the USMS allowed the Marshals that abandoned me to go unaccountable, the stress could not have been more prevalent knowing the deserting Marshals were supported by Headquarters management.

SK: Have you ever filed a lawsuit against your department?

MF: In 1994, I filed both a personal action in federal court alleging systemic discrimination and reprisals in the USMS against me, and shortly thereafter, a Class Action lawsuit indicating that all black U.S. Marshals and Detention Officers nationwide were subject to the same type of treatment. Imagine that I filed my original internal EEO Complaint in 1985. I took it to federal court in 1994 and received a jury verdict in 1998. I was awarded a \$4M judgment for damages and back pay, which also included a promotion to Chief Deputy. Today, the Class Action is still pending and I am still being harassed by DOJ officials in the mishandling of my judgment and retirement. I have also helped many federal workers win EEO Complaints filed with the U.S. Equal Employment Opportunity Commission (EEOC.)

SK: Describe the benefits you gained from networking while you were a member of the National Black Police Association (NBPA)?

MF: I learned how to address racial discrimination in law enforcement. Obviously, if law enforcement was fair and a true blue brotherhood, there would be **no** need for Black law enforcement organizations.

SK: What are some of the major differences you see today with the U.S. Marshals Service, from when you first joined as a Deputy Marshal in 1978?

MF: I feel that I'm the reason why many things changed. When my case was in federal court, I know that certain USMS management officials did not want my case to go to trial. Based on my lawsuit, Sylvester Jones, a black agent, was promoted to the first black Associate Director and Senior Executive Service (SES) member of the U.S. Marshals Service. We could not settle on what needed to be done because management did not want to change the old guard. It was a very risky move because I could have lost everything, including my life. The presiding judge actually said the jury inferred the environment of the USMS was systemically discriminatory in the upper echelon and that "occult racism" was more likely the reason for my issues in the USMS. Also as a result of my lawsuit, more Blacks were promoted. John W. Marshall, who was the son of Thurgood Marshall, became the first African American to be appointed as Director of the U.S. Marshals Service. All of this was a result from my exposure. Today it appears that history is slowly drifting back to the same "old boys" network that challenged and broke down. Many retiring black Deputy Marshals have started to be replaced with white Deputy Marshals.

SK: Did black Deputy Marshals support you during your ordeal with the U.S. Marshals Service?

MF: Many of my fellow black and white colleagues distanced themselves from me. But I will say that when I was going through my actual trial, several Marshal managers, both black and white, that I needed to tell the truth, did definitely stepped up to the plate. This included white Deputy U.S. Marshal Stephen Zanowic. Also one of the most riveting moments of the trial was when presidential-appointed (SES) U.S. Marshal Herbert Rutherford III (black) stated, "If Matthew Fogg had been white, wouldn't none of this have happened." That was one moment in time when I was racing with destiny as Whitney Houston sings, and that's when the tears began to flow down my face as I tried hard to not let the jury see my expression. That's something you just don't see managers at his level say, even if they know it to be the truth. They know the reprisals from the infamous blue wall of silence after such admissions.

SK: What do you feel is the importance of joining a police association to network?

MF: I feel it's important to understand that many black police networks have become compromised. Many were formed during a time when networking was necessary. The NBPA would never have been needed if we [Blacks] felt included. Yes, we want equality and a blue brotherhood that is inclusive. Some organizations are following a pattern that concerns me. What is the real mission of black organizations today? Their only focus appears to be getting a few Blacks promoted, but not protecting black citizens against the same racial injustice we are experiencing internally from a racially divided police hierarchy. Therefore, most black organizations are just not doing what they were mandated to do. The statistics would not be so disproportionately negative to blacks, in and out of law enforcement, if these organizations were being the watchdogs against discrimination they were originally designed to do. It's still

plantation politics and at some point, just like I did, black officers have to take the risk and escape the plantation in order to effect real change. If the promoted Blacks are only carrying-out "popping the whip" against other Blacks, they are promoting the plantation mentality!

SK: List how your tenure as a federal agent has benefited your life?

MF: It made me a stronger civil and human rights advocate. It has given me a voice that I would not have, had I not challenged the institution and the federal blue wall of silence. America is a warring nation. It took a great civil war for change, although in many ways, America still has not changed. We still have a very racially divided nation. It reminds me of the Boys Club incident where my white friends decided to enjoy the privilege they were entitled to, just for being white. Instead of sacrificing their entitlement, realizing that it was unfair to me, they could have said, "If he can't go in, I will not go in either." If American operated like that, the system would fix itself. America would no longer be racially divided.

SK: Has being a federal agent negatively affected your family life?

MF: It clearly kept me from getting married because there was always a fear of getting my family, and those who I must protect, hurt. Many black agents would tell me privately, "Fogg I have a family I must feed and USMS management will destroy you for sure. I just can't take that hit. The U.S. Department of Justice is too big and has too many resources. You can't win. America is why the abomination of slavery lasted for many centuries."

SK: What messages would you like to give to young officers today?

MF: You either get involved or it will involve you, one way or another anyway. I learned to say that I only regret that I have only one life to live defending the civil and human rights of other.

SK: If you had an opportunity to relive your career again, what would you change, if anything?

MF: I would have done it the same way. During our settlement negotiations, DOJ attorneys representing the USMS tried to settle by offering me a nice promotion and a lot of money, but did not want to admit the USMS environment was racially hostile to black employees. I almost accepted the settlement and if the DOJ attorney had kept his mouth shut, instead of telling me about a black female employee who was just like me and went into court and lost, I probably would have taken the settlement. I wanted the USMS management to admit their discrimination against the other black marshals. The DOJ attorney reiterated that I had been nursing my EEO claims for 13 years and that they knew my record showed I was a good, hardworking marshal but they were not going to admit that if I decided to go to civil trial.

SK: What words of wisdom would you like to share with police organizations of today?

MF: You have to get involved with your total mission plan. You have to effectively take on the issues that created your existence. If you don't, then you become a symptom of the problem. If you look and see that we're losing ground on racial equality, then you have to say that you are part of the problem. Anytime you have a solution to a problem in law enforcement, it's oftentimes going to bring heartburn. It's part of change.

SK: What is your fondest memory in law enforcement?

MF: Probably joining the Special Operations Group (SOG) a.k.a. SWAT and the camaraderie we had during tactical operations, training and debriefing sessions.

SK: Would you recommend young people to join the U.S. Marshals Service.

MF: Most definitely.

SK: What is your worst experience in law enforcement?

MF: When I had to go to the funeral of my comrade and friend USMS Inspector William Scott in New York City. Man, DUSM Stephen Zanowic and I cried hard within, as the tears flowed while someone sang a solo *Wind Beneath My Wings*. We knew that Bill should not have gone out like this. Just knowing all of the stuff we had been through – exposing the racism in the Marshal's Office. He saw me win my case but it was on appeal when he died. He lost his case. He was a renowned karate guy who went to China and won a tournament, and maintained several martial arts classes. He loved his U.S. Marine Corp. history. His neck was broken from his suspicious car accident and he became a paraplegic, which later caused his death.

SK: Do you have any regrets in your career choice?

MF: No

SK: Who were some of your mentors as you rose up the ranks in the USMS?

MF: Herbert Rutherford, William "Bill" Griffin, Donald Horton, Wallace Rooney, Jimmy Lee Parker Carlene Jackson, DEA Agent Group Supervisor Andrew Johnson, and Assistant Special Agent-In-Charge Pete Davis.

SK: What are you most proud of in your law enforcement career?

MF: When I had an opportunity to be a "first responder" at Ground Zero, following the terrorist attacks on the World Trade Centers. God gave me an opportunity to go into the danger zone and help to save others.

SK: Are you still very active in your retirement?

MF: I am the National 2nd Vice President for Blacks in Government. I founded the Redstone Area Minority Employees Association in Huntsville, Alabama to advocate against employment discrimination by U.S. Army employees on the Arsenal. I am the first male President for the Federally Employed Women's Legal & Education Fund, who sponsors the Annual Whistleblower Summit in Washington, D.C. I am the former National Vice President for Congressional Relations for Federally Employed Women; a former Board Member for Amnesty International; and an Ambassador for Peace for [Universal Peace Federation](#). I received an honorary Ph.D. for my body of work in life achievements and a Chaplains license to visit and pray with prisoners. I was also just nominated for the CNN Hero for 2019. By the way, I participated as a workshop presenter and sponsor for the [Whistleblower Summit for Civil and Human Rights](#) recently in Washington, D.C. On August 12, 2018, I proposed three [resolutions](#), which were adopted by the National Delegates of Blacks In Government. I also campaigned for public office.

SK: What three words or phrases best describes you?

MF: Ambassador for peace; Trailblazer; Compassionate

*"Brotha Matt, it was truly a pleasure picking your brain and learning more details of your life experiences. You are a prime example of why education and networking is so important today. I strongly encourage you to complete your book **Bigots With Badges**. Your collection of work definitely needs to be shared with others."*

Guardian Civic League 2018 Summer Enrichment Program



The **Guardian Civic League** hosted an annual **Summer Enrichment Program** since 2010. The objective is to have a place for our members' children, and children within the community, to have a place to go during the summer. The program is low cost and has an emphasis on math, reading and science. The campers swim twice a week and go on trips like roller skating, bowling, the zoo, Fun Plex and other field trips. The program is two-fold. The enrichment part is to hire high school students to develop their work ethics. On the first day of this six-week program, some parents had to drag their child to camp, but on the last day, all of the children were crying because they did not want to leave, even some of the counselors. The Summer Enrichment Program is one of the ways the Guardian Civic League continues to build bridges between the community and the police. It's a labor of love!



Law Enforcement Family



Members of the **Yonkers Guardians Association** were honored during the 75th anniversary of the Nepperhan Community Center. They are active and retired officers of the Yonkers Police Department. Pictured (left to right) retired **Vincent Tilson, Sr.**; President and recently promoted **Detective Sergeant Charles Walker**; NABLEO’s Sergeant-At-Arms, retired **Stuart Barksdale**; **Autumn Edwards**; **Shaina Jacobs** and recently promoted **Sergeant Cherie Prashad**.



New Haven Guardians and NABLEO member **James Baker**, and his lovely wife **Dr. Michelle Baker**, were in Chicago, IL for the National Gang Crime Research Center (NGCRC) 21st International Gang Specialist Training Conference, on August 5-8, 2018. Dr. Baker conducted the workshop titled *An Overview of the VETTS Program: [Veterans Empowering Teens Through Support](#)*. The Bakers met up with NABLEO’s Information Officer and Chicago native **Shawn Kennedy** to enjoy a relaxing dinner at Gibsons Bar & Steakhouse.



Guardian Civic League and NABLEO member **Crystal Williams** married **Alphonso Coleman** on July 1, 2018. Crystal is a Detective with the Philadelphia Police Department.

Law Enforcement Family



President of the **Yonkers Guardians Association Charles Walker** (center) was promoted to Sergeant of the Yonkers Police Department, on August 1, 2018. Charles is the first African American to attain that rank in the history of the Yonkers Police Department. His shield was just pinned on him by former president, retired **Vincent Tilson, Sr.** (white shirt). Watching with admiration is Yonkers **Police Commissioner Charles Gardner** (standing in suit).



The **New Haven Guardians** recently celebrated the retirement of **Sergeant Joe Dease** and the promotion of **Cherelle Carr** to Detective. Joe had 21 years of service with the New Haven (CT) Police Department.



Nancy Jordan (right side of Santa) worked diligently with Faith Baptist Church to host their Annual Holiday Toy Distribution on December 16, 2017. Children 12 and under received a toy of their choice and teens from 13 to 17 received a gift card.

Dated: September 7, 2018

Black Law Enforcement Officers Stand In Support of Nike and Colin Kaepernick

Mr. Parker,

Having recently been advised of the comments referred to you by Michael McHale, President of the National Association of Police Organizations, as they regard your selection of Colin Kaepernick for your current "Just Do It" advertising campaign, I felt that it was needful for you to be provided with a different viewpoint, one that is equally representative of the feelings of law enforcement officers who have both served and sacrificed for the sake of the nation.

Our organization, consisting of men and women of color who serve at all levels and ranks within various criminal justice agencies throughout the nation, finds it suitable to support Mr. Kaepernick's chosen method of protest as it is constitutionally his right to do so. This, in fact, seems to be a point of fact that has escaped both Mr. McHale and all others who have chosen to be offended. In fact, the United States Supreme Court, in the landmark case of *Texas v. Johnson*, 491 U.S. 397 (1989) affirmed the constitutionality of a person's right to burn the flag if they so choose, which is obviously a much more notorious type of 'disrespect' for the nation's principal emblem of patriotism than the act of "taking a knee".

Yet disrespect for the flag, the military and what they symbolize was not the original intent or cause for Kaepernick's protest, again a simple fact that appears to have been neglected, and apparently seriously misunderstood, by Mr. McHale and others that have taken offense at Mr. Kaepernick's actions. The continuing, mounting display of racial/ethnic disparities in the use of lethal force by law enforcement officers and the seeming lack of judicial accountability for those actions was the sole and principal genesis of his protest and continues to be so to this very day. His protest was begun out of a search for justice and equality, rather than as a symbol of disrespect and discourteousness. Thus, your inclusion of Mr. Kaepernick in your current advertising campaign, and the slogan you have chosen, would seem to be highly appropriate.

As to NAPO's complaint regarding the perceived falsehood that police are racist, we must remind them of the documented fact that the very foundations of the law enforcement profession were based, by design, on the concepts of controlling people of color and lower income. This in no way should be interpreted as saying that all law enforcement officers are racists, but must be accepted as an acknowledgement and understanding that there are amongst us those who utilize the power and might of their position to perpetuate racial profiling, police misconduct, excessive use of force, and unethical, nonprofessional behavior where it concerns their dealings with people of color.

As to our right to provide this viewpoint, African American law enforcement officers have served this nation honorably for nearly two centuries and have played a significantly pivotal role in the scheme of police-community relations, even while their services, impact and accomplishments have been largely ignored by White researchers, commentators, and their professional counterparts. Our members, just as our counterparts, have given their life's blood in the protection of this nation and our sacrifices have been no less. And yes, the names of our members have also been enshrined and memorialized on the National Law Enforcement Officers' Memorial in our nation's capital. They have, through their actions and deeds, epitomized your slogan of "*Believe in something. Even if it means sacrificing everything. Just Do It!*" Thus it is our constitutional privilege, and in fact our constitutional honor, to support you in your efforts.

Lastly, we can find no insult, and thus take no offense at your course of action in this matter. Our commitment to strengthening the bonds between law enforcement and the communities we serve demands that we support your current efforts. Our oath to serve all equally, with fairness, honor, dignity, and the assurance of equal justice for all requires no less.

National Association of Black Law Enforcement Officers, Inc.
www.NABLEO.org

A Good Deed is Never Lost



Chicago Police Officers **Eric O'Suoji** and **Michael Lai** happened to have a flat tire on their squad car, while on patrol on August 20, 2018. Two citizens graciously volunteered to assist them. In fact, the two citizens brought their own equipment to the scene and refused to allow the officers to help. The citizens did all of the work. Now that's a good partnership between the police and the community.



Keith Parks (left) was honored with a Youth Legacy Leader award on September 30, 2017, during the 30th Anniversary Gala of the South Side Help Center. It was presented for his legacy of leadership in youth mentoring & gang prevention. Keith is a Sergeant with Orangeburg County Sheriff's Office Gang Unit. He is also the former Chief of Police for the Estill Police Department. Keith is flanked by his wife **Monique** and famed singer **Kenny Lattimore**.



Sergeant Shawn Kennedy attended a fundraiser for 97-year old retired Chicago Police Officer **Virgil Poole, Sr.**, on May 11, 2018. Virgil, who is also an Original Tuskegee Airmen, was being [evicted](#) from his home, along with his wife **Haweda**. Several Chicago police officers, the [Chicago Police Memorial Foundation](#) and the [Tuskegee Airmen, Inc.](#), provided financial assistance for the Poole family, which greatly assisted with their relocation expenses, household bills and future rent.

In Memory

Officer Regine Perpignan, a 27-year active member of the Chicago Police Department, succumbed to a self-inflicted gunshot wound, in the police parking lot on September 12, 2018. She was 54-years old.

Sergeant Steven Bechina, a 24-year active member of the Chicago Police Department, succumbed to a self-inflicted gunshot wound, on-duty on Labor Day. He was 47-years old.

Virgil M. Poole, Sr., a retired police officer of the Chicago Police Department and one of the original Tuskegee Airmen, passed away August 29, 2018. He was 97-years old.

Officer Vinita Williams, a 13-year active member of the Chicago Police Department, was discovered unresponsive while at work on July 10, 2018. She was pronounced shortly thereafter. She was 47-years old.

Officer Brandon Krueger, a five-year active member of the Chicago Police Department, was discovered with a self-inflicted gunshot wound while at work. His death was ruled a suicide. Officer Krueger was 36-years old and a veteran of the United States Marine Corp.

Commander Paul R. Bauer, an active 31-year member of the Chicago Police Department, was killed in the line of duty on February 13, 2018. He was fatally shot during the apprehension of an offender. Commander Bauer was 53-years old, the first Chicago officer shot and killed since 2011, and the highest-ranking officer killed in several decades.

Deputy Sheriff Torrance "T.C" Crawford, an active 25-year member of the Rhode Island Division of Sheriffs, and longtime member of the Rhode Island Minority Police Association (RIMPA), passed away on December 17, 2017. He was 64-years old and had been suffering from a long-term illness.

Ira Harris, retired Deputy Superintendent of the Chicago Police Department and former National President (1984) and Executive Director (1994) of the National Organization of Black Law Enforcement Executives (NOBLE), passed away on December 4, 2017. He was a few minutes shy of his 93rd birthday.

Dr. Sandra V. Chandler, mother of NABLEO's Information Officer **Shawn Kennedy's** children Tiffany and Tremel, passed away unexpectedly on November 2, 2017. Although she made significant improvement during her rehab, her post-surgery complications (September 12, 2017) proved to be too much for a full recovery. She was 54-years old.

Wishing You a Speedy Recovery

Donald Shelton is having major illness issues with three of his major organs. Donald is the husband of **Francine Shelton**, Undersheriff of the Hudson County Sheriff's Office (NJ) and an active member of NABLEO. Please keep Donald, Francine and their family in your prayers.

What's Been Happening?

Paul Wilson, retired Superintendent of the Metropolitan Police Service in London, England (United Kingdom), will be visiting the United States in January 2019, as part of his 60th birthday celebration. So far he has Miami, FL, New Orleans, LA, and San Francisco and San Diego, CA in his traveling plans. Paul now resides in Johannesburg, South Africa. He was featured in *The Great Fight Abroad* article in the [July 2011 edition of The Guardian's Voice newsletter \(pages 12-15\)](#).

Tiffany Kennedy, daughter of NABLEO's Information Officer **Shawn Kennedy**, gave birth to **Baby Kennedy** on September 8, 2018 at 11:22 AM. She weighed seven pounds and is 20 inches.

Montclair Sentinels 16-87 hosted their 11th Annual Free School Supplies Event on August 19, 2018.

William G. Gross, was sworn in as the 42nd Police Commissioner on August 6, 2018. He became the first African American to hold this position within the Boston Police Department.

Officer Aaron Hester and his wife **Sergeant Akeyla Hester**, celebrated the birth of their son **Nayel Ace Hester**, on January 4, 2018. Both parents are sworn members of the Los Angeles Police Department.

Charles Wilson, NABLEO's National Chairman, gave the keynote address during the 5th Annual [Iowa Summit on Justice & Disparities](#), on October 10, 2017. His focus was identifying barriers to the recruitment of African American police candidates.

Shawn Kennedy, NABLEO's Information Officers, was interviewed on [Ubiquity Radio](#) by Paul Wilson, on December 5, 2017. The discussion focused on race relations in Chicago. (To access the 38 minute interview, go to: www.ubiquityradio.net. Click on "listen again", "Radio Shows", "Ubiquity Talk", and "Interview Shawn Kennedy".)

Nancy Jordan, who is a member of the New Haven Guardians and is NABLEO's Financial Secretary, celebrated her 25th wedding anniversary to her husband **Keith**, on August 28, 2018. Nancy also became a member of Delta Sigma Theta sorority on April 6, 2018.



Nancy and Keith Jordan



Akeyla, Aaron and Nayel Hester

PRESS RELEASE

Release Date: August 29, 2018

Guardian Civic League Outraged Over Racist Letter Written and Circulated By White Philadelphia Police Department Homicide Detective

PHILADELPHIA, PA—The Philadelphia Guardian Civic League, has released a statement indicating their outrage, over a member of the Philadelphia Police Department's Homicide Unit, writing and then circulating a racist letter. According to Guardian Civic League President Rochelle Bilal "The degrading letter, targeted towards African American police officers was deposited in a number of police officers' mailboxes, at the Homicide Unit."

In part the letter reads as follows: Greetings Fellow Co-Workers. Typing my activity sheet, I couldn't help but notice the distinct odor of beef. Upon some investigating, I determined the culprit to be the rotting flesh of your rib bon dinner in the waste basket, just below the work station. Now in that I have a sense of etiquette and social influence instilled in me from my upbringing by traditional caring parents, I am offended by this. Alas, that same education prevents me from being upset with you. I can't blame a filthy savage for being a filthy savage. As I'm sure you were not burdened by significant schooling and were birthed to an alcoholic, absent father and a rancid, ignorant, whore of a mother, you simply are ignorant."

Rochelle Bilal stated, "The detective has already been removed from duty and we expect a full investigation will be forthcoming. However, based on the facts, we already know the culprit who wrote and distributed this letter, laced with sarcastic and blatant racist comments and innuendos, we are asking that Philadelphia Police Commissioner Richard Ross immediately fire Detective Jimmy Crone, for his actions. To know that we would condone having a detective on duty, on the streets of this city, who thinks like this, will only put the public, African American in particular, in danger. This detective does not deserve to be a member of the Philadelphia Police Department. We want him fired immediately."

Rochelle Bilal added, "Having a President of the United States that spouts racism, displays that he's prejudiced against African Americans, Hispanics, Muslims, people who are handicapped, the LGBT community and others, unfortunately gives other hatemongers in our country, the idea that they're licensed to say and do whatever they feel as it relates to racism. We won't stand for this in Philadelphia and we'll not rest until Philadelphia Police Detective Jimmy Crone is dealt with."

GCL was founded in 1956 by a Police Officer by the name Alphonso Deal, to build the bridge between the community and the Police.

FOR IMMEDIATE RELEASE

Dated: September 1, 2018

NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS STANDS IN SUPPORT OF PHILADELPHIA GUARDIAN CIVIC LEAGUE

Black Law Enforcement Stands United in Their Outrage Against Racist Expressions of White Homicide Detective

The Board of Directors and Membership of the **National Association of Black Law Enforcement Officers, Inc.**, an organization representing the issues and concerns of men and women of color in the professional ranks of the criminal justice system through the Northeast area of the United States, stands with the members of the Philadelphia Guardian Civic League, a cherished member chapter, in their call for the immediate dismissal of Detective Jimmy Crone, a member of the Homicide Unit of the Philadelphia Police Department.

Detective Crone has, through his written, blatantly racist comments, shown himself to be someone who has not only slandered the many officers of color who are a vibrant part of the agency that employs him, but has shown his true feelings and attitude towards the citizens he has sworn to protect. We firmly believe that the attitudes expressed by Detective Crone has no legitimate place or purpose in practice within our profession, and that he is underserving of the privilege of carrying a badge. Allowing him to remain on duty, in any capacity, will serve as a strong indicator that there is an acceptance of racial profiling, discriminatory treatment of community members, defiance of the rules of law, and unprofessional conduct in general as a standard to be adopted by members of the Philadelphia Police Department.

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

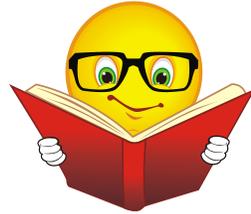
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Newsletter Submission Information

We are always looking for personal articles of interest, newsworthy pieces, photographs, interviews and information on upcoming events. It is very important to network and share pertinent information with law enforcement officers, both active and retired, about the many positives things that are taking place in our respective municipalities and communities. It is equally important to share information with the community that we serve and to remind them that we are the **guardians** of our community and have a vested interest in keeping citizens safe. If you would like to have your article considered for the next edition of *The Guardian's Voice* newsletter, send it to the Editor at: **shawncken@aol.com**. Please enter the word "newsletter" on the subject line when doing so. We also welcome feedback and constructive criticism.

If you are interested in reading past copies of *The Guardian's Voice* newsletter, feel free to review our previous issues at: <http://www.nableo.org/newsletter.cfm>

Recommended Reading



Colored People

By Henry Louis Gates, Jr.

Having Our Say: The Delany Sister's First 100 Years

By Sara L. Delany and A. Elizabeth Delany
(with Amy Hill Hearth)

Freedom: A Photographic History of the African American Struggle

By Manning Marable and Leith Mullings

Membership and Renewals

To join N.A.B.L.E.O. or to renew your membership, feel free to visit us at:

<http://www.NABLEO.org/membership.cfm>

*"Remember we are the **guardians** of our community, therefore we must work hard to rebuild their trust in law enforcement. This is our moral and social responsibility, not to mention, part of our sworn oath of office **[to serve and protect]**. Each day, think of what you can do, individually and collectively, to help rebuild that trust. Treat **all** citizens with respect"*

Please Stay Safe