

The Guardian's Voice

NEWSLETTER

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

Volume Three – Issue One

SPECIAL COMPREHENSIVE EDITION

Summer 2016



Have We Lost Our Way, And How Do We Turn It Around?

Dedham, MA

Preview For This Issue

Editor's Perspective	2
A Promising Young Future	3
Chairman's Corner	4
They Made It...So Can I	5
Have We Lost Our Way, And How Do We Turn It Around?	8
On Your Shoulders, We Stand	12
The Law & Your Community	19
Newark Bronze Shields	20
Here From The Motherland	22
Press Releases	26
Killed in the Line of Duty	28
LGBTQ Memorial Page	29
What's Been Happening?	30
NOBLE's 40 th Anniversary	31
A Safer South Africa	32
Newsletter Submission	36
Recommended Reading	36
Membership and Renewal	36



“These are the faces of our future.” On October 3, 2015, several teens from **Teen Empowerment** (Dorchester, MA) attended our community-based workshop titled *“Genocide in Communities of Color: Who Are the Real Culprits?”* They engaged our officers and articulately expressed their personal interactions with the police. “In order to build trust, officers must become better listeners and be cognizant that an individual’s perspective is **their** reality, which must be respected and not dismissed.”

Shawn C. Kennedy

Editor

Contributors

Carla Kupe-Arion

Eric O’Suoji

Levi A. Holmes, II

Paul Wilson

Robert Rose

Charles P. Wilson

Members-At-Large

National Association of Black Law Enforcement Officers, Inc.

www.NABLEO.org

Editor's Perspective



I must first disclose that my column has been rewritten four times; each time covering a perspective very different from its predecessor. My writings are generally based upon the passion I feel about a specific topic. It amazes me how much has occurred since I first put pen to paper at the beginning of this year.

I have watched various protests erupt in my city and across the country. I do understand and feel some of the frustration. History has documented what may occur if a group of individuals **feel** oppressed and systematically targeted long enough, by those in authority, and they **feel** there is no “real” judicial recourse to bring about reform.

This situation places me in a very precarious position because I am a Black man whose chosen profession happens to be in law enforcement. I am very proud to be a Black man and I take great pride in fulfilling what I **feel** is my social responsibility in teaching, nurturing, protecting, mentoring and perpetuating future generations of Blacks. I am also very proud of the important role I undertake as a law enforcement officer and supervisor. I take great pride in my professionalism, integrity humanity, and work ethics while performing my duties and servicing my community. But I do realize that based upon my chosen profession, I will sometimes have to unfairly shoulder the burden caused by the actions of a small number of officers. This minority group includes those officers who have either failed to uphold their sworn oath of office; who lack the cultural diversity of life experiences needed to effectively interact with citizens within a community that may not reflect their own; who have no invested interest in the community they serve based upon their geographical residence and/or their implicit biases; and sometimes even those officers and supervisors, whose mere “silence”, only cosigns unprofessional behavior and help perpetuate egregious misconduct. These types of officers, individually and collectively, have caused increasing distrust among the citizens of the community that I both serve and live in. This has resulted in officers now being unfairly targeted for the actions, and sometimes inaction, of a few.

That burden became a high price to pay when officers in Dallas, Texas were unfairly targeted on July 7, 2016. Fourteen officers were ambushed and wounded from gunfire, which resulted in the assassination of five officers from the Dallas Police Department and Dallas Area Rapid Transit (DART) Authority. Then just 10 days later, while I was attending a Civil Rights Awards Brunch (NOBLE's 40th Anniversary Conference) in Washington, D.C., I learned officers in Baton Rouge, LA had also just been unfairly targeted that same morning. Six officers were ambushed and wounded from gunfire, which resulted in the assassination of three officers from the Baton Rouge Police Department and East Baton Rouge Parish Sheriff's Office. My heart was very heavy. A culmination of past events were able to put a crack in the fortress that contains my emotions, because I realized this could have easily occurred to my fellow officers within the Chicago Police Department. It was comforting to watch and feel the support, from the 2,500 plus officers in attendance, as they embraced the group of Baton Rouge officers who were present at our brunch. It was this brotherly and sisterly love that has made me realize the strength that we possess as a family of law enforcement officers and the social responsibility we **must** undertake to prevent this type of unfair targeting of police officers from ever occurring again.

Shawn C. Kennedy

A Promising Young Future

Aaron Hester is a young man, because he possessed great potential, I decided to mentor into joining the **Cadet Program** of the **Chicago Police Department** at the tender age of 19, and subsequently applying for and becoming a sworn CPD officer in October 2012 at the age of 27. During his graduation ceremony in March 2013, he was presented with the **Thor Soderberg Leadership Award**. This special recognition, which is named after the CPD officer and academy instructor slain in 2010, is bestowed upon only one recruit per graduation class, who exemplifies the positive attributes of its namesake. Aaron was selected for this prestigious award collectively by his academy instructors and fellow recruits. **Akeyla Foster-EI**, who was in the same CPD Cadet Program with Aaron, became a sworn officer with the Los Angeles Police Department. **Aaron and Akeyla were married on April 4, 2014**. After approximately two and one half years with CPD, Aaron decided to leave and become a sworn officer with LAPD in February 2015. This strategic move brought him "home" to his new bride Akeyla, who has now been an officer with LAPD for seven years and was recently promoted to Sergeant in 2016. *"I am very proud of the personal and professional growth I have witnessed in Aaron's life over the past 11 years. I am equally humbled that this young protégé allowed me to become his mentor and trusted me enough to follow through with each strategic piece of advice I gave him. Aaron is on the right path for many promising things in his future, which are waiting for him just around the corner."*



Officer Aaron Hester (center) with wife **Sergeant Akeyla Hester** (to his right) during his graduation with LAPD. Aaron is flanked by fellow LAPD officers and his former partner **Officer Ali Bryant (CPD)**.

Chairman's Corner



To the Entire NABLEO Family,

Much conversation has been heard over the last year about issues related to police abuse of power and authority; transparency and accountability; whether Black Lives really matter; and more recently, the state of the community's political future. Yet, throughout all of this, the voice of black law enforcement has seemed to be either completely silent or so low that it has gone unheard.

Research has sufficiently and continuously shown that we are considered as the **guardians** of the community's trust, faith and issues, thus the names taken by many of our member organizations. We are expected to stand in the way of all who would abuse and misuse those we have sworn to protect, regardless of their origin or status.

Yet when we fail to speak out against or report those we work with who abuse their authority; when we refuse to seek higher rank for fear of losing a preferred assignment; when we choose to conduct our activities only to benefit ourselves, we ultimately fail in fulfilling the terms of our guardianship.

As black law enforcement officers, we must constantly remember and be aware of the three things that define the relationship that is needed, deserved, and expected from us by the community. We can hardly afford to remain complacent in fulfilling our charge.

First, remember who we are. We are strong men and women of color, descendants of the great Kings and Queens of Africa. Intelligent, wise and experientially mature in our choice of professions.

Second, remember where we came from. Our origins hail from those same communities we have sworn to protect. We grew up there, were educated there, and were given our foundations of right and wrong there. The community is, and must continue to be, an integral part of who we are and what we have become.

Finally, remember why we do what we do. We did not become members of this profession to claim honors and glory. We did not apply for these positions seeking action. We became law enforcement officers seeking to make positive change in the way people, and particularly our own, are treated by a system known for its failures. We came to make a difference.

Know that our presence is important. Believe that our service to, for, and in the community is honored and treasured. Our continued complacency must end and be replaced with the understanding and acceptance that our unwavering support and commitment to the community is both needed and deserved.

Peace. Amandla!

Charles P. Wilson
National Chairman

They Made It...So Can I

The 5th Grade Speakers
Series

By Trooper Robert J. Rose

On Thursday, May 12, 2016, Troopers Robert J. Rose and Venessa Gasior (pictured), of the Massachusetts State Police Office of Diversity and Equal Opportunity, had the honor of attending *They Made It...So Can I* guest speaker series held at the Dennis C. Haley grade school, in Roslindale, MA. Troopers



Rose and Gasior addressed a class of 5th graders and shared their professional and life experiences, along with hurdles they had to overcome in order to achieve their career goals. The organizers of this event hoped to inspire the youth and possibly open their eyes to new experiences and opportunities. Several guest speakers attended the event and at its conclusion, students were asked to write an essay about the speaker whom inspired them the most. From the pool of entries, a group of students were selected for their outstanding and most inspiring essays. On June 13th, this selected group was honored at an awards ceremony held at the University of Massachusetts Boston (UMASS Boston). Troopers Rose and Gasior, in addition to other guest speakers, were in attendance. The guest speakers were afforded the opportunity to meet and interact with those students and listen to their inspirational essays. *“Great job!”*



Massachusetts State Troopers Robert J. Rose and Venessa Gasior pose with 5th grade students at Haley grade school, on May 12, 2016 during their speaker series program.

NABLEO Executive Board (2016-2017)

Charles Wilson (Chairperson)

Rhode Island College Campus Police (retired)/(Rhode Island Minority Police Association)

Hubert Smith (Vice Chairperson)

Norwalk (CT) Police Department/(Norwalk Guardians Association)

James Baker (Secretary)

New Haven (CT) Police Department/(New Haven Guardians Association)

Frances DeBose-Watson (Treasurer)

Hartford (CT) Police Department (retired)/(Hartford Guardians Association)

Nancy Jordan (Financial Secretary)

New Haven (CT) Police Department/(New Haven Guardians Association)

Stuart Barksdale (Sergeant-at-Arms)

Yonkers (NY) Police Department/(Yonkers Guardians Association)

Shawn Kennedy (Information Officer)

Chicago (IL) Police Department/(Individual Member)

NATIONAL DELEGATES

Leonard Randolph

New Jersey D.O.C. (retired)
(Men & Women For Justice)

Wilena Julien

Boston (MA) P.D. (retired)
MAMLEO

Vincent Tilsen

Yonkers (NY) P.D.
Yonkers Guardians Assn.

Quintarus McArthur

New Haven (CT) P.D.
New Haven Guardians Assn.

Lynn Meekins

New Haven (CT) P.D.
New Haven Guardians Assn.

Juan Monzon

New Haven (CT) P.D.
New Haven Guardians Assn.

Committee Chairperson

William Bailey (Retiree Services) Holyoke (CT) Com. College P.D.(retired)/Bridgeport Guardians

Larry Brown (Constitution) White Plains (NY) P.D. (retired)/(Westchester-Rockland Guardians)

David Daniels III (Parliamentarian) Bridgeport (CT) P.D. (retired)/ (Bridgeport Guardians)

Raymond Hull (Legislation) Providence (RI) P.D./Rhode Island Minority Police Association

Wilena Julien (Membership) Boston (MA) P.D./MAMLEO

Sally Thomason (Conference) Rutgers (NJ) P.D./(Men & Women For Justice)

NABLEO Chapters

BATONS

Bridgeport Guardians Association

Massachusetts Association of Minority Law Enforcement Officers (MAMLEO)

Men and Women For Justice

New Haven Guardians Association

New Haven County Silver Shields

Norwalk Guardians Association

Rhode Island Minority Police Association (RIMPA)

Westchester-Rockland Guardians Association

Yonkers Guardians Association

NABLEO Individual Members

Larry Brown / White Plains (NY) Police Department

Shawn Kennedy / Chicago (IL) Police Department

Mel Ortiz / Highland (CA) Police Department

Fernando Quintas

Karen Styles / New York Department of Corrections

Close Association

NJ Grand Council of Guardians

NY Grand Council of Guardians

NABLEO – 2016 Summer Education and Training Conference **“Black and Blue: Rebuilding the Bonds”**

August 11-13, 2016

Embassy Suites Hotel

121 Centennial Avenue

Piscataway, NJ 08854

Host Chapter: New Jersey Council of Chartered Members of NABLEO

Registration Rate (per person) \$175 – (Complete registration by August 5th)

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

Have We Lost Our Way, And How Do We Turn It Around?

NABLEO's 2015 Fall Conference took place on September 30 to October 3, 2015 in Dedham, MA. It was hosted by the **Massachusetts Association of Minority Law Enforcement Officers (MAMLEO)**. Workshops included: *A Brief History of American Women in Law Enforcement: The Boston Story*; *Social Media for Law Enforcement*; *Racial Profiling: Prejudices vs Protocols*; *Police-Community Relations: A Discussion on Re-Engagement*; *Physical and Mental Harm from Workplace Harassment, Discrimination and Unfair Treatment: Techniques for Healthy Survival*; and *Police Candidates of Color: Discriminatory and/or Unfair Practices*. Two workshops were specifically designed and hosted in the heart of the community: *What To Do When Stopped By The Police* (originally developed approximately 30 years ago by John Coy, an officer from Trenton, NJ); and *Genocide In Communities of Color: Who Are the Real Culprits?*

The workshops presented covered an array of timely topics. I generally select a workshop based upon the name of the workshop, the breakdown of the subject matter, and who the presenters are. I try to listen intently, I take notes, and provide a written critique when a form is provided. The audience's feedback is very important in assessing what adjustments a presenter should make, as well as to know if the workshop met its intended objective. When I attend a workshop, my expectation is to be engaged on some level by the presenters and to leave with a deeper knowledge or different perspective than I came with. Most of the workshops at the conference maintained my interest and I walked away learning more than I came with. One did not make the cut, but it was not because of the subject matter; it was because of the presenter. I will list some pointers that all presenters should take heed to in order to fine-tune their presentation and meet their overall objective.

Key Points To Workshop Presenters

(Especially for a roomful of police officers texting or surfing the Internet during your presentation.)

1. **The presenter should never read verbatim from a script.** You should be familiar enough with the material in order to summarize and use your own words. If you are using a PowerPoint presentation, it should only be as a reference point. Make a copy for the participants so they can take notes on it and read it in details at a later time.
2. **The subject matter should be timely and relevant.** There is nothing more boring than to sit through a presentation that has no beneficial value to the participant.
3. **The presenter must engage the audience's attention within the first three to five minutes.** After that, it may be hard to do so later. Ways to engage your audience's attention include: adjusting the volume of your voice; maintaining direct eye contact with specific participants; create a roundtable presentation and discussion; select someone in the audience to pose a question to, so that the individual is now pulled into your presentation; or create a scenario or break the audience into groups and have them work on a specific aspect of the topic. Then bring the groups back together to share their perspectives and even debate the other groups' viewpoints. This could be a well, executed jump-off into **your** presentation. If you are paying attention to your audience, you will know when to change up and try something different or when to shorten a specific area you wanted to cover.
4. **Do not speak in a monotone voice.** Your normal speaking voice may not be the best voice for a presentation. Be cognizant of your own voice and understand the possible need to adjust the tone or pitch or the need to project your voice beyond the first few rows of participants.
5. **Make sure at least one workshop is conducted in and open to the community.** This is the one invaluable way to actively engage citizens. Target a specific youth organization.
6. **Make sure you are not repeating the same workshop at each conference.** It's okay if you're exploring a different aspect of the same topic that would not be feasible to cover at one workshop.

7. **Always allow adequate time for questions and answers.** This provides follow-up for participants.
8. **Always pass out an evaluation form** (no more than one page). This provides critical and necessary feedback to the presenter.
9. **There are a few workshops I would like to see in the near future:** grant writing; financial & estate planning for retirement; healthy living (including coverage of eating healthy and exercising); supervising by example (reminding supervisor the critical role they play in rebuilding trust in the community and properly monitoring their subordinates); wellness benefits (stressing the importance of annual examinations and have an onsite screening for: blood pressure, diabetes, cholesterol); more workshops on women in law enforcement (This workshop may need to be given a longer than normal time period because there are so many aspects and depths to cover); and a workshop geared towards running a successful organization (which should include reminding and holding all elected and appointed officers responsible for their respective position).

Although I learned something meaningful from all of the workshops, my personal two favorite onsite workshops were *Police Community Relations: A Discussion on Re-Engagement* (presenters: **Boston P.D. Superintendent Lisa Holmes** (Training Academy) and **Deputy Superintendents Joseph Harris and Nora Baston**); and *Police Candidates of Color: Discriminatory and/or Unfair Practices* (presenter: **New York State Police Investigator Elliott T. Boyce, Sr.**). The first workshop revealed just how engaged the Boston P.D. is in working with their community. They explained how “Code -19” is given with an officer is spending time interacting with a citizen in a positive way. I could feel the passion and the seriousness they felt about their work with the youth and community-at-large. Every Tuesday and Thursday, BPD uniformed officers drive ice cream trucks around in the community and interact with the citizens. They have received very positive feedback. BPD uses social media to inform the community about various events, such as their biggest event: **Shop With A Cop**. BPD has a **Teen Police Academy** that includes an eight week program for 14-17 year old and 10-12 year old, which comprises about 60 children. BPD owns up to their mistakes and informs the community of such. *“I definitely was impressed and felt their efforts and accomplishments are a model to be emulated by other law enforcement agencies. Great job!”*

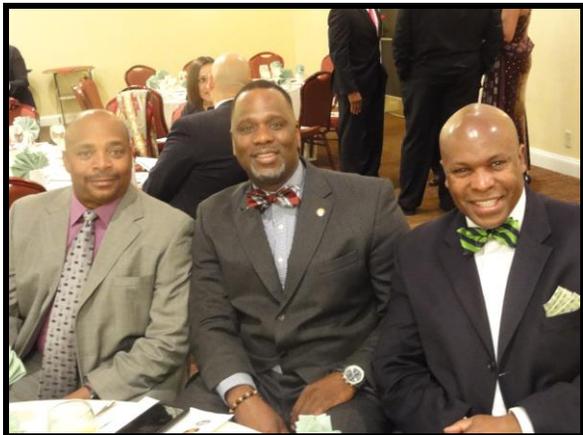
The second workshop covered various discriminatory practices and perceptions. Veteran speaker **Elliott Boyce, Sr.** engaged the audience and caught my attention within the first minute. (*Yes I was counting.*) He used a snippet from the TV series *Scandal* that I felt was very effective. He peaked and maintained the audience's attention as he walked about and asked for their assessment of scenarios he spoke of with the audience. Elliott shared personal and professional experiences and gave examples of what potential candidates should be cognizant of including: credit checks, tattoos, business attire, hair style and facial hair, polygraph test, drug screening, double-negatives in a psyche test, etc. His overall presentation was very informative and engaging. *“Great job buddy.”* (I told you I take good, detailed notes at workshops.) 😊

The conference was topped off with the **Recognition and Honor Banquet** hosted by the **Urban Public Safety Alliance**. The guest speaker was **Baltimore State's Attorney Marilyn J. Mosby**, who happens to be the youngest chief prosecutor for any major city in America. During the event, **NABLEO Chairman Charles P. Wilson** presented the **National President's Award** to **Stuart Barksdale, Elliott T. Boyce, Sr., Nancy Jordan, Lynn Meekins, Ted Meekins and Vincent Tilson**. The **Willie Sanders Award** was presented to **Chief Kenneth Green** (MBTA Transit P.D.) There were several recipients of the **Achievement Award**.

Have We Lost Our Way, And How Do We Turn It Around? Picture Page (Workshops)



Have We Lost Our Way, And How Do We Turn It Around? Picture Page (Banquet)



On Your Shoulders, We Stand

Alfonza Wysinger

First Deputy Superintendent (retired)
Chicago Police Department

Interviewed by Shawn Kennedy
(June 24, 2016)

I had the privilege of first meeting **Alfonza Wysinger**, affectionately known as "Al", approximately 20 years ago. The Coalition of African American Police Organizations decided to conduct a study group for the upcoming promotional examination for the rank of Sergeant. The coalition consisted of five Chicago-based local police associations: Guardians; Chicago Westside Police Association (CWPA); African American Police League (AAPL); Coalition of Law Enforcement Officers (CLEO); and the National Organization of Black Law Enforcement Executives (NOBLE) – Metropolitan Chicago Chapter. The study groups were conducted on the south side of Chicago at Kennedy-King College and on the west side of Chicago at Malcolm X College. I would see "Al" at the study groups as I provided the coalition assistance at both of the colleges. Several black police officers from the study groups successfully made the "cut" and started their training to become the next frontline Sergeants.



There was a nominal fee to participate in the study group, which basically covered the cost to print the various handouts that were disseminated. (*We were adamant about not using Department resources.*) Lieutenant Ernestine Dowell, who is a stickler about money, wanted to ensure that any surplus funds upon completion of the study group, would be exhausted in an appropriate manner and only in connection with the study group. So after purchasing a nice award for the tireless work that Commander Noreen Walker contributed to the study group, the remaining funds were used to purchase supplies for the black officers who were in training to become Sergeants.

One day while these officers were still in training, members from the coalition decided to pay them a surprise visit at the Education and Training Academy. We corralled the pending black Sergeants in the parking lot and presented them with gift bags filled with supplies that we felt would be a good send-off to their next rank as Sergeants. I cannot recall what items were in the gift bags, but I do remember the gesture was an acknowledgement of their well-earned promotion and to let them know we were watching and hoping they would continue to ascend the ladder to success. As I snapped the picture of "Al" still in his blue shirt and flanked by his fellow classmates, Commander Walker and Lieutenant Dowell, I knew I

wanted to experience a similar acknowledgement one day. I can still remember the relaxed smile on "Al's" face as I took the picture of the group receiving their personal gift bags (see pictured). I wondered what their fellow classmates must have thought when they returned back to the classroom with their token?



As the years progressed and "Al" rose up through the ranks, there would be various occasions for our paths to cross again. The same mild-mannered and personable demeanor I saw that day in the parking lot of the Education and Training Academy, is the same persona I saw even while he was the First Deputy Superintendent. Each time I saw "Al", his meticulous attire and overall image demanded respect and exemplified professionalism, whether he was wearing a uniform or a business suit. Whether "Al" ever knew it or not, he was one of a handful of bosses that I felt was an exemplary role model that I strived to emulate.

"Al" is a very well-liked and respected individual, which was very apparent during his standing-room-only retirement Cake and Coffee on October 15, 2015, which was held in the Multipurpose Room of the Public Safety Building (Chicago Police and Fire Department Headquarters). I watched as the number of active and retired officers and bosses made their way into the room. I listened intently to the various speeches given to pay homage to a man who positively touched so many lives. It touched my heart when "Al" acknowledged and thanked his mother, for enduring the stress that a mother feels, when she knows the possible harm that could occur while her son is executing his sworn oath of office. On February 26, 2016, "Al" had his official retirement celebration at the Bridgeport Art Center. The turnout was another full house that allowed officers to network and pay tribute once again to the man-of-the-hour. Politicians, judges and officers from state and federal agencies helped to pack the house.

So these are just some of the reasons I felt "Al" was the appropriate individual to be featured for my **On Your Shoulders, We Stand** column. **"Alfonza is really a class act!"** So once I chose my featured officer, it was now time to make the arrangements, since "Al" was already retired. I made my intentions known and was grateful he was receptive. When I was ready to schedule the interview, "Al" was already out of state at his retirement home. After I learned when he would be back in Chicago, I gave him a date I would follow-up with him. I touched bases on that date and scheduled a date and time for the interview and a time I would call him prior to the interview. *(Yes I called at the predetermined time.)* Next we needed to pick a location. I waited until the day of because I did not know his schedule for the day. I only knew the interview needed to be conducted at a place that was quiet and free from disruptions. Since "Al" was still transitioning between two states, we felt the more appropriate venue was at my house. I was honored that not only was he giving

me his personal time to be interviewed; he was also willing to travel to my home to allow the interview to take place. So I humbly share segments of my interview with you.

Fifty-three year old **Alfonza Wysinger** joined the Chicago Police Department in 1986 and rose up through the ranks to become the First Deputy Superintendent. After four years at the helm of this important second-in-command position, he retired in 2015. Alfonza is married to Lieutenant Marjet Hall-Wysinger (CPD) and has a 35 year old daughter Shenika M. Lugo. He obtained a bachelor degree in Law Enforcement Management from Calumet College of St. Joseph and has various law enforcement training added to his background. He is the recipient of numerous awards, including the Lambert Tree Award, which is the Department's highest award for outstanding bravery.

SK: How effective do you feel your role, as the First Deputy Superintendent (2nd in charge), was overall for CPD and for black officers?

AW: I did a good job with CPD. I did a good job with black officers, but could have done a better job. I was not able to boost the number of African Americans to the point I would like to have seen them, not only at the entry ranks but the ranks in general. My successes were better at first but it became a fight later. I had to pick my battles. I sometimes had to give in to something in order to get something I wanted.

SK: Is there anything in your role as First Deputy Superintendent, which you would like to have accomplished but was not able to do so?

AW: Get the number of Blacks to where it had been historically.

SK: What specialized units did you work?

AW: I worked as a patrolman and sergeant in the DEA Task Force, as well as the gang and gun teams in Area Two. I worked in the Narcotics Division as a patrolman for eight years. For a long time, I was the only Black officer working long-term narcotics. I also spent four years as a Sergeant and two years as a Lieutenant in the Narcotic Division. No one spent more time in the Narcotics Division than me. I was also the Deputy Chief of the Organized Crimes Division prior to becoming Deputy Chief of the Detective Division.

SK: What police organizations did you belong to during your career in law enforcement?

AW: National Organization of Black Law Enforcement Executives (NOBLE), International Association of Chiefs of Police (IACP) and Illinois Association of Chiefs of Police (ILACP).

SK: Which organizations do you still belong to and/or support?

AW: NOBLE and IACP.

SK: Do you currently have a church home?

AW: I'm in transition and currently searching for a church home.

SK: Do you belong to a social organization?

AW: I am a Board member of the Safer Foundation, Inc. This is the first time that someone from the Chicago Police Department served on their Board since former Superintendent Fred Rice. The foundation focuses on reducing recidivism and assisting citizens to return back into mainstream society. The highest rate of recidivism is in the Austin, Garfield, North Lawndale and Englewood communities.

SK: Are you a member of a Greek fraternity?

AW: Alpha Phi Alpha

SK: Have you ever experienced racism as an African American police officer?

AW: Yes, at the University of Illinois – Champaign Urbana. I had driven to a game with my niece. I was a Lieutenant at the time. Since the team was getting their butt kicked, we decided to leave at halftime. I was driving my car as I followed my niece's car. I had my window cracked open and was talking to my wife on my earpiece. I saw blue strobe lights about six cars behind me on a four lane highway. A white male and female officer stopped me and asked for my driver's license. I never tell people who I am. The female officer asked my niece, who had stopped her car in front of me, for her driver's license. The male officer returned my driver's license with a warning. I "went off" when I saw the citation reflected I had a loud car stereo. My window was barely open on my Lexus so no music could have been heard. I told him I was a Lieutenant of Police and showed him my credentials. I asked for the highest rank to come to the scene but the male officer said he was the highest rank as a Sergeant. I asked for the Chief and called him the next day at least three time. He never called me back.

Within the Chicago Police Department: I may have been the Deputy Chief of OCD at the time. While parked at the post office on 20th & State Street, someone hit and broke my driver's side mirror. I drove to the 18th district to make out a police report. I never identified myself and I received no service. Someone eventually recognized me and informed the Watch Commander. A Sergeant made a comment that since I was from the Organized Crime Division, why don't I have someone from OCD to do the report? As I made my way back to the Watch Commander's office, the Watch Commander apologized and took care of it.

On another occasion, while driving with my wife, a squad car started following me so closely on my bumper, that I could see the nose hairs of the black officers in the car. I could see them run my information on their computer. Once my information apparently came back, the officers backed away from my bumper. They drove passed me and none of the three officers would look my way.

SK: Have you ever experienced racism from the police, as a black male citizen, whether as a teenager or adult man?

AW: Yes. I was a sophomore in high school and attending Lane Tech (Lane Technical College Prep High School). I had just finished basketball practice. As I got off the El and walked down the street in the 15th district, I saw an unmarked police car. The car jumped the curb and almost hit me, had I not moved to prevent from being hit. Three white cops hopped out and asked me where I was coming from. One officer took my gym bag, turned it

upside down and dumped all of my things out. I told them I was from Lane Tech but they said I wasn't. When they saw my school ID, they asked me how I got into Lane Tech. They drove off leaving all of my things out. From that point on, I had a disdain for the police.

When the five Areas of the Detective Division were consolidated into Areas South, Central and North, I saw problems of not having black Detectives equitably distributed throughout. None of the three Areas have a black Commander. Under the previous structure, you at least had a black Commander at both Areas One and Two. Prior to Captain James Jones being promoted to Commander and sent to the 20th district, I tried to get him sent to be the Commander of one of the three Area Detective Divisions. He was the most qualified candidate based on his background, but former Superintendent McCarthy wasn't listening.

SK: What are some of the major differences in CPD today from when you first joined in 1986?

AW: Definitely the decline in the number of African Americans coming into the Department and making rank. Our police department is currently not in a good light in the community that we serve because the people who could make the difference, are not being brought into the department. One of the graduations I attended, I counted seven black officers out of 141 new officers. Each time a new group of recruits entered the Training Academy, I would have a list brought to me reflecting the ethnic makeup of the group.

SK: How has your tenure in law enforcement benefitted your life?

AW: It gave me financial security; a platform to help others; and the opportunity to show people from my community how to make it out and obtain greater things in life outside of the "hood" life. We had a couple of basketball players who came out of the community (11th district –North Lawndale): Randy Brown, the rapper Twista, and Da Brat.

SK: Has working in law enforcement negatively affected your family life?

AW: There were a lot of sacrifices. I have spent New Year's Eve away from my family for the past 20 years. In OCD, you work on holidays. All of the long hours. If we were not working, we worked our part time job to ensure our child had a better life. Although my daughter placed in the high percentile for Whitney Young, they now wanted to place the candidates into a lottery system. I sent my daughter to Mother McAuley Liberal Arts High School.

SK: What message would you like to give to young officers?

AW: To persevere and be patient. Success will not come overnight. It took me 12 years for my first promotion. I saw people getting promoted much quicker than I did, although they did not have the credentials that I did. It fueled my fire. I would also recommend officers to join at least one police organization; it does not matter which one. You have to be heard. Do not sit on the sideline and be silent. Remember that you are a mentor and role model. You have the ability to mentor younger officers and be role models for our community. Chip away at the wall that's keeping people from coming onto the job. Never forget where you came from.

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

AW: I would probably have started mentoring earlier. That's where the largest vacuum in the police department is now. The department is "light" on its history. We really don't have people that's forcing us to realize the people who have paved the way for us. We need to have mentors.

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

AW: These are dire times. Even though we have various organizations, we need to network with one another and come together for the common good. The splintering has negatively affected us. The new generation has not thought about joining us. Organizations have sustained African American police officers across the country. As an organization, we are repeating the same steps that have already been covered.

SK: What is your fondest memory in law enforcement?

AW: In 2012, I was asked to go back to my alma mater, George W. Collins High School, to give the commencement speech as the First Deputy Superintendent. Another occasion was when I was coming out of 26th & California. I was there for a trial for an officer who was killed. A young man was coming down the steps. He looked at me and I looked at him. He came up to me and shook my hand because he said I saved his life. I arrested him for narcotics, which helped him to turn his life around. He obtained his GED. We have to have black officers in the community who can give discretionary breaks to black citizens, which may allow them to come on the job.

SK: What is your worst experience in law enforcement?

AW: The burying of an officer who is killed in the line of duty. I can also recall a probationary police officer asking me for advice on his fellow white officers using the "n-word" in his presence.

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

AW: No I don't. I am pleasantly surprised that I have been able to do what I have done in my seat. I hope I have set a strong foundation for African American police officers in this Department.

SK: Who were some of your mentors as you rose up through the ranks of CPD?

AW: Commander Charles Ramsey, Captain Ernestine Dowell, Deputy Chief Noreen Walker, Chief John Richardson, Sergeant Robert Thorne, Lieutenant Larry Williams, Sergeant Tom Chandler, Sergeant Eddie Hicks, Chief Eddie King, Captain Mary Roselle, Commander John Doty, Chief Eugene Williams, First Deputy John Thomas, Superintendent Terry Hillard, Deputy Chief Fred Coffey, Detective Homer Rapier, Officer Walter Boddie, Detective Patrick Finucane, Detective Kevin Lucas, former Superintendent Philip Cline and Deputy Nate Gibson.

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

AW: Being able to attain the position of First Deputy Superintendent and being considered for the position of Superintendent prior to my retirement.

SK: Had you considered coming back as the Superintendent after you retired?

AW: I slept on it one day only.

SK: What is the legacy you feel you left on the Chicago Police Department?

AW: I think my legacy will be one of fairness. Also to get officers of color to be part of all aspects and positions within the Department. The ability to attend school such as the FBI Academy, etc. but it needs to be more inclusive. My legacy also includes my relationship with the community, because the Department as a whole, no longer has that.

SK: What direction do you see CPD going in the next five to 10 years, now that the Department of Justice is reviewing our agency?

AW: Hopefully the Department will take a positive turn while the DOJ is conducting their investigation and upon its completion. Hopefully some of the Department's past practices will no longer be tolerated. Everyone should be treated fairly and equitably.

SK: Do you have any feelings you would like to share in light of various videos released showing contradictory accounts in police-involved shootings and/or police behavior?

AW: Trust is the key to rebuilding ties with the community that law enforcement agencies across the country desperately needs. The sooner we realize that we need and must have the community's help, the better off law enforcement, as a whole, will be. The key to building that trust is transparency. I think by airing the videos of this nature, in some cases, we show the community that there is an attempt to be transparent.

SK: Is there anything else you would like to say?

AW: Now we are at a crossroad in law enforcement, especially in the African American community. The "Ferguson effect" can have a negative impact on the quality of life in our communities. We don't need our police officers to stop doing police work; we need them to do it in the professional and respectful manner in which it was designed.

SK: What are three words or phrases do you feel best describe you?

AW: **Calm; Constantly Thinking; and Fair.**



**The Law & Your
Community**

(TLYC)

The Law & Your Community (TLYC)

By Carla Kupe-Arion

"Man, I hate the police. Y'all kill people for no reason." This is a sentiment we have been hearing a lot over recent months. With a significant amount of media coverage regarding: police-community encounters, negative emotions, and an increasing lack of trust by the community for law enforcement, tensions are high and the dynamics are antagonistic. It is unequivocally clear that the nation is at a tilting point. There is a demand for accountability and respect, both ways, with more scrutiny on law enforcement.

Towards the end of 2014, before the incidents in Ferguson, Baltimore, and other areas of the country occurred, the **National Organization of Black Law Enforcement Executives (NOBLE)** initiated its rollout of **"The Law & Your Community,"** (TLYC) a law literacy program designed to educate the community, especially youth, about their civil rights during police encounters. The timing could not have been any more providential. After the much-televised incidents in Ferguson, the program gained a lot of attention and demand. In the Chicago metropolitan area alone, **NOBLE Chicago Metropolitan Chapter** received numerous requests from churches, after-school programs, and other community groups for the presentation to their constituents.

TLYC initially replaced NOBLE's **"The Law & You"** presentation, which was basically a **"Meet Officer Friendly"**-type initiative. TLYC has proven to be so much more. While one main pillar of the program is to equip the community with a comprehensive knowledge of civil rights (and what it does not entail), the program also seeks to educate the community on how their own actions and demeanor during, and even before, an encounter with law enforcement, can impact the likelihood and the quality of the encounter. A third aspect we have seen is something that was previously lacking: a mutual ground where all members of our community, civilians and law enforcement alike, were able to voice their fears, their frustrations, and seek and receive understanding and acknowledgement from the other.

Even though the program was initially formatted as a 90-minute presentation, Director of Community Relations Carla Kupe-Arion saw the potential and developed a 12-session program, which allows the same participants to have repeated, positive, and productive conversation with officers. The participants now had more time to digest the information and build relationships with officers. This has had a significant impact with middle or high schoolers.

While the program has been facilitated in town hall meetings, police-community panels, churches, and other settings over the beginning of 2015, by the middle of 2015, the program caught the attention of Chicago city leadership and TLYC was introduced into the Chicago Public School system. Other areas such as Evanston and the South suburbs are seeking to implement the program in their school districts. The program has also received local media coverage.

Facilitating this program over the last year, whether as a one-time presentation or in the 12-session format, has proven effective, especially with youth participants. Upon completion of the program, the youth have a better understanding of police work, respect for the officers, and a willingness to be part of the change that we need in our communities. These exchanges, sometimes heated but honest, have actually been the most powerful aspect of this program. The emotions and the dialogue are more productive and respectful, which is what this nation so desperately needs in this moment in history.

For more information: <http://www.noblechicago.org/the-law---your-community.html>

Newark Bronze Shields, Inc.



The **Newark Bronze Shields'** Annual Dinner Dance was a huge success. Over 550 people were in attendance for their scholarship fundraiser.



On March 25, 2016, the Lighthouse Assembly of God and Pastor Pizarro recognized the **Newark Bronze Shields** for Outstanding Community Service.



Newark Bronze Shields participated in *Occupy the Block*. Newark Mayor Ras J. Baraka called for individuals to respond to specific locations in the community suffering from hardship. We provided services needed in the community.

Newark Bronze Shields, Inc.



Newark Bronze Shields was recognized during the Annual Community Servants Day at Saint James A.M.E. Church in Newark, NJ.



On May 26, 2016, the **Newark Bronze Shields** presented a *Wreath Laying Ceremony* for former Newark Police Officer **Augustus Dickerson**. He became a member of the Newark P.D. in 1874. He was the first African American officer in New Jersey and the third in the U.S. It is our responsibility to keep his legacy alive!

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



Here From The Motherland



Ejikeme "Eric" O'Suoji

Interviewed by Shawn Kennedy
(July 27, 2016)

In his birthplace of Nigeria, he is known by his birth name **Ejikeme "Eric" O'Suoji**, but in America, he is known as **Eric O'Suoji**. Eric has been a **Chicago police officer** for the past 18 years and I have had the pleasure of working with him for 18 months in the 003rd district. As I interacted with Eric, I immediately recognized he was a very unique individual. Not because of his heavy accent but because he possessed the positive qualities personally, that also sculpted the type of officer he is. Some of these attributes include a strong level of integrity, respect, honor, commitment, community improvement, strive for education and dedication

to duty, just to name a few. It is not just that he exhibited these qualities; he lived by them and took them seriously as the type of individual that he is. It was not until I learned of the very prestigious honor that Eric received from the Motherland recently, that I better understood the depths of this remarkable individual, both personally and professionally. I sometimes wonder if the men and women, who works with Eric, have an inkling of the individual they are sharing a squad car with. I sometimes wonder if they even care. What I do know is sometimes, as officers, we treat each other disparately because someone speaks differently; or because we lack the knowledge or interest to learn an individual's cultural or that their community background differs from our own; or even because of our own personal insecurities. Isn't this the same disparate treatment law enforcement is accused of when interacting with the community? This is why I decided to conduct this interview.

Fifty-six year old Ejikeme "Eric" O'Suoji was born in the northern region of Kaduna, Kaduna (Nigeria). He graduated high school in Nigeria in 1979 and came to the USA in July 1982 to receive a quality education. It was considered prestigious to be able to study abroad. Many families did not have the financial means to send their children to the USA to be schooled. Eric's father was an educated man and very outspoken. His mother was educated as well, so that helped to mold his educational foundation. When Eric arrived in the USA, he started out as a dishwasher and then a taxicab driver. He worked for the City of Chicago Department of Health for nine years and eventually joined the Chicago Police Department on October 13, 1998. Eric is married to Dr. Chibuzo C. O'Suoji and has two sons and one daughter. He obtained his bachelor's degree in Political Science at Northeastern Illinois University.

SK: Where is your current hometown in Africa?

EO: Nkwerre, Imo; it's the eastern region of Nigeria.

SK: What is your tribe?

- EO: Igbo, which is also my language. I am a strong believer who is proud to maintain my Igbo culture.
- SK: You took a trip to Nigeria in December 2015. What was the purpose of your trip and how often do you return to your homeland?
- EO: Prior to my trip to Nigeria in 2015, I had not been back for 14 years. The purpose my 2015 trip to Nigeria was the rare honor of being inducted into the class of Traditional Statesmen of my hometown. Once inducted into that class, you are recognized in the entire region as a Statesman. My certificate of membership is dated January 5, 2016. My official title is: **Nze** and my official name is: **Ana Aza Eze Nonu**. This translates to: *“One do not call himself a king just by the word of mouth.”*
- SK: During your ceremony, who presented you with the certificate of membership?
- EO: The **King of Nkwerre**, who is the Traditional Ruler. His name is **Eze Dr. C.J. Okwara**. His title is Eshi of Nkwerre. (*“Eze” means King; “Eshi” is his title; “Nkwerre” is a town in Nigeria.*)
- SK: As I watched video footage of the pre-ceremonial rituals, I observed you and a gentleman being escorted around your hometown by heavily armed guards wearing military fatigue and carrying high powered rifles. Was that level of protection specifically for you?
- EO: No. The gentleman walking with me is the former Inspector General of the Nigeria Police Force (2009-2010). His name is **Ogbonna Okechukwu Onovo**. He was also present during my award presentation. Although he is retired, he still maintains his bodyguards for his protection.
- SK: What does being inducted into the class of Traditional Statesmen in your hometown mean to you?
- EO: It means a lot to me because it is a lifetime award. This is not a membership that is given annually. It is a rare honor in my Igbo culture. It is based on the collective positive traits of how an individual has lived their life and must continue to maintain their life. You have to callout evil. You have to be upright. They have watch me for years as I grew up. I have to be righteous at my own expense. This comes from my heritage. It's a big responsibility that I carry on my shoulders because I have to continue to live righteously and transcend these qualities down to my children.
- SK: You stated that they have watched you for years. Since you came to the USA in 1982, how were they able to still monitor you to see if you progressed or regressed?
- EO: I belong to an organization called NAU–USA, Inc. The acronym stands for **Nkwerre Aborigines Union**. I have been a member since 1996 and serve as the Provost, which is like a Sergeant-At-Arms. Individuals from the town of Nkwerre (Nigeria), who reside in the USA, are able to keep in touch with one another by posting various things in the chat room. I would generally challenge things I felt were not righteous, that other members might not say anything about. So based on my writings, individuals in Nigeria are still able to monitor abroad, my willingness to callout evil and remain righteous.
- SK: How do you feel about being an African who is living in America?
- EO: It has its challenges. I am sometimes limited by my language (strong accent). I feel I have been passed over for some opportunities based on my strong accent.

SK: After living in America since 1982, how do you feel when you go back to Nigeria? Do you feel as welcomed after spending so much time in America?

EO: After living in the USA for so long, I don't feel completely accepted because of my education level that I obtained in America. I have gotten so accustomed to various things in America. Living in America does have its advantages. This is a free country with clear drinking water, good roads and electrical supplies. Democracy in Nigeria is different. You do not have the same rights or ability of freedom of speech in Nigeria. If you speak out against, let's say a political figure in America, you may be frowned upon but that's the extent of it. If you do the same thing in Nigeria, you most likely will turn up missing the next day. That's just the way it is.

SK: I unexpectedly ran into you at the McCormick Place, when the International Association of Chiefs of Police (IACP) held their conference in Chicago on October 24-27, 2015. I saw many officers from Africa present at the conference. What was your connection?

EO: I hosted 12 of those officers, from the Nigerian Police Force, at my home. This included the former Inspector General **Ogbonna Okechukwu Onovo**. These were some good men and women with the highest integrity in law enforcement in Nigeria. That's why they made it so far to the top.

SK: What three words or phrases best describe you?

EO: **Compassionate, Trustworthy and Upright.**

"Eric, thank you for allowing me to probe into your personal history and share it with my readers. I learned a lot, although I know I have only scratched the surface of your cultural heritage. I do have a deeper understanding of your character make-up that's the foundation of the honorable man and police officer that I know you are, and I hold a great deal of respect for. I hope my readers learn to better respect each other's differences and realize these are the traits that makes each individual unique. I look forward to learning more history of your African culture."



Ogbonna Okechukwu Onovo (Former IG of the Nigeria Police Force) and **Ejikeme "Eric" O'Suoji** (CPD)

Here From The Motherland



FOR IMMEDIATE RELEASE

BLACK LAW ENFORCEMENT CONDEMNS DALLAS POLICE SHOOTINGS

Dated: Friday July 08, 2016

National Association of Black Law Enforcement Officers Speaks Out Regarding The Ambush Attack and Assassination of Dallas and DART Police Officers

The National Association of Black Law Enforcement Officers Board of Directors and General Membership, both as a body of career law enforcement professionals and individual members of the various African American communities we serve, join with the nation's law enforcement community to express our sorrow and outrage regarding the recent events in Dallas, Texas. This cowardly and despicable act must, and should, be repudiated by all sensible and responsible persons, regardless of their racial background.

While all must recognize that there is an ever growing divide between law enforcement and those we are sworn to both protect and serve, and that there are, in fact, some members of our profession who are a detriment to those of us who work tirelessly each day to make a significant difference in the life of our communities. No amount of anger and frustration about the ills of the system should be used as a cause or excuse to assault or assassinate law enforcement officers who are simply doing their job. Regardless of community perceptions and beliefs pertaining to issues concerning police abuse, misconduct and excessive force, irrespective of the beliefs of those who wish to create mayhem – this is not the way to secure and sustain community justice.

It must be painfully clear to all that this act of evil, vicious violence has no place in our communities, just as the past and continued unnecessary death of young black men at the hands of police officers has no place. Yet this wanton act of cowardice will only serve to further increase the likelihood that police officers will react more aggressively, and sometimes haphazardly, when addressing the needs of the Black community.

We honor the service of the officers whose lives were taken so suddenly and needlessly, share the grief of their families, and extend our heartfelt condolences to the entire Dallas community, even while knowing that these sentiments are not enough.

We as well urge and encourage our community to remain calm. There have been losses on both sides of this issue, and while some have been treasured more than others, each one causes us grief and despair.

NABLEO, its' Board of Directors and General Membership will stand in unison with all members of our community, regardless of their status, to bring true justice for all. We ask that you stand with us to help bring about true and lasting change.

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.

FOR IMMEDIATE RELEASE

BLACK LAW ENFORCEMENT CONDEMNS POLICE SHOOTINGS IN BATON ROUGE

Dated: Monday July 18, 2016

National Association of Black Law Enforcement Officers Speaks Out Regarding The Ambush Attack and Assassination of Baton Rouge and East Baton Rouge Law Enforcement Officers

The National Association of Black Law Enforcement Officers Board of Directors and General Membership, both as a body of career law enforcement professionals and individual members of the various African American communities we serve, join with the nation's law enforcement community to express our sorrow and outrage regarding the recent events in Baton Rouge, Louisiana. This cowardly and despicable act must, and should, be repudiated by all sensible and responsible persons, regardless of their racial background.

As so eloquently stated by President Obama, "...nothing justifies attacks on police officers." No amount of anger and frustration about the ills of the system should ever be used as a cause or excuse to assault or assassinate law enforcement officers who are simply doing their job. Regardless of community perceptions and beliefs pertaining to issues concerning police abuse, misconduct and excessive force, irrespective of the beliefs of those who wish to create mayhem – this is not the way to secure and sustain community justice.

This type of insanity will not improve police-community relations; it will not bring about greater levels of police accountability; it will not advance the cause of social justice; it will not improve the status of life in the Black community; it will not bring an end to the shootings of Black men by the police.

It must be painfully clear to all that this act of evil, vicious violence has no place in our communities, just as the past and continued unnecessary death of young black men at the hands of police officers has no place. Yet this wanton act of cowardice will only serve to further increase the likelihood that police officers will react more aggressively, and sometimes haphazardly, when addressing the needs of the Black community.

We honor the service of the officers whose lives were taken so suddenly and needlessly, share the grief of their families, and extend our heartfelt condolences to the entire Baton Rouge community, even while knowing that these sentiments are not enough.

We, as well, urge and encourage our community to remain calm. There have been losses on both sides of this issue, and each one causes us grief and despair.

NABLEO, its' Board of Directors and General Membership will stand in unison with all members of our community, regardless of their status, to bring true justice for all. We ask that you stand with us to help bring about true and lasting change.

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.

Killed In The Line Of Duty

Attack Against Law Enforcement

Dallas, TX
5 Killed (9 Injured)
July 7, 2016

Senior Corporal Lorne Bradley Ahrens
Dallas Police Department

Police Officer Michael Leslie Krol
Dallas Police Department

Sergeant Michael Joseph Smith
Dallas Police Department

Police Officer Brent Alan Thompson
Dallas Area Rapid Transit Police Department

Police Officer Patricio E. Zamarripa
Dallas Police Department

Baton Rouge, LA
3 Killed (3 Injured)
July 17, 2016

Deputy Sheriff Bradford Allen Garafola
East Baton Rouge Parish Sherriff's Office

Police Officer Matthew Lane Gerald
Baton Rouge Police Department

Corporal Montrell Lyle Jackson
Baton Rouge Police Department



Memorial Page



Attack Against The LGBTQ Community

Pulse Nightclub (Orlando, FL)

49 Killed (53 Injured)

June 12, 2016

Stanley Almodovar III, 23
 Amanda Alvear, 25
 Oscar A Aracena-Montero, 26
 Rodolfo Ayala-Ayala, 33
 Antonio Davon Brown, 29
 Darryl Roman Burt II, 29
 Angel L. Candelario-Padro, 28
 Juan Chevez-Martinez, 25
 Luis Daniel Conde, 39
 Cory James Connell, 21
 Tevin Eugene Crosby, 25
 Deonka Deidra Drayton, 32
 Simon Adrian Carrillo Fernandez, 31
 Leroy Valentin Fernandez, 25
 Mercedes Marisol Flores, 26
 Peter O. Gonzalez-Cruz, 22
 Juan Ramon Guerrero, 22
 Paul Terrell Henry, 41
 Frank Hernandez, 27
 Miguel Angel Honorato, 30
 Javier Jorge-Reyes, 40
 Jason Benjamin Josaphat, 19
 Eddie Jamoldroy Justice, 30
 Anthony Luis Laureanodisla, 25
 Christopher Andrew Leinonen, 32

Alejandro Barrios Martinez, 21
 Brenda Lee Marquez McCool, 49
 Gilberto Ramon Silva Menendez, 25
 Kimberly Morris, 37
 Akyra Monet Murray, 18
 Luis Omar Ocasio-Capo, 20
 Geraldo A. Ortiz-Jimenez, 25
 Eric Ivan Ortiz-Rivera, 36
 Joel Rayon Paniagua, 32
 Jean Carlos Mendez Perez, 35
 Enrique L. Rios, Jr., 25
 Jean C. Nives Rodriguez, 27
 Xavier Emmanuel Serrano Rosado, 35
 Christopher Joseph Sanfeliz, 24
 Yilmery Rodriguez Solivan, 24
 Edward Sotomayor Jr., 34
 Shane Evan Tomlinson, 33
 Martin Benitez Torres, 33
 Jonathan Antonio Camuy Vega, 24
 Juan P. Rivera Velazquez, 37
 Luis S. Vielma, 22
 Franky Jimmy Dejesus Velazquez, 50
 Luis Daniel Wilson-Leon, 37
 Jerald Arthur Wright, 31



Source: <http://www.cityoforlando.net/blog/victims/>

What's Been Happening?

The Chairman of the **National Association of Black Law Enforcement Officers (NABLEO)** **Lieutenant Charles P. Wilson** retired on April 22, 2016, with 45 years tenure in law enforcement. Most recently, Charles spent the past 23 years with the Rhode Island College Campus Police. During his nine-year stint with the Village of Woodmere Police Department, he rose up to the rank of Chief. He also worked at several other agencies as a patrolman. *“Charles, you have fought the good fight for many years and have earned the opportunity to relax. So enjoy your family getaway to the Bahamas because upon your return, I still have much work for you to do...just to keep your time occupied of course. Congratulations buddy!”*

Levi Holmes II, President of the **Newark Bronze Shields**, was promoted to the rank of Sergeant for the Newark (NJ) Police Department on August 2, 2016. *“One way to measure the effectiveness of an organization is to find out the outreach they conduct in the community that they serve. Levi and the Newark Bronze Shields have a documented presence in their community, which reflects their commitment and the investment they have in its citizens. Congratulations buddy on your promotion after 22 years. It took me 24 years.”* ☺

Sergeant Shawn Kennedy, who is a **NABLEO** Board member, received the **Annual Bureau Award of Recognition** on May 26, 2016, for the quality of the investigations he conducted while working in the Chicago Police Department – Bureau of Internal Affairs.

The **International Association of Chiefs of Police (IACP)** conference was hosted in Chicago, IL on October 24-27, 2015. Officers from across the country and abroad were in attendance. *“I had the pleasure of meeting several officers from Nigeria as we attended some of the same workshops. I enjoyed our conversations and their colorful traditional attire.”*

The **National Organization of Black Law Enforcement Executives (NOBLE)** hosted their **40th Anniversary conference** in Washington, D.C. There were over 2,500 officers in attendance from across the country and abroad. Two new chapters joined NOBLE: **Canada** and **Jamaica**. *“This was the first national NOBLE conference that I attended and I must say that I had a great time networking with officers of various ranks from everywhere. I was very impressed with the professionalism and civility that was displayed during our various business meetings. So yes I am “hooked” and looking forward to continue the network in Atlanta, GA on July 29 – August 3, 2017. On a more serious note, I have to say that after the tragedy first occurred at the Pulse nightclub in Orlando, FL on June 12th, targeting the **LGBTQ community**, and then the tragedy that occurred in **Dallas, TX** on July 7th, targeting law enforcement officers, my emotions were at a very vulnerable place, when I arrived at the conference on July 16th. This was due to the senseless loss of so many lives of innocent people at one time. So while attending the Civil Rights Awards Brunch on July 17th and having someone announce another tragedy that occurred that morning in **Baton Rouge, LA**, targeting law enforcement officers once again, my heart felt very susceptible because that announcement could have been about my fellow officers from the Chicago Police Department. I must admit that once that announcement was made, there was no other place I would have rather to have been, other than surrounded by the love and support I felt from sitting among the 2,500 plus black officers. This allowed me a deeper understanding of the collective strength we have and the men and women that we can proudly call our second family.”*

NOBLE 40th Anniversary Conference (Picture Page)



A Safer South Africa

By Paul Wilson

Superintendent (retired)

Metropolitan Police Service (London, U.K.)



It hardly seems possible that it's been nearly six years since my retirement in 2010. Firstly, let me say to those of you soon to retire - there's a whole world out there just waiting for your ideas and skills, so don't fear retirement - embrace it and make it work for you!

Just prior to my retirement from London's Metropolitan Police in 2010, I'd been fortunate to visit the African nation of Ghana. An old friend and Metropolitan Black Police Association member had found himself working in Ghana as a 'Police Liaison' officer and because of my work and enthusiasm for Community Policing, he invited me to Accra, the Ghanaian capital, to help the local police understand and implement Community Policing. The venture into Africa, albeit brief, was a hugely moving experience and one that opened my eyes to the many challenges facing the Ghanaian people, not least in the field of policing. On my return to the UK, I decided that if Ghana, a relatively advanced African nation, was facing such difficulties, then Africa was where I should focus my skills and energy. To this end, immediately following retirement, I established a Non-Government Organisation (NGO) called '*Safer Global Communities*' as a vehicle to deliver what I envisaged to be a raft of policing consultancy services to African nations. I assembled a group of like-minded individuals to assist and began contacting various African nations. I should add at this stage, while although many people both in the UK and Africa, thought this a worthwhile initiative, after a few months it began to dawn on me that offering assistance, advice, and consultancy to African nations was perhaps a naïve mission, given that I had no major funding to actually help deliver the end product. I soon found that funds were not forthcoming from Africa! However, I refused to be disillusioned and began to think of other ways of fulfilling my ambition. In 1999 when I was Chairman of the Metropolitan Black Police Association, I had met with representatives of the South African **Police and Prisons Civil Rights Union** (POPCRU) who had subsequently invited me to speak at their 2000 annual conference in Pretoria, South Africa. That experience was my first visit to Africa and that too was an unforgettable moment in my life. Anyhow, ten years had elapsed since my South African venture but I decided to email the General Secretary of POPCRU in the hope he might remember me and consider a proposition that I had developed. The response to my email was

immediate. Yes they remembered me and furthermore, they found my proposition to be an interesting one and would I like to attend their forthcoming conference!

Of course I jumped at the opportunity and purchased a flight (just under 12 hours flying time) to South Africa! My attendance at their conference was a real eye opener in that POPCRU had grown considerably since my visit ten years previously. They were now without doubt not only the largest and most influential police and prisons union in South Africa, but on the whole of the African continent. I was also introduced to their 'commercial arm', a common feature among South African Unions and one that stems from the Apartheid era where Unions would form businesses 'on the side' to generate funds, in order to operate and fulfil their mandate. POPCRU had established the POPCRU Group of Companies (PGC) as a fund raising vehicle to offer various financial products to its membership. Since the advent of democracy in South Africa, their business interests had grown until PGC was now a formidable commercial success in their own right.

There now follows a necessarily abbreviated version of events following my visit to the POPCRU conference. My proposal pitch at the conference to the CEO of POPCRU Group of Companies was a resounding success, to the extent that PGC invited me to work in South Africa to develop my proposal, which incidentally was for POPCRU to establish its own NGO, in order to reach out and benefit less advantaged South African communities in a way that the Union and commercial activities alone didn't allow.

In January 2012, with my wife, I arrived in South Africa to begin what has been the experience of a lifetime. Located in Pretoria, at the offices of PGC, I was given an assistant and a blank piece of paper. Establish an NGO for PGC/POPCRU was what I had promised and it was here that my experience in helping establish a democratic structure for the Metropolitan Black Police Association, all those many years ago, proved invaluable. The same transferable principles applied. With the help of my steering committee, the Safer South Africa Foundation was born within six months www.safersouthafrica.org.

"But what are we to do?", asked Jabu, my South African assistant, who is a retired Deputy Chief from South Africa's Correctional Services. It was here that my Fulbright experience in the United States paid dividends, for while visiting San Francisco Police Department in 2003, I had witnessed their Citizen's Academy scheme which I now know is a common feature in many Police Departments across the United States. Influenced by the notion of police connecting with ordinary people in a structured programme of learning, I developed something along similar lines and named it the '**Communities and Justice Programme**'. However, instead of restricting it to police, I decided to involve a range of criminal justice practitioners. In another significant departure from the U.S. Citizen's Academy scheme, we decided to offer the programme to South African schools. The seven weekly – two hour sessions with police, traffic officers, courts, prosecutors and correctional service officers, became a resounding success and was embraced by a number of schools. The schools we chose were always located in the under-resourced neighbourhoods or Townships; those areas established during the Apartheid era to house the black and coloured populations far enough away from the 'white' metropolitan areas, but close enough to bus in the black labour force. While democracy has advanced the lives of many in South Africa, the harsh conditions of the Township is still a way of life for many of South Africa's black and coloured communities. Following the successful conclusion of each Communities & Justice Programme the school students are invited to a graduation ceremony (much like the Citizens Academy) where they are presented with graduation certificates by senior officials from the criminal justice system. If you wish to read more about the

aims of this programme, one of the reports we published following completion of the programme can be seen here <http://tinyurl.com/jcoj3as>.

In addition to helping build bridges between police and communities, we decided that a fundamental aim of the Safer South Africa Foundation should be to *'..... actively contribute to the national discourse on crime and community safety matters by undertaking research, advocacy and campaigns.'* We included this aim as the business of policing, although positively the most advanced on the African continent, is devoid of so many policies and practices that Western communities take for granted. Inspired by an open invitation from the Government's *civilian policing oversight authority*, encouraging NGOs and others to contribute to a Parliamentary Paper advocating improvements in policing, I wrote a substantive paper on the future of policing in South Africa and submitted it for consideration. It was subsequently widely acclaimed and welcomed by numerous academics and others from Civil Society. From a personal perspective, aside from my master's dissertation, it is perhaps from favourite 'policing' paper of all time. It can be read here: <http://tinyurl.com/zvzk7ba>.

While the paper on the future of policing was perhaps a high point in my contribution to the betterment of the South African criminal justice system, my appearance before a parliamentary committee must be a close second. Safer South Africa Foundation was approached by an NGO named **'Gun Free South Africa'** and invited to support its paper commenting on a **'Review of The Private Security Industry Regulations'** that included proposals to changes in firearms legislation. I had no hesitation in supporting Gun Free South Africa with the caveat that I might submit my own paper encouraging the South African Police and private security industry to work closely in a manner not hitherto seen in South Africa. The South African security industry is huge, perhaps the largest in the World, numbering in the region of 500,000, yet the level of professionalism and co-operation with the public police is questionable. The paper was submitted and I was subsequently invited to present my thoughts to a Parliamentary Committee at the South African Government building in Cape Town. While I was excited at the prospect of addressing members of Parliament, the reality did not live up to my expectations as the members were clearly of the view that a South African Police Service (SAPS) was not yet sufficiently advanced to embrace the partnership approach I was advocating. More information about Safer South Africa Foundation's submission in relation to the Private Security Industry Bill can be found here: <http://tinyurl.com/z27wsp3>.

The role of Safer South Africa Foundation in reaching out to underserved communities, blossomed and there followed **anti-drugs initiatives, anti-rape workshops** and a host of other community oriented initiatives that we documented in our newsletter, which can be read here: <http://tinyurl.com/j2sn3w8>.

After just over three years at the helm of Safer South Africa Foundation, my sponsors, the Police and Prisons Civil Rights Union (POPCRU), made a difficult decision. My work to establish the NGO was initially supposed to take one year but that had morphed into three. The political ramifications of a **foreigner** leading a Foundation for one of South Africa's most popular and high profile Unions had not escaped the attention of some observers, given POPCRU's political agenda that included ***South African jobs for South Africans***. With a heavy heart, I stood down from my position as CEO in January 2015. However, (and this is important for many that feel distraught at an enforced change in jobs or roles), in hindsight it was the best thing that could have happened to me at that particular time. After a period of reflection, I made the decision, with my wife, to stay in

South Africa. This decision was influenced by the fact that we had bought property in Johannesburg that was still under construction in an area we considered to be the most vibrant and cosmopolitan in South Africa. It wasn't long before I began thinking about how I might continue with the work I had started with Safer South Africa Foundation. Establishing another NGO, without sponsorship and/or support of a large institution, was not going to be easy, however with the assistance of a South African friend living and working in England, we established '2INVOLVE', a not-for-profit organisation with a mission '*to build safer, confident and empowered communities through education, skills development and reintegration*'. Access the website at: www.2involve.org.za

The establishment and potential for 2INVOLVE is exciting in that we are not constrained by geographical borders and will seek to work in other African nations where possible. But for the moment, we are in the early stages but have already recruited additional staff, who coincidentally are Zimbabweans living and working in South Africa. This additional nationality dimension bodes well for the future and in many ways, 2INVOLVE mirrors Safer Global Communities and that early ambition I was unable to transform into practice, largely due to the fact that I was living in the UK. And here is the important lesson for all of us wishing to undertake work on the African continent. Either external funding supporting your ideas and/or contacts on the African continent (ideally both) are a must! For example, work visa and bank account arrangements in South Africa are complex and bureaucratic! The next step for 2INVOLVE is to find those corporate partners willing to finance our ideas. The structure of South African business tax incentives and future access to Government projects is such that, particularly for the 'white' businesses, it is almost a necessity to invest in social projects that develop under-resourced communities. We at 2INVOLVE are confident that we can be that vehicle.

For those of you reading this who might get the impression that retirement seems like hard work, let me end on a lighter but equally serious note. Retirement should involve something you enjoy doing, otherwise it will become a chore. It is also more important than ever to strike a balance in terms of work and hobbies. Don't have a hobby? Get one! Seriously though, most of us enjoy doing something outside of work. Now is the time to take a closer look at whatever that might be and consider how you might 'scale it up' to occupy more of your time. If you can make money from it at the same time, then great but I would argue that income generation shouldn't be a requirement. Sometimes, you may have a number of interests and find that it's possible to join them up into one larger interest. Take my own circumstances for example. I was thinking of something to occupy my mind following the conclusion of my job with Safer South Africa Foundation. My wife will tell you that my interests include music, in particular 1970's soul/funk/jazz, as well as a preoccupation with Internet technology. So, having given the matter some thought, I decided to merge my interests to develop and launch my own internet radio station. This would involve designing and constructing a website, and all the attendant technology involved, along with finding a way to broadcast my thousands of records to a worldwide audience. The end result was the launch of *Ubiquity Radio Station*, broadcasting soul/funk/jazz on the internet 24 hours a day, 365 days of the year. We can be found at www.ubiquityradio.net. Ubiquity Radio is a licensed broadcaster with the ability to stream 'live' broadcasts on the internet, however for the time being, most of our shows are of the recorded syndicated variety. Pay us a visit and listen to the sounds of yesteryear. Also, I'd like to extend the opportunity for readers to have their own 'Top 10' tunes broadcast on Ubiquity Radio. **Perhaps the editor can devise an appropriate competition to enable that to happen? We'll see.**

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 positive 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 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 three previous issues at: **<http://www.nableo.org/newsletter.cfm>**.

Recommended Reading



The Man Who Beat Clout City

By Robert McClory

Strong, Beautiful African American Women

By Melvin C. Ryan

The Education of Kevin Powell:

A Boy's Journey into Manhood

By Kevin Powell

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

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