

# The Guardian's Voice

NEWSLETTER

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

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Fall 2017



## De-Escalation for Law Enforcement and Community

Danbury, CT

(Hosted by the Danbury, CT and Waterbury, CT Police Departments)



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Officers from various law enforcement agencies participated in NABLEO's Education and Training Conference, on April 6 - 7, 2017, in Danbury, CT. They listened intently during a workshop titled *Promoting Fair and Impartial Policing Through Understanding Implicit Bias*. In order to become more astute professionals and better serve our communities, it is imperative that we continue to invite our counterparts to the table, in an effort to conduct open dialogue regarding our real and perceived cultural differences, fears and biases.

**Shawn C. Kennedy**

Editor

#### Contributors

Levi A. Holmes, II

Charles P. Wilson

Nancy Jordan

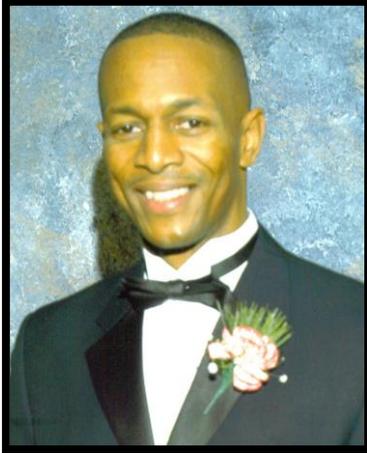
Paul Wilson

Members-At-Large

National Association of Black Law Enforcement Officers, Inc.

[www.NABLEO.org](http://www.NABLEO.org)

## Editor's Perspective



### Ethnicity vs. Gender Inequality

As long as I can remember, people have always engaged in discussions on the great racial divide. This topic permeates our everyday lives and oftentimes our unspoken thoughts. It occurs in the church, at the mall, in barbershops, in our squad cars, in bars, in the privacy of our homes, at conferences, and so on. In fact, I cannot think of one place that is immune from this very fervent topic, including within the institution of law enforcement. “Racial profiling”, “driving while black”, and “shootings of unarmed black men” are some of the vernacular used to describe many citizens’ interactions with police officers in their respective communities. Racial disparity is also visible when you review current and historical data regarding the number of officers of color joining the rank and file in each graduation class; the number of officers of color promoted to various supervisory ranks; and the overall number of officers of color in exempt command positions.

One topic I rarely hear discussed in a co-ed setting is the gender inequality that exists in the workplace, which includes the institution of law enforcement. Only having a male’s perspective to go by, I cannot begin to imagine what women may experience in the workplace during their tenure, and sometimes even on a daily basis. Gender inequality may manifest in the form of implicit and explicit gender bias by male coworkers and supervisors; the “glass ceiling syndrome”; sexual harassment; male privilege; and sexual objectification. I have been fortunate enough to have engaged in one-on-one conversations with female officers, both active and retired, who have shared some of their experiences in the workplace with me. Oftentimes my mouth is left wide open in shock as women share their personal and professional experiences. Although my mind is saying “WTF”, I try to stay grounded and continue the open dialogue, in an effort to better understand this phenomenon. Sometimes I am so moved by what I hear, that I feel an obligation to apologize for my male counterparts’ behavior. Since I have never experienced gender inequality in the workplace, I have no reference other than the understanding of the male species.

I can remember a female officer expressed to me the verbal hostility she had experienced with one of her male coworkers. She was perplexed because she did not know where the antagonism originated, but felt it was personal. We discussed how she handled it thus far and the best way to handle the situation moving forward. One thing we did not consider at the time was the reality that **misogyny** exists within the deeply-rooted, characteristic makeup of some men. So yes, a woman’s superior work ethics, assertiveness, professional acumen, tenacity or even her femininity might unconsciously set-off the misogynistic predisposition within this type of man, although unwarranted by the woman. This is just one example of the types of gender bias that a woman may encounter in the workplace and have to learn how to properly navigate their way within a male-dominated workforce.

I am sure female officers discuss these types of dynamics amongst themselves. I can still remember the Midwest Coalition of African American Police Officers (MCAAPO) hosting a Sister to Sister workshop in the Chicago Police Department on November 13, 2002 and Part Two on July 24, 2003. During these two workshops, women came together to discuss issues and experiences they encountered in a male-dominated workplace. The panel was diverse in rank and ethnicity because the focus was universal – gender-related issues. Men were not allowed to attend these two workshops. This was a place for women

to have their own space for self-expression. I did learn the experiences shared were invaluable for the camaraderie between female officers and it provided a point of reference for less tenured officers.

In July 2016, I had an opportunity to attend the 40<sup>th</sup> Anniversary Training Conference of the National Organization of Black Enforcement Executives (NOBLE), in Washington, D.C. Two of their many workshops focused on women in law enforcement: "*Being a Woman, Being Successful, Learning the Game*" and "*Challenges Women Face in Law Enforcement Leadership Positions*". I listened intently as information was shared by the panel members, as well as the discussions female officers engaged in as they sectioned-off into smaller groups. I still remember one African American female officer's very vocal frustration as she expressed her feelings of being passed up for promotions and assignments to specialized units. It could not readily be determined if the disparity she felt was based on gender or ethnicity. I was impressed in how the panel members and participants showed empathy in how they attempted to soothe her frustrations. I left both workshops with an invaluable insight into women's experiences in a male-dominated work environment. I hope more gender-based workshops are conducted more frequently and are open to men. I believe it is imperative that men and women engage in this type of open dialogue. I wonder what additional challenges a woman of color would endure if she also happened to be part of the LGBTQ community? If so, she **should never** be made to feel as though she was a "triple" minority.

*Shawn C. Kennedy*

## SURVEY



### Ethnicity vs. Gender Inequality

Please take a moment to answer the following five questions. I am looking for **women** from all backgrounds to share their experiences in their respective workplace, both positive and negative. **All identifiers will be kept confidential.** Send your responses to the Editor at: [shawncnken@aol.com](mailto:shawncnken@aol.com). Thank you in advance for your assistance. Some responses will be selected for the next edition of *The Guardian's Voice* newsletter.

1. Do you feel your gender or ethnicity (or any other protected category; i.e. sexual orientation, pregnancy, religion, age, etc.) has been the strongest factor for any disparate treatment you experienced in your professional career? Please explain.
2. Have you experienced racial disparity during your professional career? Please explain.
3. Have you experienced gender disparity during your professional career? Please explain.
4. What words of wisdom would you like to share with younger women who are joining the work force?
5. What would you like men to know relative to gender disparity in the workplace?

*Thank you for sharing your experiences and perspectives!*

# Chairman's Corner



## To the Membership of NABLEO and Our Community Partners

Today, more than ever, we face increasing challenges that must be met with personal forthrightness, organizational excellence, professional fortitude, and a more personalized commitment to both our association and our community.

We must constantly consider the success not only of **NABLEO**, but our community, our profession and our membership, as a journey to be embarked upon together, rather than a destination to be individually led to. And we must ensure that we take this journey with ample provisioning of ourselves and our journey-mates, a strong resolve and an emboldened spirit, as to do otherwise will make our journey longer and more difficult in its passage.

We must continue to fight the scourge of racial profiling, and more forcefully show our disdain for and opposition to the improper use of excessive force, regardless of its perpetrators, be they white or black, as they are a rampant epidemic in communities of color across the country, not just within the confines of those states which comprise our core membership. We can ill afford to remain silent when we view these incidents, as our silence does nothing but buy someone else time to determine how better to undermine our efforts and further erode our rights. ***So speak up, stand up, and be both counted and recognized.***

We must violently fight the scourge of complacency amongst our own ranks, as it is this complacency which will bring about our own downfall. We must constantly and continuously be mindful that, though battles have been fought, and indeed some have been won, the war continues. Until equality of treatment becomes the premier concept and thought of the land, we must continue to fight for its implementation and out-right acceptance.

We must attempt in every way and means possible to eradicate the violence that permeates our neighborhoods, particularly as it pertains to our youth. Too many young, aspiring souls have been taken away from us because of the fallacy that an argument is best decided with the pull of a trigger. We must more affirmatively address this disease for the sickness that it is and find an immediate, long-term cure.

Our local organizations must do more to encourage their membership, particularly their younger members, to become actively involved in the workings of the organization, as it is only through active participation in our programs and community efforts that the true impact of the

organization may be felt. And remember, **WITHOUT MEMBERSHIP, THERE IS NO ORGANIZATION! WE MUST STAND TOGETHER** as a collective force, rather than be picked apart as sporadic pockets of resistance.

*We must encourage others to follow in our footsteps and take our profession as their own.* It is only from the inside that the systemic errors and faults of our profession can be corrected, and not from voicing complaints, no matter how strongly or righteously, from the outside. And we must ourselves aspire to higher positions of rank and authority, as it is only from those positions that change may be affirmatively made, which will impact dynamically the services of our professional counterparts.

**WE** must educate those we work beside, so that, at least in performance of their duties, they conduct themselves as we do. While we must acknowledge that their attitudes towards us will likely not change, we must more positively impact their behaviors. And we must forever cast away the bindings of the “*Blue Wall of Silence*”. We must not, Can Not, and ***WILL NOT*** continue to “*go along just to get along!*” ***BECAUSE WE MUST ALWAYS REMEMBER – WE ARE STRONG BLACK MEN AND WOMEN WHO HAVE ENTERED THIS PROFESSION TO MAKE POSITIVE CHANGE IN OUR PROFESSION – AND NOT JUST BLACK PEOPLE WHO WEAR A BLUE UNIFORM.***

*We must never forget the efforts and achievements of those who came before us*, because it was those strong black men and women who provided us the means and ability to be where we are now. We must always remember those who have gone on before us. We must prove to be their legacy.

So I challenge you to do everything in your power to affect positive change in the way our presence is felt in the community. I challenge you to make dynamic and lasting changes in the way our profession interacts with those who look like us. And I challenge you to stand up, instead of continuing to silently sit by the wayside.

Amandla! Peace.

**Charles P. Wilson**  
National Chairman

**Special Note:** Retired **Charles Wilson** is doing anything but taking it easy. “Chuck”, who is 67 years old, has gone back to school. He was recently accepted into Lamar University and is pursuing a Master of Science degree in Criminal Justice. He expects to be finished in 2019. Charles also continues to author and coauthor research work and articles which have been published nationally in the Journal of Black Studies, the Journal of Critical Incidents and the Journal of Ethnicity and Criminal Justice. With over 45 years in law enforcement experience, he is sought after for interviews with various print and broadcast media. He graciously accepts most invitation, like his parts I and II of his interviews that were published in the August and September 2017 edition of *The Des Moines Urban Experience*. The **5<sup>th</sup> Annual Iowa Summit on Justice & Disparities** has invited Charles to be their summit keynote speaker on October 10, 2017. His speech is titled “*Transforming Law Enforcement at the Intersection of Race and Policing*”. So you can see that Charles is only getting busier during his retirement.

*The Editor*

**National Association of Black Law Enforcement Officers (N.A.B.L.E.O.)  
Police and Community:  
Rebuilding Our Commitment Conference**

**October 19 – 20, 2017**

**Crowne Plaza Warwick**

801 Greenwich Avenue

Warwick, RI 02886

**Host By: Rhode Island Guardian's Association**

Registration Rate (per person) \$175 – (Complete registration by October 13<sup>th</sup>)

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

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**The Association of Black Law Enforcers (A.B.L.E.)  
25th Anniversary National Learning & Development Conference  
and Scholarship Awards Gala**

**October 26 – 28, 2017**

**Le Parc Dining & Banquet Hall**

8432 Leslie Street

Thornhill, ON (Canada)

**Sponsored By: York Regional Police**

**Two Day Conference & Gala - \$285** (Conference Only - \$150 / Gala Only - \$130)

Registration: [www.ableorg.ca](http://www.ableorg.ca)

## FOR IMMEDIATE RELEASE

**Dated: Thursday July 06, 2017**

**National Association of Black Law Enforcement Officers Condemns the Ambush Attack and Assassination of Officer Miosotis Familia**

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 members of the New York Police Department in condemning the recent murder of Officer Miosotis Familia. This cowardly and despicable act should be considered more heinous having been perpetrated against a uniformed officer, who was positioned in the heart of the community to protect its citizens. It 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 unarmed 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.

The loss of any member of our law enforcement family is a burden that is shared by all who have chosen to dedicate themselves to serve and protect our communities, transcends the barriers of race and ethnicity, and brings despair to all who wear the uniform and badge.

We honor the service of Officer Miosotis Familia, whose life was taken so suddenly and needlessly. She was a mother of three and respected 12 year veteran of the New York Police Department, who was assigned to the 46th Precinct's Anti-Crime Unit. We share the grief of her family, friends, and co-workers, and extend our deepest, heartfelt condolences to the entire New York Police Department, even while knowing that these sentiments are not enough.

Yet we shall also rejoice in her coming unto The Lord, Our God and Savior, for He, in His Great Omnipotence and Wisdom, has called her to His side. For He is the arbiter of our fate, and in Him lies our strength and redemption.

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.

## De-Escalation for Law Enforcement and Community

NABLEO's 2017 Spring Conference took place on April 06 - 07, 2017 in Danbury, CT. It was hosted by the **Danbury, CT and Waterbury, CT Police Departments**. Charles Wilson, National Chairman of NABLEO, gave the welcoming address and introduced both **Chief Patrick Ridenhour** (Danbury Police Department) and **Chief Vernon Riddick, Jr.** (Waterbury Police Department). Workshops included: *Legal Consequences of Excessive Use of Force* (speaker: Attorney J.A. Dixon-Acosta); *Promoting "Fair and Impartial Policing" Through Understanding Implicit Bias* (speaker: Investigator Elliot T. Boyce, Sr.); *Cultural Differences Make a Difference* (speaker: Dr. Shirley A. Wilson); *The Body Moves Strangely At Times* (speaker: Dr. Shardé Davis); *Prevention of Police Misconduct – Thru Ethical Decision Making* (speaker: retired Lieutenant David Daniels, III); *Prevention of Police Misconduct – Thru Ethical Decision Making Part Two* (speaker: retired Chief Daryl K. Roberts); *Physiological Aggression or Just Being Mad* (speakers: John Watts, MA, CCJP and Twanda B. Grey, LCSW); and *Discussion From the Field* (speaker: retired Lieutenant Charles P. Wilson).

I appreciate that all workshops started on time. I am a stickler for the value of my time and others. During the workshop *Legal Consequences of Excessive Use of Force*, officers learned many legal definitions and case law. Various topics were discussed including: Use of Force – reasonableness, severity of crime, apparent threat posed by the subject, was the suspect attempting to resist or flee, and actions judged from the perspective of a reasonable officer (*Graham v. Connor 1989*); Evolution of Police Contract – core terms are constant but the contract is fluid, today's approved tactics may be tomorrow's excessive force, policing evolve to meet needs of challenging communities, communities evolve, fine print is ever changing, and personal safety is paramount for citizens and officers; and Consequences – civil lawsuit, criminal prosecution, department discipline/IAD investigation, and collateral consequences (family, emotional, etc.) We learned that supervisors have vicarious liability (third party liability to control subordinates). Measurable actions include whether or not the supervisor participated in the activity with the officer, directed the activity of the officer, ratified the behavior of the officer, or failed to act against the officer's activity. Three types of torts (negligence, intentional and constitutional) were discussed, as well as tort remedies (compensatory, punitive and injunctive). Several cases were reviewed including: *The Enforcement Act of 1871 (The Klan Act)*; *42 U.S.C. 1983 (Civil Action for Deprivation of Rights)*; *Briscoe v. LaHue 460 U.S.C 325 (1983)* (Absolute and Qualified Immunity); *City of Canton v. Harris 489 U.S.C 378 (1989)* (Failure or Inadequate Training); *The Omnibus Crime Control and Safe Street Act of 1968 – 42 U.S.C. 3789 (d)* (Prohibition of Federal control over State and local criminal justice agencies; prohibition of discrimination); and *Garrity v. New Jersey 385 U.S.C. 493 (1967)* (Freedom From Compulsory Incrimination During Internal and Administrative Investigations). This was a highly informative workshop and definitely an eye opener.

During the workshop on *Promoting "Fair and Impartial Policing" Through Understanding Implicit Bias*, speaker Elliot Boyce engaged the audience in a very interactive presentation. Besides watching several video clips, Boyce also revealed the perception of two different groups of people. When African American males were asked to describe officers, their answers included racist, prejudice, unfair, disrespectful, scared, harassment and trouble. When officers were asked to describe black males, their answers included fear, poor, trouble, athletic, underprivileged, violent and disrespectful. Stereotype, which is a belief about a particular group, is oftentimes perpetuated by the media. Implicit bias is much more prevalent than explicit bias because our minds are cognitive machines that encode and store many associations between groups and traits that we have not

consciously processed. Implicit bias is a much stronger predictor of day-to-day behavior than explicit bias. There was discussion on how some banks charge Blacks a higher interest rate for a mortgage or how black males with more prominent Afrocentric features (i.e. darker skin pigmentation, wide nose, full lips) may receive a longer sentence from some judges for their crime. The workshop ended with a powerful snippet of a YouTube video, depicted from the television series *Scandal* titled *Officer Monologue: "They Question My Authority"*. <https://www.youtube.com/watch?v=eoqq024svDg>. This particular piece reflects the dialogue of a white officer who is accused of planting a knife on an unarmed black male who he shot to death. The scene climaxed as the officer verbalized his true biases and stereotypical assessments of the black citizens he interacts with in the community.

***Cultural Differences Make a Difference*** workshop included a lecture, experimental activities, videos and small group discussions. Topics covered included cultural competence, stereotypes (selective perception and selective information), characteristics of a culturally competent organization, and prejudice. We sectioned-off into small groups to discuss cultural identity (review of our deep-seated attitudes and values). We also discussed scenarios regarding the "cultural iceberg" (visible surface culture vs. non-visible deep culture). Everyone also participated in a stereotyping exercise. We were provided a stack of yellow post-it notes and a list of 10 identity groups which included: white men/teens, white women/teens, black men/teens, black women/teens, LGBT, physically or mentally challenged, Arab Americans, Hispanic Americans, people who have different socioeconomic statuses, and people who have different educational levels. We were tasked to write a stereotype that we heard in society (not our own) for each one of the 10 identity groups and then post the post-it on the respective flip charts hanging on the wall. We then read the various stereotypes posted for each identity groups. The responses were extremely candid but taught us how perceptions and stereotypes influence how we view others, how we police, and how we may be viewed ourselves.

During ***The Body Moves Strangely at Times*** workshop, we learned that non-verbal actions make up 93% of our daily communication. This was a very interactive workshop that at times resulted in heated discussions. One of the main points the speaker was trying to relay to the participants was that officers need to understand how our non-verbal actions might be perceived by citizens in a different manner other than our actual intent.

The ***Physiological Aggression or Just Being Mad*** workshop described the difference between anger and aggression and some of the factors that can influence aggression (i.e. the media impact on attitudes towards the police, racial disparities in policing and incarceration, drug sentencing disparities, and trauma-informed policing). We should try to understand the impact of trauma because it can overwhelm our coping capacity. De-escalation techniques include simply listening, distracting the other person, re-focusing the person on something positive, changing the subject, using humor, empathize, motivational interviewing, affirmations and reflections. Non-verbal variables to be cognizant of include eye contact, posture, facial expressions, silence and listening without judgement. This workshop ended with a role play scenario. A white Danbury police officer stopped a black female motorist on a traffic stop. It was interesting.

These were only brief descriptions of some of our workshops. I really enjoyed the timely, information that was shared and the open dialogue that was sparked with our diverse group of participants. Although discussions sometimes became heated due to the sensitive subject matter we touched upon, everyone was afforded the right to have their opinion heard and respected. I look forward in continuing to invite our counterparts to the table in order to engage in open dialogue.

# De-Escalation for Law Enforcement & Community Picture Page (Workshops)



# De-Escalation for Law Enforcement & Community Picture Page (Workshops)



# On Your Shoulders, We Stand

## Ernestine Hicks-Dowell

Captain (retired)  
Chicago Police Department

**Interviewed by Shawn Kennedy**  
(July 16, 2017)

I have had the distinct pleasure and good fortune of meeting Ernestine Dowell roughly 27 years ago, during the early part of my law enforcement career. She is affectionately known to her friends, coworkers and family as “Mama Ernie”, “Miss Ernie” or simply “Ernie”. When you cross paths with an individual, you never know what type of relationship may develop, if any. You simply take it one day at a time and allow destiny to take its course. There was no way for me to know that Ernie would become a very good friend, my mentor, one of my biggest supporters, and part of my family.



In the early 90s, I joined The Guardians, Inc., which was one of six active black police associations registered with the Chicago Police Department (CPD) at that time. Since I lived and worked on the south side, I often came in contact with members from four of the other associations, who predominantly lived and/or worked on the south side as well: African American Police League (AAPL), Coalition of Law Enforcement Officers (CLEO), National Black Police Association – Chicago Chapter (NBPA), and National Organization of Black Law Enforcement Executives – Chicago Metropolitan Chapter (NOBLE). I would periodically see fliers of events or meeting notifications for the Chicago Westside Police Association (CWPA). Ernie was the President of CWPA. Since I had not spent any of my professional career on the west side, my curiosity started to peak. I wanted to know who were these black officers who primary lived and/or worked on the west side. So I decided to reach out to then Sergeant Ernestine Dowell to find out more information on their upcoming annual Ribfest. Ernie was very receptive and looked forward to meeting me. When I arrived to CWPA's Ribfest on the west side, I must admit I was a little nervous. This was not due to my geographic location, but only the fact that I was unfamiliar with anyone who was present. Ernie took care of that. She welcomed me with open arms and was a gracious host. She made sure she personally introduced me to everyone in attendance, including Bill Nolan, who was the new President of the Fraternal Order of Police, Chicago Lodge #7. I got the distinct impression that Ernie was opening up her network of friends to me, while letting them know that this kid was okay, so be nice.

As time continued, we would further cross paths. I attended more CWPA sponsored events like their annual Dinner Dance and other Ribfest. I even drove to the west side multiple times to attend CWPA monthly meetings. I was impressed with the manner in which they conducted their organization's business. Ernie and I volunteered on some of the same projects, like sponsoring study groups for several promotional examinations. We also traveled across the country to attend many of the same education and training conferences.



Having the upmost respect for Ernie's character, it was very easy for me to develop trust in her as my mentor because I knew she sincerely had my best interest at heart. She put me in contact with her inner circle of friends, helped me navigate my professional career and always provided me with the benefit of her experience and wisdom, which kept me grounded and moving in an upward direction. She also taught me the importance of networking with everyone, which benefitted me both personally and professionally. So it was a "no brainer" when she was the first person I asked to serve as one of our advisors for the newly created Midwest Coalition of African American Police Officers (MCAAPO) in 2000. Being one generation my senior, I could always count on Ernie to give me the historical background of the evolution of the Chicago Police Department, as well as the affects that major events had on Chicago. She lived through many of the things that I could only read about. Ernie loves to share information – ensuring that the next generation has the historical background necessary to effectively navigate their future. I love her for being so willing to share her knowledge with me and others.

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**E**rnestine Hicks-Dowell is 77-years old, educated, and a great grandmother. She prides herself on being a good role model and by living her life as an honorable example. Ernie was born and raised on the west side of Chicago, which she learned carried its own stereotypical biases by many individuals living outside of her geographic boundary. As a divorced mother, Ernie struggled to raise her three children; Derrick Allen Hicks (deceased), Katie Diane Harrison and Alicia Marcel Hicks, but she persevered. Ernie spent 40 years with the Chicago Police Department. She started her career as a civilian Senior Stenographer back in 1963. She decided to take CPD's first coed Police Officer examination in 1972, becoming a Chicago police officer in 1980. She rose up through the ranks to become one of four of her department's first African American female officers to be promoted to the rank of Captain in 2001. Ernie is a trailblazer and has definitely "paid her dues". This allowed Ernie to pave the way for younger woman to join CPD without having to endure the same level as disrespect that she experienced. Since 2003, Ernie has been enjoying her well-deserved retirement.

SK: What is your educational level?

ED: I have an Associate of Business Administration in Secretarial Science (Central Y.M.C.A. College); an Associated of Applied Science in Law Enforcement (Chicago City Wide College);

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a Bachelor of Arts and Science in Organizational Behavior (Northwestern University) and a Master of Science in Criminal Justice/Corrections (Chicago State University).

SK: What law enforcement agency have you worked for?

ED: The Cook County Department of Corrections (April 1980 to June 1980) and the Chicago Police Department.

SK: What year did you join the Chicago Police Department and what year did you retire?

ED: I joined the Chicago Police Department as a civilian Senior Stenographer in December 1963 and then again in June 1980 as a sworn police officer.

SK: Where were you assigned as a civilian Senior Stenographer?

ED: I began in the 015<sup>th</sup> district and eventually went to the Public and Internal Information Division and then to News Affair.

SK: Would you describe some of the things you observed as a civilian, while working for the Chicago Police Department?

ED: Initially in 1963, I observed that you had to be part of a certain click to feel comfortable. This was a daily conversation. People who were in a dominant position could make you feel uncomfortable.

SK: As a civilian, did you ever feel like the invisible "Spook Who Sat by the Door"? Please explain.

ED: Yes I did. One thing that never seemed to surface was that I had skills. I was not put into my position just because I was there; I was put into my position because of my skills. I could type, take shorthand and communicate proficiently. Many people during that area in 1963 could not.

SK: You lived and worked on the west side of Chicago in 1968. Would you explain your experience during the aftermath of the assassination of Dr. Martin Luther King Jr. on April 4, 1968?

ED: From a personal viewpoint, I was devastated as a human being. A person of his character and skill set was taken away just because he was the same color as me. He simply served God with his verbal communication skills, not just to Blacks, but other ethnicities as well. Upon hearing of his assassination, I went into a personal turmoil within myself. I had to be pulled aside to be comforted. I became hysterical. It took my fellow employees to help me to calm down. Because of the situations that were occurring, in particular on the west side, I was allowed to go home to be safe. They knew I lived on the west side and needed to be safe.

SK: What is your mother's name and explain the pivotal role she played in your life while you raised your three children?

ED: Katie Mae Harris, also known as Miss Katie. Mama was so instrumental in knowing what I needed. I did not have to tell her anything; she just knew what I needed. She had a sense of what I needed. We could not curse or address our elders without putting a "handle" on their name like, Miss so and so. She was so instrumental in the person I became and made sure I was raised to be independent. My mother would take the streetcar to attend my graduation and other accomplishments. I cannot imagine what was on her mind regarding the accomplishments I made with the Chicago Police Department. My father, although he and my mother were separated, still deserved recognition for being my father. He is Grady Hicks.

SK: What would you like to say to your mother today?

- ED: Mom, I hope I succeeded in your task of teaching me the reality of being an adult.
- SK: When you joined the Cook County Department of Corrections (CCDOC), what was your position?
- ED: I was a correctional officer and I joined because changes had occurred in CPD with Judge Prentice Marshall. I was getting older and felt I had reached my peak as a civilian with CPD.
- SK: Describe your experience as a correctional officer with the CCDOC?
- ED: It was a regretful education to see the denomination of people who were being housed at the CCDOC.
- SK: Why were you with the CCDOC for only three months?
- ED: Because rumor had it that the Chicago Police Department was returning to the hiring process from the old list instead of having a new list. However, your reputation was the key from leaving any job to become a Chicago police officer. The background investigation was critical. I received many positive recommendations from my 17 years as a civilian with CPD. Your reputation had to be beyond reproach.
- SK: Do you recall what year you took the first coed examination to join the Chicago Police Department as a police officer?
- ED: It was in the early 70s, possibly around 1975.
- SK: Was this directly related to lawsuits filed, one by the Afro-American Patrolmen's League, and the subsequent judgement by federal Judge Prentice Marshall?
- ED: Yes it was.
- SK: How significant was this judgement, which allowed you to join the Chicago Police Department in 1980 as a police officer?
- ED: It was a milestone. It changed a whole lot of things.
- SK: While you were a police officer with the Chicago Police Department, were you ever call the "n-word", to your face by either a citizen or another member of CPD?
- ED: Yes. I was not immune from the "n-word". My reactions played a very vital role in how I handled the situation. I never verbally or physically responded to those situations. I dealt with it in my own way.
- SK: Prior to joining CPD in 1980, women only held the positions of matron or police woman. Now that women were allowed to hold the rank of police officer, just like their male counterparts, what was your early experience as a police officer when you might have been the only female officer in your district of assignment?
- ED: It was negative from my peers. I believe I may have been the only female officer in the 015 district at that time. (God is still in charge of our entire lives. Why did I turn right instead of turning left? I am so appreciative for what God has done in my life.)
- SK: What ranks did you eventually attain with the Chicago Police Department?
- ED: I was promoted to Sergeant in February 1991, to Lieutenant in November 1998, and to Captain in January 2001.

- SK: What specialized units did you work in at CPD?  
ED: As a sworn police officer, I worked in the 015<sup>th</sup> district and News Affairs. As a Sergeant, I worked in the Patrol Division and Organized Crime. As a Lieutenant, I worked in the 010<sup>th</sup> district and became the Commanding Officer of the Criminal Enterprise Investigative Unit of the Organized Crime Division. As a Captain, I was the Watch Commander of the 010<sup>th</sup> district prior to retiring.
- SK: What police organizations did you belong to during your tenure with the Chicago Police Department?  
ED: The Chicago Westside Police Association (CWPA), the National Black Police Association (NBPA), and the National Organization of Black Law Enforcement Executives (NOBLE).
- SK: What positions did you hold in these police organizations?  
ED: I was the President of the Chicago Westside Police Association and an active member with the other two organizations.
- SK: Describe the benefits you gained from networking while you were a member of the National Black Police Association (NBPA)?  
ED: Being able to communicate with people not only within the United States but also abroad. It gave me an opportunity to compare experiences with other people.
- SK: Where are some of the places you traveled to attend police conferences and tell me about some of the friendships you made along your journey while a member of NBPA?  
ED: I went everywhere. Wherever there was a conference, I went; both within the United States and abroad.
- SK: You also became the President of the Chicago Westside Police Association (CWPA). Why was CWPA created, and what are some of the significant accomplishment has the organization made under your tenure as its President?  
ED: It was created around 1988 because of the isolation, in my humble opinion, of living on the west side. People looked at us differently because many officers lived on the west side. Recognition was at the top of the list; that we were a responsible and credible police organization from the west side of Chicago.
- SK: Have you ever experienced racism as an African American police officer?  
ED: Oh God yes, regularly. It occurred from all ethnicity, both inside and outside of Chicago. It was based on how some individuals grew up. I used it as a stepping stone to grow as an individual and to attain higher ranks within CPD.
- SK: Have you ever experienced racism as a citizen, from the police, whether as a teenager or as an adult woman?  
ED: Of course, and as a senior citizen. I learned to get pass it because they could never read my mind.
- SK: What are some of the major differences do you see today with the Chicago Police Department, from when you first joined as a civilian in 1963, and later as a sworn officer in 1980?  
ED: Communication is at the top of the list because you are in the position. There is less communication today than there was before.

- SK: What do you feel is the importance of joining a police association to network?  
ED: Communication, it's still at the top of the list; accurate communication.
- SK: Describe how your tenure as a police officer has benefited your life?  
ED: Going from a civilian Senior Stenographer to a sworn Captain of police was documentation. It's always the big "D".
- SK: Has being a police officer negatively affected your family life?  
ED: Not really. I thought it was totally positive. It now only opens doors for myself but it also opened doors from my children and my grandchildren.
- SK: While you were a sworn member of the Chicago Police Department, did you feel you experienced bias more so because of your ethnicity or your gender?  
ED: Probably both. One thing I used to frown up about was that I have five senses just like anyone else. I could read and do anything else, just like everyone else.
- SK: What messages would you like to give to the younger officers of today?  
ED: Listen and learn.
- SK: If you had an opportunity to relive your career again, what would you change, if anything?  
ED: Nothing.
- SK: What words of wisdom would you like to share with police organizations of today?  
ED: Do your homework and listen.
- SK: What is your fondest memory in law enforcement?  
ED: It is the people I came in contact with as a civilian and when I became a sworn officer. I was not treated any differently by those who cared about me.
- SK: What is your worst experience in law enforcement?  
ED: I think one of my worst experiences is my race and gender put up many barriers that I was not equal to everyone else.
- SK: Do you have any regrets in your career choice?  
ED: No, God was my guidance. If it had not been for him, I would not have benefitted from my opportunities. It was priceless. I personally went through it.
- SK: What is the biggest impact you feel you had on either the Chicago Police Department or the community?  
ED: It was being a member of CPD. Not because I was just put there but because I earned it. I appreciate it.
- SK: Who were some of your mentors as you rose up the ranks in the Chicago Police Department?  
ED: The biggest one was Eddie King, as well as Louie and his coworkers. Eddie King was like a brother and an idol to me.
- SK: What are you most proud of in your law enforcement career?

ED: God allowed me the privilege to encounter people from different ethnic backgrounds, who were willing to share.

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

ED: I have no idea.

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

ED: Reality is real; (Integrity, Thorough, and Responsible)

*“Ernie, it has been very rewarding having you in my life. You possess such strong work ethics, have an impeccable sense of morals and have raised the bar of excellence for your successors to emulate. You are a loving and giving individual. My life and career have both been blessed from your presence. You are truly an 'unsung hero' who the next generation needs to know about.”*

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These are some of the "unsung heroes" whose shoulders I humbly stand upon: retired **Chief Eddie King** (top), retired **Captain Ernestine Dowell** (top & bottom) and retired **First Deputy Alphonza Wysinger** (bottom). They have proudly passed on the torch!



## Newark Bronze Shields, Inc.



The **Newark Bronze Shields (NBS)** has developed a strong relationship with the **Association of Caribbean Chiefs of Police**. NBS attend their conferences in an effort to build international relationships for their members.



The **Newark Bronze Shields** met with the young men of **Weequahic High School** (Newark, NJ), to discuss career goals and other pertinent topics. This was part of the **Occupy the Schools** initiative. Also present for the discussions was **Newark Fire Chief Rufus Jackson**, **Alturrik Kinney**, "**Do-It-All**" **Kelly**, and **Freeholder Wayne Richardson**. They are flanked by **NBS President Levi A. Holmes, II** (on the right).



Members of the **Newark Bronze Shields'** Executive Board strike an impressive pose. These men and women are also members of the **Newark Police Department** and are doing great things in the community. Keep up the great work!

## A Safer South Africa – Part Two

**By Paul Wilson**

Superintendent (retired)

Metropolitan Police Service (London, England) U.K.



Several 14-18 year old students of the Eldorado Park Secondary School (Johannesburg, South Africa), participated in the Communities and Justice Programme.

**A**s I write this short article, we are in the final stages of our Communities and Justice programme at a secondary school in Eldorado Park, Soweto, Johannesburg, South Africa. *(This article remains intact, as prepared by its author in his native vernacular.)*

A little about the history of our Communities and Justice programme. It was in October 2003 that I paid a visit to San Francisco Police Department as part of my Fulbright study into community policing of minority ethnic communities across the United States. Hosted by then Deputy Chief Heather Fong, I gained access to numerous interesting departments and projects. However, it was the Citizens' Academy initiative that really caught my eye as something that was simple, effective and potentially hugely impactful in helping gain the trust and confidence of particularly minority communities. I subsequently discovered that the Citizens' Academy initiative is a common feature in many Police Departments across the United States but not so in the United Kingdom. Although enormously enthusiastic about the philosophy underpinning the Citizens Academy, I wasn't able to put the passion into practice until post-retirement, 2012, my

arrival in South Africa. Faced with a challenge of developing a programme that would assist law enforcement bodies to re-engage with often neglected and disenfranchised communities, I began thinking about my exposure to SFPD's Citizens' Academy but decided to expand upon the notion of police connecting with ordinary people in a structured programme of learning, by including key criminal justice practitioners. I called it the '**Communities and Justice Programme**'. Unlike its US counterpart, our programme is community based and seeks to promote a better understanding and relationship between the practitioners within the criminal justice system and the community it serves, through a series of two hourly structured, face to face interactions. The programme is intended to open lines of communication and improve the confidence and trust in the criminal justice system. In a further departure from the U.S. Citizens' Academy scheme, we decided to offer the programme to South African schools. The seven week – two hourly sessions - with police, traffic officers, courts, prosecutors and correctional service officers, became a resounding success and was embraced by a wide range of criminal justice agencies, as well as school governing bodies. A further departure from the US model was our decision to deliver the programme to schools located in the under-resourced neighbourhoods or Townships; those areas established during the Apartheid era to house the black, Indian and coloured populations far enough away from the 'white' metropolitan areas, but close enough to bus in the black labour force. 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.

We chose Eldorado Park because of the deep-rooted social disadvantage experienced by large sections of the population, problems that inevitably spill over into schools and seriously disadvantage the life chances of young people living in the area. With a population of 80,000, many are touched by well documented social inequalities, the consequence of institutional racism, neglect and social exclusion; not dissimilar to life on some of the many sprawling projects housing America's forgotten underclass. Relatively close (15 miles) to Johannesburg, Eldorado Park is the product of 1950's social engineering whereby the Apartheid Government forcibly designated and separated groups of people along crude 'ethnic' lines. The Group Areas Act of 1950 assigned racial groups to different residential and business sections in urban areas. The key purpose of the law was to prevent 'non-whites' from living in the most developed areas. South Africa's 'coloured' (mixed heritage) population in the Johannesburg area (many descended from 16<sup>th</sup> century assignations between European settlers and South Africa's indigenous population) were forcibly settled in towns such as Eldorado Park. In the United States or the United Kingdom, indeed in most parts of the World, the so called 'coloured' population in Eldorado Park would be classified as 'black', however, it will take some time for the new South Africa to shake off the shackles of the brutal Apartheid system where people were classified according to skin colour, heritage and acceptability to the 'white' government of the day. It is no secret that during the Apartheid era the 'coloured' community was preferred to the 'black African' and consequently afforded superior education facilities and housing; leading to better life chances, jobs and social mobility, all designed to create a 'buffer' between the white and majority black African population. Such was the effectiveness of this social indoctrination that to this day many 'coloured' peoples prefer not to be associated with the term 'black'. We would like to believe that programmes such as Communities and Justice will assist in the long term process of repairing and rebuilding South Africa's reintegration and community cohesion efforts.

## A Safer South Africa – Part Two (Picture Page)



**Johannesburg Metro Police** (blue top and khaki pants – below) are employed by the City and have police powers, except to investigate crimes. Most cities in South Africa have "Metro Police". **South African Police Service** (dark blue tops and blue pants – above and below right) are the national force and have all powers of normal police.



## A Safer South Africa – Part Two (Follow-Up: Final Session)

(Yesterday [September 14, 2017] was the final session of our Communities and Justice Programme.)

"Yesterday our young people, on the Communities and Justice programme, visited Johannesburg Prison where they were introduced to the stark realities of life behind bars. The grossly overcrowded facility offers a bleak reminder of the horrors that await anyone unfortunate enough to be incarcerated in South Africa. Our young people, some of whom undoubtedly find the gang culture an attractive option, were introduced to an inmate convicted of multiple gangland murders, a once senior member in one of the notorious 'Numbers Gang'. Having spent 23 years of his life sentence on 23 hours per day LOCKDOWN, he eloquently lectured our young people on all aspects of his involvement in a senseless gang culture that had encouraged him to prematurely end the lives of so many young people and bestow untold misery on countless families; among them his own children whom he was unable to witness growing up. This was a suitable ending to our Programme and one which will hopefully deter our young people from a life of crime and violence."



## In Our Prayers

**Stephon "Musa" Waddell**, Newark Bronze Shields member and former Vice President of NABLEO, passed away in September 2017. He died of complication from a massive stroke he suffered from in 2016.

**Patricia Hill**, a retired police officer of the Chicago Police Department and former President and Executive Director of the African American Police League, passed away on September 3, 2017. A staunch activist who fought tirelessly for the equality of black officers, succumbed to her battle with cancer.

**Miosotis Familia**, a 12-year police officer with the New York Police Department, was killed in an on-duty ambush-style attack on July 5, 2017. She was shot in the head as she sat in her command post vehicle while in full uniform. She was a mother of three children and a respected member of her department.

**Shaneka Woods**, who is the cousin of **Nancy Jordan**, was killed in a hit and run accident on September 23, 2017. Jordan is a member of the New Haven Guardians and the Financial Secretary for NABLEO. To make matters worse, Jordan's nephew, who was recently assaulted by several people, has also succumbed to his injuries.

**Milton William, Jr.**, one of the original Tuskegee Airmen, passed away on September 17, 2017. He was 94 years old, a special friend of NABLEO's Information Officer **Shawn Kennedy**, and an avid supporter of the Chicago Police Department. This trailblazer will truly be missed but his legacy will not be in vain.

## Wishing You a Speedy Recovery

**Francine Shelton**, Undersheriff of the Hudson County Sheriff's Office (NJ) and an active member of NABLEO, is recovering from surgery.

**Eddie T. Johnson**, Superintendent of the Chicago (IL) Police Department, underwent a kidney transplant on August 30, 2017. His 25-year old son Daniel was the donor and he looks forward to follow in his father's footsteps by joining the Chicago Police Department.

**Nancy Jordan**, who is a member of the New Haven Guardians and is the Financial Secretary for NABLEO, has returned back to work with the New Haven (CT) Police Department. She was recently hospitalized.

## What's Been Happening?

**Jacqueline Ellison**, a Lieutenant with the Chicago Police Department, started her pre-service Captain training on September 25, 2017. (*Historical Note: Ellison's mother, retired Commander Jacqueline E. Murray, was the first female promoted to the ranks of both Sergeant and Lieutenant, as well as the first African American female promoted to the rank of Commander, in the Chicago Police Department.*)

**Superintendent Eddie T. Johnson** and **Lieutenant Nakia Fenner**, both of the Chicago Police Department, tied the knot on September 30, 2017.

**U. René Hall** began her new position as Chief of the Dallas (TX) Police Department on September 5, 2017. She is the first female police chief in the state of Texas. She is a former Deputy Chief of the Detroit (MI) Police Department and is also the daughter of a murdered Detroit police officer. Hall's appointment means the top three law enforcement positions in the Dallas County are held by women of color. Hall joins the ranks of **Faith Johnson**, who became the first black female Dallas County District Attorney on January 2, 2017, and **Guadalupe "Lupe" Valdez**, who held down the position of Sheriff of Dallas County, since January 1, 2005. Valdez is the first openly gay female Hispanic who has been elected to her position.

**Nancy Jordan**, who is a member of the New Haven Guardians and is the Financial Secretary for NABLEO, has received several honors. She was honored earlier this year by the West Haven Black Coalition, for her Outstanding Community Services. Jordan gives school supply-stuff book bags to students in August; she feeds the homeless on the Saturday before Thanksgiving; and she gives out toys and gift cards to young people one week before Christmas. **Sally Thomason** and a couple of New Jersey chapter members were also in attendance. On April 1, 2017, Jordan was inducted into James E. Hillhouse High School Athletic Hall of Fame for Girls Track.



**Nancy Jordan**

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## Memorial Page

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# Attack Against The Las Vegas Community

**Route 91 Harvest Music Festival (Las Vegas, NV)**

**58 Killed (489 Injured)**

October 01, 2017

Hannah Ahlers, 34  
 Heather Alvarado, 35  
 Dorene Anderson, 49  
 Carrie Barnette, 34  
 Jack Beaton, 54  
 Steve Berger, 44  
 Candice Bowers, 40  
 Denise Salmon Burditus, 50  
 Sandra Casey, 34  
 Andrea Castilla, 28  
 Denise Cohen, 58  
 Austin Davis, 29  
 Thomas Day Jr., 54  
 Christina Duarte, 22  
 Stacey Etcheber, 50  
 Brian Fraser, 34  
 Keri Galvan, 31  
 Dana Gardner, 52  
 Angela Gomez, 20  
 Rocio Guillen Rocha, 40  
 Charleston Hartfield, 34  
 Chris Hazencomb, 44  
 Jennifer Irvine, 42  
 Nicol Kimura, 38  
 Jessica Klymchuk, 34  
 Carly Kreibaum, 33  
 Rhonda LeRocque, 42  
 Victor Link, 55  
 Jordan McIldoon, 23

Kelsey Meadow, 28  
 Calla Medig, 28  
 James "Sonny" Melton, 29  
 Pati Mestas, 67  
 Austin Meyer, 24  
 Adrian Murfitt, 35  
 Rachael Parker, 33  
 Jennifer Parks, 36  
 Carrie Parsons, 31  
 Lisa Patterson, 46  
 John Phippen, 56  
 Melissa Ramirez, 26  
 Jordyn Rivera, 21  
 Quinton Robbins, 20  
 Cameron Robinson, 20  
 Lisa Romero, 48  
 Christopher Roybal, 28  
 Brett Schwanbeck, 61  
 Bailey Schweitzer, 61  
 Laura Shipp, 50  
 Erick Silva, 21  
 Susan Smith, 53  
 Tara Roe Smith, 34  
 Brennan Stewart, 30  
 Derrick "Bo" Taylor, 56  
 Neysa Tonks, 46  
 Michelle Vo, 32  
 Kurt Von Tillow, 55  
 Billie Wolfe Jr., 42



Source: <https://www.reviewjournal.com/local/the-strip/coroner-releases-names-of-las-vegas-strip-shooting-victims/>

## FOR IMMEDIATE RELEASE

**Dated:** Monday October 02, 2017

### **National Association of Black Law Enforcement Officers**

#### **React To Horrific Act of Violence in Las Vegas**

With the vicious attack on concert-goers on Sunday, October 1, 2017 in Las Vegas, NV claiming the lives of nearly sixty people, and causing serious injuries to more than 500, there are three specific things that must be done, not only by law enforcement, but by community members as well.

First and foremost, we must extend our concern and shared grief with the victims and their families. We must ensure that they are gathered unto the collective love, thoughts and prayers that bind us all during times of sorrow and despair. No one should have to endure the pain that they are experiencing without the sure and certain knowledge that there are those who care.

Secondly, we must determine the facts relevant to this incident. Who was involved? How did it occur? Were there any specific tell-tale signs which would have helped or been useful in stopping the perpetrator before their rampage began? Was it caused by any specific or particular bias? Was it promoted by any domestic or external force, organization or individuals? As law enforcement professionals, these will be the things that will consume our time and talents; yet it is necessary so that the community may have faith in our approach to controlling crime in our neighborhoods and providing greater safety and security for our citizens.

Last but not least, we must finally enter into honest and open conversations regarding what should, and must, be best practices to curb gun violence. Gun violence has been escalating for many years, with devastating mass shootings occurring throughout the nation. It has reached a status of notoriety at Columbine High School (Colorado), Sandy Hook Elementary School (Connecticut) and Virginia Tech, and seeming commonplace with occurrences in Aurora, CO; Dallas, TX; Baton Rouge, LA; San Bernardino, CA; Orlando, FL, Newtown, CT, and now Las Vegas, NV.

Assault weapons and high-capacity ammunition magazines have now become a weapon of choice in attacks against law enforcement officers and other first responders. There is a proliferation of and easy access to these weapons at gun shows and shops, often being procured without any of the appropriate background checks.

The National Association of Black Law Enforcement Officers and its membership stand with the living victims and with the families who have lost loved ones to gun violence. We strongly support all calls for federal legislation which would place a ban on both assault weapons and high-capacity ammunition magazine weapons and high-capacity ammunition magazines. We support requiring a permit for the purchase, acquisition or possession of ammunition and place certain prohibitions on the sale of ammunition, and place a ban on both assault ammunition and high-capacity magazines.

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.

### 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](mailto: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



**The Immortal Life of Henrietta Lacks**  
By Rebecca Skloot

**When I Was a Slave: Memoirs from the  
Slave Narrative Collection**  
By Norman R. Yetman

**Whatever Happened To Daddy's Little  
Girl? – The Impact of Fatherlessness on  
Black Women**  
By Jonetta Rose Barras

### 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