

**POLICE REFORM: RE-BUILDING COMMUNITY
TRUST AND CONFIDENCE**



Kimberly Beaty
Law Enforcement
Leadership Award



Brian Patterson
Law Enforcement
Leadership Award



Alphonso Wright
Law Enforcement
Leadership Award



Murray Holman
Community Leadership
Award



Todd McAlister
Community Policing
Award



Nekia Kemp
Community Service
Award



Jason Jones
Chairman's
Award



Donnell Walters
Chairman's
Award



Sturat Barksdale
Lifetime Achievement
Award



Cynthia Hadley-Bailey
Lifetime Achievement
Award



Vinvent Tilson
Lifetime Achievement
Award



Tie'zhon Anderson
Children of Courage
Scholarship



Milan Hood
Children of Courage
Scholarship



James McNeil
Children of Courage
Scholarship



Christopher Hargrave
SecureWatch24
Innovative Justice
Fellowship

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

SCHOLARSHIP AND AWARDS CEREMONIES

OCTOBER 11, 2024

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

To Our Conference Participants, Board Members, General Body and Sponsors;



On behalf of the **National Association of Black Law Enforcement Officers**, I wish to welcome you to our 2024 Scholarship and Awards Ceremonies Banquet. I greet each of you in the spirit of love and community.

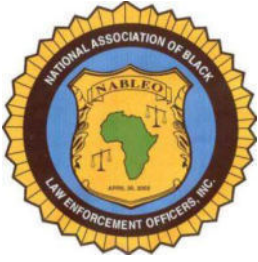
In 2002, the members of more than twenty Black law enforcement associations came together, determined to make a change, and formed a new organization that was dedicated not only to its membership but to creating stronger bonds and relationships between the communities they served and all members of their profession. And while their focus was, and remains, on improving the status of men and women of color working as criminal justice practitioners, they changed the dynamics of their profession and its impact on their community.

This evening, we honor those individuals who, through their efforts and achievements, have epitomized the concepts that our organization has stood for since its inception. Each has helped to make the bonds and relationships between police and community richer and stronger, particularly in communities of color. And each is deserving of the honors and distinctions that are bestowed upon them in this setting.

Our conference this week, themed *“Police Reform: Rebuilding Community Trust and Confidence”*, has been directed towards creating the change that is needed to better support and serve the needs of our communities, regardless of their makeup; improve our relationships and bonds with those we serve; and regain the trust and confidence that is necessary to our function as guardians, between us as professionals and those we have sworn to protect. And it presents each of you with an opportunity to challenge yourself to determine the officer and person that you are, want to be and **should be**. Together we seek, both as professionals and community members, to bring about a new paradigm in the way each interacts with the other, allowing for a more transparent procedure and greater understanding of the needs and issues which inflict every community.

Again, I welcome all to the evening’s events and festivities. My congratulations to each of our honorees and my sincere hope that each person present will become a partner in helping to improve the way policing is both provided and envisioned, so that we will truly have equal justice for all.

Amandla! Peace.



National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 | Newark, NJ 07102

www.nableo.org

OUR MISSION

The **National Association of Black Law Enforcement Officers, Inc.** is an organization representing the needs and concerns of law enforcement personnel. We are watchful of issues which have a direct impact both adverse and positive on the employment, promotion and retention of minority law enforcement officers in every facet of the Criminal Justice system. We provide guidance, support and assistance in their efforts for equality of employment in their chosen field.

We are dedicated to enhancing and empowering the minority community. With over 20 chapters, we provide community strength, ensure community justice, and provide a strong presence in the time of crisis. Our mission is to provide community-based solutions to policing issues which have a direct impact on communities of color and the pivotal roles that African American, Latino, and other criminal justice practitioners of color play. We do this through various programs designed to empower youth, enhance the professional, career and personal training of our membership and others in our profession, improve the quality of life in poor and low-income communities, and strengthen the bonds between community members and their law enforcement guardians. Our tools for success include: opportunities to expose youth to the criminal justice field, training conferences for law enforcement and community members, member advocacy sessions, and various other endeavors.

We are dedicated to eradicating police misconduct and abuse wherever it exists. This type of activity is an embarrassment to our profession and a scourge to our neighborhoods. We pride ourselves in the empowerment of our community politically, economically, and educationally. We recognize that a strong community is a wise one when it strives to agree.

Furthermore, we believe our community to be deserving of a positive relationship with its stakeholders in blue. We recognize that it is only with the active and willing support of those we serve, the recognition of who we are, from whence we came, and the reasons for our being, that we may be able to render service to the community.

PROGRAM

Open Bar/Reception.....6:00 PM – 7:00 PM

Master of Ceremonies.....Rev. James Lewis, Miracle Mission Full Gospel Church

Introduction of Head Table/Recognition of Dignitaries.....

InvocationChief Daryl Roberts, Chaplain

Dinner-Bufferet Style-Menu

Choice Classic Ceasar Salad or House Garden Salad with White Balsamic Vinaigrette
Snipped Green Beans
Choice Rice pilaf or Baked pasta marinara
Baked Salmon w/ Lemon Dill Cream
Pot Roast of Beef w/ Root Vegetables
Chicken Roulade w/ Vegetable Stuffing & Garlic Cream Sauce
Assorted Rolls
Coffee, Decaffeinated Coffee, Assorted Teas
Chef selected dessert display and fresh sliced fruit

Introduction of Keynote Speaker.....Commissioner Joseph A. Gramaglia, Buffalo Police Dept.

Recognition of Sponsors.....

Presentation of Awards

Law Enforcement Leadership Award – Chief Kimberly Beaty
Law Enforcement Leadership Award – Chief Brian Patterson
Law Enforcement Leadership Award – Dep. Comm. Alphonso Wright
Community Leadership Award – Murray Holman
Community Policing Award – Chief Todd McAlister
Community Service Award – Nekia Kemp
Chairman’s Award – Sgt. Jason Jones
Chairman’s Award – Sgt. Donnell Walters
Lifetime Achievement Award –Det. Stuart Barksdale (Ret.)
Lifetime Achievement Award-Det. Cynthia Hadley-Bailey (Ret.)
Lifetime Achievement Award –Det. Vincent Tilson (Ret.)
SecureWatch24 Innovative Justice Fellowship – Christopher Hargrave
Children of Courage Scholarship- Tie’zhon Anderson
Children of Courage Scholarship- Milan Hood
Children of Courage Scholarship – James McNeil

Closing Remarks..... Lieut. Charles P. Wilson (Ret), National Chairman

Benediction Rev. James Lewis, Miracle Mission Full Gospel Church

Music By.....D.J. Dave Daniels



New Jersey Council of Chartered Members of
the National Black Police Associations, Inc.

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Our Master of Ceremonies

Rev. James Lewis Pastor, Miracle Missions Full Gospel Church



Overseer Dr. James A. Lewis III, is a dynamic individual who is steadfast in his quest to be more like "Jesus." He is dedicated to the church as a body of true believers in Christ - and the community, which he considers to be a responsibility of the church body to serve and save. He provides both with unwavering concern, practical guidance and caring support essential to lifting troubled men, women and children out the depths out of despair and into a New Life with Christ. He is the WNY District Overseer in the Full Gospel Baptist Church Fellowship International, under the NYS Bishop Darius G.

Pridgen.

Dr. Lewis is the founder and pastor of Miracle Missions Full Gospel Church, Inc. Dr. Lewis also serves as Chief Master Certified Chaplain of the Buffalo Police Department and Sheriff Department, Director of Pastoral Care at the Erie County Medical Center, Inc., and Spiritual Care Director for Upstate New York Transplant Services

Dr. Lewis is a man that takes his ministerial duties seriously, being totally committed to true Christian fellowship. He is dedicated to worshipping with all who are willing to praise the Lord Jesus Christ. He is welcomed by numerous faith groups and churches to participate in meeting, forums and conferences, and is fondly known as a kind loving minister. Dr. Lewis is known to be unafraid to go where others will not; reaching out to persons suffering from various addictions, HIV/AIDS, or in the process of be building their lives.

Overseer Lewis is a Pastor, the husband of Zandra, a Father, a Grandfather, a Friend, a Counselor, a Businessman, and a living testimony to what the power of God can do. His personal motto is ... ***"If He did it for me, He'll do it for You!!"***

Our Keynote Speaker

Joseph A. Gramaglia Police Commissioner, Buffalo Police Department



Joseph A. Gramaglia was appointed as the 42nd Police Commissioner of the City of Buffalo on March 2, 2022. The Buffalo Police Department is the second largest city police department in New York State with a budgeted force of over 800 sworn members and 275 civilian professional members.

Commissioner Gramaglia is a graduate of the State University of New York at Fredonia with a bachelor's degree in communications and the State University of New York College at Buffalo with a Master of Public Administration. Additionally, he has attended the FBI National Executive Institute and the Police Executive Research Forum's Senior Management Institute for Police.

With over 28 years of police experience, Commissioner Gramaglia is a staunch advocate for reducing gun and gang violence through community engagement and scientific data driven strategies. He believes in building strong relationships within the community based on trust and transparency. Commissioner Gramaglia has instituted numerous evidenced based strategies within the department including an enhanced custom notification-based program and in 2022, implemented an enhanced data driven micro-hot spot violent crime reduction plan that has shown immediate results in the reduction of shootings throughout the city.

Commissioner Gramaglia began his career with the Buffalo Housing Police Department in 1994 as a public safety officer patrolling the municipal housing developments in the City. In 1996, he was hired by the Buffalo Police Department as a police officer assigned to patrol until 2008 when he was promoted to Lieutenant assigned to patrol. He was also a member of the Underwater Rescue and Recovery Team as a scuba diver for four years. In 2013, Commissioner Gramaglia was promoted to Captain and assigned as the commander of the Homicide/Crimes Against Persons Division. In 2016, he was promoted to Chief and assigned Buffalo's Central District, which included the central business district, entertainment areas, sporting arenas and many diverse city neighborhoods. In this assignment, he was tasked with large scale planning for many events including parades, races, large festival events, and concerts. Then-Chief Gramaglia focused on a robust community policing strategy to increase community trust and engagement that resulted in significant crime reduction and fostered deeper community relationships. In May of 2018, Commissioner Gramaglia was promoted to Deputy Police Commissioner of Operations, overseeing all policing operations and homeland security operations for the department.

Commissioner Gramaglia is a member of the Major Cities Chiefs' Association and the eastern region board member, Police Executive Research Forum, the New York State Chiefs of Police Association and the Erie County Chiefs of Police Association.

Recipient of the 2024 Law Enforcement Leadership Award

The **Law Enforcement Leadership Award** is given to recognize one who has contributed greatly to improving the profession, instituted successful crime prevention programs, provided leadership in closing difficult criminal cases of strong community concern and providing leadership in effort.

CHIEF KIMBERLY BEATY



After receiving a B.A. in Communication from Canisius University, Kimberly Beaty served with the City of Buffalo Police Department for over 30 years. While there, she was a training instructor, promoted to lieutenant, and served as District Chief. She was appointed Deputy Police Commissioner of Operations and Homeland Security in 2014, overseeing Buffalo's five police districts' day-to-day operations, traffic division, special events, investigative services, specialized units, and homeland security in this role. While directing the departments' training plan for each district and community policing goals, Beaty strategically oversaw grant operations to address gun violence crime in Buffalo by implementing hotspot policing methodologies and crime prevention through crime analysis.

With expertise in police supervision, crime prevention, problem-solving, and crime prevention, focusing on assisting communities in addressing crime and disorder problems, she led neighborhood initiative-based projects to solve crime-related issues throughout Buffalo. Beaty implemented quality of life, crime prevention, and safety resolutions throughout her law enforcement career, collaborating with higher education partners and communities to stabilize neighborhoods.

Retiring from the Buffalo Police Department, Beaty was appointed Director of Public Safety at Canisius University in 2018. She continues to facilitate for the Erie County Law Enforcement Training Academy on law enforcement and diversity topics, highlighting the subject "What to Do When Stopped by the Police" and community interactions. Beaty worked with United Neighborhoods and the University of Buffalo on "Strategies to Reduce Racial Profiling: Buffalo New York Police Study Circles," funded by the Department of Justice COPS Office. She has trained several law enforcement agencies throughout New York State and is a consultant and instructor to promote problem-solving strategies and community policing.

Beaty has spoken at conferences and seminars on strategies to eliminate gun violence, policing and diversity, community engagement, and crime prevention. She has received many awards for her work and accomplishments in law enforcement and her service in western New York. Beaty is a member of the New York State Association of Chiefs of Police and New York State Women in Law Enforcement. She is the Erie County Law Enforcement Foundation Chair and an NYS Interoperable Emergency Communications Board member. She attained her Master's in Higher Education and Student Affairs Administration from Canisius University.

Beaty was appointed Chief of Police of the University at Buffalo in 2023. She is married to a retired police officer, a mother of two, and a devoted True Bethel Baptist Church member.

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DEP. COMM. ALPHONSO WRIGHT



Alphonso (Al) Wright was named First Deputy Police Commissioner in 2022. He joined the BPD in 1988 as a patrol officer. His work in patrol included being designated as a Detail Car. That designation meant that he and his partners were often tasked with special assignments and were sent to address special areas of concern including gang violence, quality of life issues and high crime areas.

While working in patrol he was one of the department's first Community Police Officers. Although community policing is common place today when Wright took on the role it was uncharted territory and he worked to create and develop programs that fostered relationships between officers and city residents. He was instrumental in the creation of LEEP, Law Enforcement Enrichment Program, a program that brought City of Buffalo youth together with officers and college students for mentoring, education and development opportunities. This program allowed the participants to learn and have access to cultural and instructional opportunities that otherwise would not have been possible.

Alphonso Wright completed his college education at Buffalo State University while working full time as a Police Officer in 1994. He was promoted to Lieutenant in 2014, Captain in 2014 and District Chief in 2018. During his career he served as the Honor Guard Commander and as an Internal Affairs Investigator.

Recipient of the 2024 Law Enforcement Leadership Award

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CHIEF BRIAN PATTERSON



Brian Patterson has been an accomplished member of law enforcement, proudly serving the Buffalo community for over 25 years. Inspired by his childhood where service to others was a core value, Brian decided to become a Buffalo police officer to serve the citizens in his community. During his twenty-year police career, he was handpicked to lead the mayor's security detail serving as the personal driver to the city's first African American mayor, promoted to police lieutenant in charge of special services, and was appointed to police chief for the department's business district. As police chief responsible for delivering police services to Buffalo's city center and its ethnically diverse neighborhoods, he prioritized improving police-community relations and reducing crime by establishing key partnerships, implementing evidence-based strategies, and leading from the front.

Brian holds a Bachelor of Science degree in criminal justice and a Master of Business Administration degree from Buffalo State University and University at Buffalo respectively. Shortly after retiring from the Buffalo Police Department, he taught criminal justice as a professor of the practice at Medaille College where serial killers, community policing, and introduction to criminal justice were some of his students' favorite courses. In his first-year of teaching Brian won the coveted professor of the year award in recognition of his teaching style and its added value to the classroom experience.

Currently Brian serves as the police chief for the Niagara Frontier Transportation Authority Police Department, an 85-member transit police department with jurisdiction over the Buffalo Niagara International Airport, Niagara Falls International Airport, light rail, and buses.

Recipient of the 2024 Community Leadership Award

The **Community Leadership Award** is presented to an individual who, based on his/her activities, has made fundamental and lasting contributions to human rights and to the advancement of social, economic, and political justice for all people, serving as a model of high moral qualities or ideals, or greatness of character.

MURRAY HOLMAN



Murray Holman is the Chairman of the STOP THE VIOLENCE COALITION, INC. since 2012, he has made it his mission to bring the organization back to the forefront of community involvement and peacemaking, and he is doing just that.

He keeps the members focused on the mission statement to “reduce violence in the city of Buffalo and its surrounding area.” Not many in the city are unfamiliar with the red and white octagon that is the logo of the STOP THE VIOLENCE COALITION, INC., superimposed on the bus, with Murray behind the wheel, visiting and talking with residents throughout the city of Buffalo.

In April 2028, the U.S. Department of Justice, Federal Bureau of Investigation, awarded him the Buffalo Division’s Director’s Community Leadership Award, recognizing dedicated and selfless individuals and organizations that make extraordinary contributions to their communities. He is now participating with the Sheriff’s Academy of Erie County, giving a voice for the residents with whom he works on a daily basis.

Murray also works with the Buffalo Police Department, assisting the Probation Department with notifications, to provide a sense of security and peaceful resolutions. He has worked with law enforcement throughout the district to assist in solving homicides and resolve criminal activity threatening the community.

He has spent a great deal of time collaborating with many organizations to implement community-based projects to promote peace and unity, to include working with MAD DADS, No More Tears, Buffalo United Front, Fathers and Back to Basics, combining those efforts into the unified organization called the Buffalo Peacemakers.

He prides himself in working with the GIVE (Guns Involved in Violence Eliminated) Program under the Buffalo Police Department, providing employment opportunities to community youth. In addition, he sits on the board of the Juneteenth Committee and is a member of the National Action Network.

Murray has been married for over 20 years and says he is able to do these things because of the love, support and prayers of his beautiful wife, Nona. He supports her yearly barbecue which feeds families of homicide victims and is open to the community. The cost to him? Once a month, take her to dinner and a movie.

Recipient of the 2024 Community Policing Award

The **Community Policing Award** is presented to an individual whose efforts have strongly assisted to develop and instill Community Policing as a philosophy that promotes the establishment of collaborative partnerships between law enforcement and the individuals and organizations they serve.

CHIEF TODD MCALISTER



Todd C. McAlister was appointed to the rank of Chief on February 1, 2024 and is assigned to the North East district within the City of Buffalo. The North East district has 114 sworn personnel and 8 civilian staff within its command.

Chief McAlister is a graduate of Canisius University with a bachelor's degree in Sports medicine and master's in Athletic administration. Additionally, he has attended the Great lakes FBI leadership training academy and is currently enrolled in the University of Chicago's Policing leadership academy at the Harris

school of Public Policy.

As a Buffalo police officer, he began his career in North district and then transferred to central district where he served for the bulk of his career. He was promoted to Lieutenant in 2018 and remained in Central district. Then-Lieutenant McAlister supervised a platoon along with the planning and analysis of a plethora of details in the business/entertainment district. This includes but isn't limited to entertainment areas, parades, sporting events and festivals. In 2023, he was promoted to the Director of Community relations where he coordinated the community policing efforts within the department. During his tenure in this department, he led the department's Neighborhood Engagement team which aimed towards fostering better relations between law enforcement and the community. He collaborated with Oshei's children's hospital, the Buffalo Bills and Sabres, as well as a variety of community partners to implement programs and activities with the Buffalo police department.

Chief McAlister spent seven years working in the Buffalo Public school system as Police security at several high schools during the day and afterschool activities. He is an adjunct professor at two local colleges and a certified instructor in the Erie County law enforcement academy.

Chief McAlister is a co-founder of Children Overcoming Police Stereotypes through Sports (COPSS) a not-for-profit organization established in the city of Buffalo. Prior to joining the Buffalo police department, Chief McAlister served as the Chief of staff for the Common Council of the City of Buffalo. He is a recipient of the Commissioner's leadership award and the community service award as well as the Red Cross certificate of extraordinary action for saving a life. He is a proud life member of Alpha Phi Alpha fraternity Incorporated.

Recipient of the 2024 Community Service Award

The **Community Service Award** is presented each year to an individual, corporation or organization in recognition of excellence in service to the community and for efforts on the part of the recipient through their advocacy of issues of workplace equity, abatement of police deviance, and such activities has garnered the positive confidence in the institution of policing to further strong, positive bonds and relationships between police and communities of color.

NEKIA KEMP



Nekia Kemp is a native of Buffalo, New York and a proud protégé of the Buffalo Public School system. She holds a B.A degree in Health & Human Services from the University at Buffalo, and also minored in Sociology, receiving a high distinction award from UB. She earned her M.A. in Executive Leadership & Change with a concentration in nonprofit leadership from Daemen University in Amherst, N.Y., and has completed two certificate programs through the Harvard Business School of Buffalo in Not-for-Profit Management and in Human Resource Management for Nonprofit leaders.

Currently serving as the Executive Director of the Police Athletic League of Buffalo, she operates as the Senior Manager and Leader of this organization, forming, cultivating and developing the administrative leadership team to design, develop, and implement strategic plans to help the organization fulfill its mission in a cost- and time-efficient manner. Under her leadership, she has diversified the funding streams to create Agency sustainability, created a young adult workforce that is dedicated to mentoring and coaching community youth, and has created opportunities for youth and families to have access to a variety of sports, enrichment and educational programming that are offered in a safe environment in partnership with Law enforcement in the City of Buffalo. These opportunities open pathways for youth to stay on the right path to becoming successful adults and contributing members of the community.

She continues to remain actively involved in important community initiatives and serves on the Board of Directors for the New York State Network for Youth Success, since 2017. This organization is dedicated to building a youth-serving system that enhances the quality and availability of after school learning programs across New York State. Ms. Kemp serves on the Johnny B. Wiley sports complex Board of Directors. She is also a member of the Project Play WNY Advisory Board as part of the with the Community Foundation of Greater Buffalo. In 2021 she became of member of the 3rd Cohort of the Karen Lee Spauling Oishei Leaders of Color Fellowship, and she serves as an Advisory member of The John R Oishei foundation. Ms. Kemp is currently a member of the 11th Cohort of the Health Foundation of Western & Central New York Health Fellow program. She serves on many other community committees and task forces in collaboration with the Buffalo Public Schools, health/wellness, and sports initiatives in the City of Buffalo.

Ms. Kemp is a mother of two daughters and two stepsons. She has also been blessed to be called the godmother to an additional four daughters. In 2009, Nekia lost her eldest child at the age of thirteen to Cancer. Going through this experience has given her unbelievable strength, determination, and the courage to live her life supporting her purpose to serve, support and be the voice for youth. She continues to take an active role in supporting many organizations in Western New York, which support the children and families affected by a terminal illness.

Recipient of the 2024 Chairman's Award

The **Chairman's Award** is presented to a member of the national body or an organization in recognition of the recipient's patience, perseverance and desire for the improvement of the national body, and for their awareness of and attention to issues and concerns that impact the quality of service to both its community and membership.

SGT. JASON JONES



Jason E. Jones is an active Law Enforcement Professional with over twenty years of experience in the field. Jason's early law enforcement career began in New York City, where, as a Special Patrolman, he worked exclusively in the field of corporate security with a concentration on financial crimes, fraud investigations, and risk assessment & management. After a successful stint in this arena, several years later, Jason transitioned from the private to the public sector, where he became a Campus Police Officer for the City University of New York (CUNY) at the City College of New York (CCNY). As a Patrolman at CCNY, his assignments included directed sector patrols, specialized criminal investigations, dispatching, and intermittent assignments to various plainclothes investigative task forces, with collateral responsibilities included community outreach, mainly serving as a liaison between the Department and several students, faculty, and community groups and organizations. He also served as a Shop Steward for protected department members. After numerous years of dedicated service, Jason accepted his current position in the Nation's Capital with the United States Capitol Police Department (USCP).

As a United States Capitol Police Officer, although his initial functions consisted of routine police patrols, preliminary investigations, and community outreach throughout the Congressional Community, his career trajectory has seen him with tours in several specialty assignments, including Background Investigations and the Joint Critical Incident Command Center, before achieving promotion to his current rank of Sergeant, working in the Agency's Communications Section.

In addition to a career where he has protected six U.S. House Speakers, five U.S. Presidents, His Holiness the Pope, past and existing Prime Ministers of the United Kingdom, Israel, and Australia, the sitting Chancellor of Germany, and numerous Foreign Heads of State and dignitaries, he has also had the solemn duty of participating in thirteen Lying in State ceremonies in the U.S. Capitol Rotunda, including the only two Lying in Honor ceremonies ever for fellow Fallen USCP Officers lost in the Line of Duty. Ranking as one of his Professional highlights was his selection to serve on the Joint Congressional Committee of Inaugural Ceremonies (JCCIC) 57th Presidential Task Force for the Presidential Inauguration of the 44th U.S. President, Mr. Barak H. Obama.

Jason possesses a degree in Criminal Justice from Kaplan University, placing on both the Deans and President's list throughout his instruction. He maintains academic affiliations with the National Society of Collegiate Scholars and Alpha Phi Sigma (Theta Epsilon Chapter) (Past President). He also holds numerous certifications, including Basic and Advanced Interrogations, HAZMAT First Responder, Civil Disturbance Response, as well as an Adjunct Instructor Certification from Georgetown University to teach the Active Bystandership for Law Enforcement (ABLE) curriculum. Jason's local affiliations include membership in the United States Capitol Police Change Agent Network, a full seat on the United States Capitol Police Diversity Council, an Associate Membership in NOBLE, Washington Metro Chapter, and **NABLEO**, where he currently serves as the representative for individual members.

Recipient of the 2024 Chairman's Award

The **Chairman's Award** is presented to a member of the national body or an organization in recognition of the recipient's patience, perseverance and desire for the improvement of the national body, and for their awareness of and attention to issues and concerns that impact the quality of service to both its community and membership.

SGT. DONNELL WALTERS



Donny Walters has been a sworn member of the St. Louis Metropolitan Police Department for 20 years. He served as a Police Officer working District Level Community Policing, SWAT Unit, and Academy Instructor. Donny currently is a Sergeant who has supervised officers of the Community Engagement, Police Athletic League, and Recruiting Units.

Donny is also the SLMPD Hostage Negotiator team leader and training coordinator. He is a nationally certified Defensive Tactics Instructor, SABRE LE Aerosol Projector Instructor, Firearms Instructor, and a Missouri Licensed Generalists Instructor. He is also the subject matter expert of the SLMPD De-Escalation curriculum as well as the sole instructor of the departments program which he created in 2014 post the Ferguson Riots. Donny has also been featured in the documentary "De-Escalation Saving Lives".

Donny is currently the President of the Ethical Society of Police (ESOP). The Ethical Society of Police was founded in 1972 by African American Police officers to address race-based discrimination within the community and the St. Louis Metropolitan Police Department. ESOP prides themselves on being public servants who champion fairness, equality, and service. ESOP is approximately 97% African American, but is open to all races, religions, and sexual orientations. Routinely asked, why there is a need for a predominately African American police association like ESOP? Answer, ESOP members have faced challenges with hiring, promotion, discipline, and more. Obstacles ESOP members face in law enforcement are like the challenges African Americans face throughout the world with systemic racism. Donny has been quoted in several news media outlets for speaking out against police brutality and unjust killing of African Americans by police officers.

Donny is an active member of Alpha Phi Alpha Fraternity, Incorporated as well as a devoted father and grandfather. He currently serves as **NABLEO's** Sergeant-at-Arms.

Recipient of the 2024 Lifetime Achievement Award

The **Lifetime Achievement Award** is presented to a member of the national body in honor of the recipient's dedication, efforts, service and visionary guidance in being a catalyst for the improvement of the national body which has brought about significant change in the quality of service to both its community and membership.

DET. STUART BARKSDALE, SR. (RET.)



Det. Stuart Barksdale was born and raised in the City of Yonkers New York. He attended school in Yonkers and graduated from Yonkers High School in 1972. After high school, Stuart pursued his fascination with cars and started his first job as an auto mechanic at a Chrysler Plymouth dealership in Yonkers. In 1977 he left Chrysler and was hired by the city of Yonkers as an auto mechanic assigned to fix vehicles for the Department of Public Works. Stuart had a passion for helping others. Throughout his young years, Stuart offered his services to many organizations including the Salvation Army of Yonkers NY. Determined to continue his role as a public servant, Stuart volunteered and joined the Yonkers Auxiliary Police Association. In January of 1982 Stuart began a paid career in law enforcement working as a New York City Transit Police Officer.

After 3 years of working underground riding the A and D trains from end-to-end, Stuart decided to make a change. In 1985 Stuart transferred to the Yonkers Police Department. Stuart received numerous detail assignments during his years in law enforcement for the City of Yonkers. He was detailed to the Street Crime Unit and the Narcotics Unit as an undercover officer. He was on loan to other police departments for the purpose of buying drugs so that Sealed Indictments could be secured on drug dealers. In 1996 Stuart was promoted to the Detective Division where he served 15 years before retiring in 2011.

Stuart completed a total of 30 years as a police officer and received numerous awards and certificates for excellent police work. Stuart has a long list of community organizations to which he has volunteered his services and are listed as follows: member and past president of the Yonkers Guardians Association; currently is and has been a volunteer Fire Fighter and EMT for the past 15 years in Elmsford NY where he now resides; a level 2 Arson Investigator and has investigated many fires during his role as a Detective for the City of Yonkers; a trained mediator for the Westchester County Mediation Center of Cluster where he plays an active role in the Restorative Justice Initiative Program speaking with Juveniles that get arrested for various crimes; plays an active role in the Anti Violence/Gang Coalition a group dedicated to working with young people to stop violent behavior; a Martial Arts Instructor in the Art of Chinese Kenpo where is holds a black belt; a member of Terrace City Lodge #1499 Protective Order of Elks of the world in Yonkers and The Yonkers Branch of The NAACP.

Stuart and his loving wife Linda have been married for 28 years, with four children: Stuart Jr., who is presently a Yonkers Police Officer, Eboni 28, who works with under privilege children, William 24, who works at Fed-Ex and Stefan 18, who just graduated High School.

Recipient of the 2024 Lifetime Achievement Award

The **Lifetime Achievement Award** is presented to a member of the national body in honor of the recipient's dedication, efforts, service and visionary guidance in being a catalyst for the improvement of the national body which has brought about significant change in the quality of service to both its community and membership.

DET. CYNTHIA HADLEY-BAILEY (RET.)



Cynthia Hadley-Bailey began her 27-year career as a Police Officer for the Port Authority of New York & New Jersey in April of 1980. Her first assignment was with the PATH System and was later assigned to patrol at the George Washington Bridge, World Trade Center, and the Passenger Ship Terminal. As a Police Officer, Cynthia worked several plainclothes details with the detective unit.

Cynthia was later appointed as a Detective in 1987. She conducted several investigations at Port Authority facilities until her retirement from the Port Newark Marine Terminal in July of 2007. Highlights in her career included assisting with the FBI Joint Terrorist Task Force in the investigations of the 1993 and 2001 bombings of the World Trade Center. While assigned to the Port Newark Marine Terminal, she arrested over 20 undocumented truck drivers for using stolen social security numbers and identification to obtain ID cards, in order to drive into the terminals.

After retirement, Cynthia spends her time giving back to her community, volunteering with several organizations. She is active in her town's Rotary Club, member of the National Association for the Advancement of Colored People (NAACP), coordinates a tutoring program in the Townships school district, and serves and the treasurer for the Port Authority of New York & New Jersey Retired Detectives' Association. Cynthia has previously been a member of the National Black Police Association (NBPA) and National Association of Black Law Enforcement Executives (NOBLE). She has been a member of the **National Association of Black Law Enforcement Officers (NABLEO)** for over 22 years.

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DET. VINCENT TILSON, SR. (RET.)



Vincent R. Tilson, Sr. was born and raised in the city of Yonkers, where he lived with his mother Bettie and his sister Darlene. He attended Yonkers Public Schools and graduated from Roosevelt High School in 1978. Upon graduation from high school, Vincent enlisted in the United States Air Force, where he served his country for four years. After his discharge from the Air Force, he returned home to Yonkers and worked for General Foods, Inc. until he was hired by the Yonkers Police Department in 1985. Vincent and his wife Christa were married in 1989 and now reside in Ludlow Park. They have three children, son Vincent Jr. and daughters Quincy and Taylor. In his spare time, Vincent enjoys keeping physically fit, traveling with his wife and children, spending time with friends and family, and is an avid sports fanatic.

While attending the Yonkers Police Academy, Vincent also attended Elizabeth Seton College where he studied television and radio production. Vincent began his career in the 2nd precinct as a patrol officer and after one year, was assigned to the Narcotics Division as an undercover officer. As a patrol officer from 1986 to 1993, Vincent was assigned to the Narcotics and Street Crime units. During this time, he received numerous departmental awards and recognition, including the 2nd Precinct Community Council Meritorious Service Award. He also received the distinction of being the first African American police officer to appear on the annual P.A.L. poster for the 1990-1991 calendar year. In 1993, Vincent was promoted to the rank of Detective and was assigned to the Major Case squad. He then worked in the Burglary and Financial Crimes units, and served as an Intelligence Officer. He is also a certified FBI Crisis Negotiator. In July 2017, Vincent retired from the Yonkers Police Department while assigned to the Financial Crimes Unit.

A founding member of the Yonkers Guardians Association, he served as Vice President for six years and President for four years. Over the years, Vincent has been involved in many community outreach enterprises and continues to be involved in the following community organizations: The Yonkers Guardians Association, N.A.B.L.E.O. (National Delegate-Alternate), C.L.U.S.T.E.R. Westchester Mediation Center, Restorative Justice, Certified Mediator, Certified Conflict Coaching, The James H. Farrell Masonic Lodge, of Yonkers, City of Yonkers Drug Court Advisory Board, The Yonkers NAACP, YWCA Celebrity Chefs, Westchester Coalition Against Bigotry, Yonkers Police Department Honor Guard, (founding member), F.A.T.H.E.R.S., (Fathers Armed Together to Help Educate Restore and Save), this group is a branch of The Yonkers Violence/Gang Prevention Coalition, Financial Crimes Investigator. Post retirement he is a Licensed NYS private investigator, Driver/Security for NYS Senate Majority Leader Andrea Stewart-Cousins, member of Sam H. Dow VFW Post 1017, Yonkers N.Y., where on January 20, 2024, he was installed as Commander.

Vincent believes that it is each individual's responsibility to project a positive image for Black and Brown minority youth. Vincent's philosophy is, "Those who can, do. Those who refuse to extend themselves for the betterment of others, and those who refuse to accept responsibility for their actions, should get out of the way. There is no time for foolishness." These sentiments have paved the way for the reasons of his volunteer and community endeavors.

Recipient of the 2024 Children of Courage Scholarship Award

The "**Children of Courage**" Scholarship Award is aimed at improving the relationship between law enforcement agencies and the youth of the communities of color that they serve. This program seeks to enhance higher education opportunities among qualified high school graduates, providing a financial award that will afford students the opportunity to have higher educational training in the academics of law enforcement or other related areas for the betterment of the Criminal Justice System.

TIE'ZHON ANDERSON



Tie'zhon Anderson, known by friends and family as "Pootie", is a 17 year old student athlete and now an Alumni of the Omega Mentoring Program, where he learned the skills of working hard for everything he has accomplished. Now that he has graduated from High school and the mentoring program, his dreams are now focused on continuing his education. He dreams of running track at D'youville University!!!! Go saints!!!

Recipient of the 2024 Children of Courage Scholarship Award

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MILAN HOOD



Milan Grace Hood is a senior at Maria Regina High School in Hartsdale, NY. She has a strong drive for academics which led her to convincing her parents to allow her to transfer to Maria Regina HS, an all-girls Private Catholic school from a public school, just as she was to begin her junior year of high school. This transition was challenging, but important as she was seeking a stronger, and more rigorous curriculum. She felt that this change was necessary to better prepare herself for college.

While at Maria Regina HS, Milan remained an honor roll student, maintaining a 90.91 GPA, taking honors level classes, college level and Advanced Placement (AP) Government and Psychology courses. At her former high school, she was inducted into the National Honor Society and while at Maria Regina high school, she was inducted into the National Italian Honor Society and received the schools "Most outstanding student award in the field of Business". She speaks both Spanish and Italian. This transition proved to be beneficial as she has excelled academically, athletically and became more involved with community service.

She was involved with several clubs at school: Peers As Leaders Program (mentoring younger students), the Robotics Club and the Asian American Club. Outside of school she participated in community service activities, such as the Food Pantry at Mt. Carmel Church, assisting the Westchester-Rockland Guardians Association and YWCA with their turkey and holiday toy drives for families at a local shelter, The Helping Hands Program (Preparing meals for the homeless) and many more. The one experience that she found to be the most humbling and rewarding was participating in a program called "Box City". Myself and other students imitated the homeless by sleeping outside in a cardboard box in inclement weather, overnight for 12 hours, with only a blanket, no food or phones. This empowered her to be even more mindful, giving and caring towards others.

She is a former member of the Varsity Track & Field and the Varsity Volleyball team, helping to lead her team to the State championship two years in a row, receiving recognition as the "Top right outside hitter in the Catholic High School Athletic Association (CHSAA).

While at Maria Regina High School, she developed a strong interest in accounting and business. Her hope is to be an accountant and work in the field of Finance Internationally. Hence, she has decided to continue her education in Economics, and will be attending Lafayette College, in Easton, PA, in the fall of 2024.

Recipient of the 2024 Children of Courage Scholarship Award

The "Children of Courage" Scholarship Award is aimed at improving the relationship between law enforcement agencies and the youth of the communities of color that they serve. This program seeks to enhance higher education opportunities among qualified high school graduates, providing a financial award that will afford students the opportunity to have higher educational training in the academics of law enforcement or other related areas for the betterment of the Criminal Justice System.

JAMES MCNEIL



Growing up with 1 consistent parent was a blessing and a curse, because I felt the pressure of my father having to pay for my attendance at a private school with no help. I felt the pressure of wanting to better myself as an athlete and as a student. But in the background, I was dealing with painful personal issues between myself and my mother that as a young child made me angry.

Early on as a young child I remember always going back and forth from my mom to my dad's house until I was about 8 years old when I started living with my father full time.

My dad, who is truly my role model/hero and honestly my savoir from my mother, one day told me that my mom loves me but because of how she was raised and unresolved issues from her childhood, made it hard for her to be the parent she so badly wanted to be. At the time I was about 12 when my dad said this to me, and I felt like my dad was just covering for my mom as he has plenty of time before, but now that I'm high school grad starting my freshman year of college, I now understand what my father was telling me and now I have a better relationship with my mom.

My dad has really supported me in every way from mentally to financially and more importantly emotionally. I was an angry child and without the emotional support of my father finishing high school may not have been achievable let alone being able to attend The University Of Buffalo to play football.

I have been always determined and highly motivated to go to college for 3 things, the first is to get my education. As a student athlete I know the athlete in me has a shelf life that only God knows but what I learn in college academically will be forever ingrained in me. Secondly molding the athlete inside of me to be the best football player on and off the field. Becoming a great athlete is about putting in the work when no one else is watching so that you are ready to excel when they are watching. With greatness being the goal on the field I have the same standard off the field.

Focusing on my studies as I start my freshman year of college will be my main priority as a college student, however collaborating with local business and non-profits is something that I have done and will continue to do. The youth in the community need our support in every way. I was blessed that my father laid the foundation down for me to be successful and chase my dreams to the point that laying a foundation down for other youth is now a part of the dream that I am chasing.

Recipient of the 2024 SecureWatch24 Innovative Justice Fellowship Award

The “SecureWatch24 – Innovative Justice Fellowship” Award aims to strengthen collaborations amongst law enforcement agencies, the private security sector, and local communities. This award is designed to enhance educational opportunities for eligible high school graduates to pursue higher education in fields related to law enforcement, private security services, or other relevant disciplines, contributing to the continual improvement of the Criminal Justice System. SecureWatch24 is recognized for its expertise in security solutions, offering specialized services tailored to educational institutions and other sectors, including the public safety community, ensuring comprehensive safety and protection.

CHRISTOPHER HARGRAVE



Christopher A. Hargrave is graduating from Kenmore West High School with plans to attend the College of Staten Island and major in Computer Information Systems- Cybersecurity.

While in high school Chris worked hard to be an Honor Roll student, was Captain of the Varsity basketball team and participated in several community service projects focused on helping seniors and health and wellness activities for Buffalo youth.

Chris is a member of First Shiloh Baptist Church where he has participated in youth ministry activities and has served as a Youth Usher. Chris enjoys traveling and loves spending time with family and friends. He looks forward to what God has planned for his future.

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Remembering Those We Have Lost

In Our Lord God lies our Strength, for who but He can know our weaknesses. In His Omnipotence and Great Wisdom, He has called unto Him our brothers and sisters, that they may finally know peace. We pay Honor and Homage to those who have gone before us, in the full knowledge and belief that theirs is now a better existence, and that we shall someday meet again in that Sweet By and By.

Janie Hankerson	Harold Poes	Marvin Ruley	Osceola Fletcher
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Inspiring Words

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy”

Dr. Martin Luther King, Jr.

“I think that the dialogue between police officers and the black community has to get better, but not better in a way where, 'Oh, let's talk about it when something horrible happens.' The dialogue has to be going on consistently, every day.”

Antoine Fuqua

“When you see something that is not right, not fair, not just, you have to speak up. You have to do something.”

U.S. Rep. John Lewis



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Congratulations



**The
Westchester-Rockland Guardians Association
Congratulates
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on their**

2024 Conference & Awards Dinner

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Massachusetts Association of Minority Law Enforcement Officers, Inc.

MAMLEO



October 11, 2024

Congratulations to the National Association of Black Law Enforcement Officers, Inc. (NABLEO) and the Afro-American Police Association of Buffalo on the successful *Police Reform: Rebuilding Community Trust and Confidence* conference this year.



Massachusetts Association of Minority Law Enforcement Officers (MAMLEO). MAMLEO is a 501(c)(3) organization, founded in 1968 with the purposes of recruiting, retaining and advancing police officers of color in Massachusetts, and to be a service organization in the community. MAMLEO promotes Diversity, Equity, and Inclusion (DEI) initiatives within law enforcement across Massachusetts that directly address policy concerns around discriminatory practices (access to fair hiring and promotion) in law enforcement. MAMLEO is a leader in advancing police reform initiatives as well as health and wellness initiatives for both law enforcement and the wider community.

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**The MTA Police Guardians
Association wishes NABLEO a
successful conference**

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**We Congratulate Retired Yonkers Police Detectives
Stuart Barksdale Sr. and Vincent Tilson Sr. On Their
Lifetime Achievement Awards**

**We Thank Them Both For Their Leadership And
Mentorship Within Our Organization**

New York State Senator, 35th Senate District
President Pro Tempore and Majority Leader

ANDREA STEWART-COUSINS



Best Wishes to My Friends at

**National Association of Black
Law Enforcement Officers, Inc**

on the occasion of your

2024 Scholarship and Awards Ceremonies

Congratulations to This Year's Honorees:

**Chief Kimberly Beaty, Chief Brian Patterson, Larry Holman,
Chief Todd McAlister, Nekia Kemp, Sgt. Jason Jones, Sgt.
Donnell Walters, Det. Cynthia Hadley-Bailey, Milan Hood,
Tie'zhon Anderson, James McNeil, and Christopher Hargrave.**

I would also like to extend a special congratulations to my
NYS Senate **Asst. Sgt-at-Arms Det. Stuart Barksdale**
and **Asst. Sgt-at-arms Det. Vincent Tilson** for the honor
of receiving the Lifetime Achievement Award.

Thank you to all attendees of this banquet. I appreciate
you for being here and for your support of NABLEO.





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*Director of the Center for Advanced Policing and
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**Scan the QR code for
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Tyrese R. McAllister LPC, CSOTP, CCTP
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TYREESE R. MCALLISTER

Tyrese R. McAllister, LPC, CCTP, CSOTP, is a public safety strategist, keynote speaker, transformational therapist, dynamic trainer, a 3x best selling author, and a leading provider of mental health services to law enforcement professionals, first responders, and their families. Tyrese is the owner and CEO of Clinical & Forensic Associates. CFA offers comprehensive training for law enforcement personnel and first responders who work with high-risk and dangerous individuals. The training programs focuses on critical skills (emotional intelligence, empathy, active listening, and de-escalation) needed to mitigate high-risk situations, reduce citizen complaints, and avoid excessive use of force lawsuits.

Let's Collaborate


To learn more about Tyrese R. McAllister, make an appointment, or schedule a consultation, please like and follow us on all social media.

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NABLEO Conference 2024



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Dr. Monica Blake-Beasley





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Wish the
National Association
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Much success on your upcoming
Educational Conference in Amherst NY, October 9 - 11, 2024

Groove Phi Covers The Waters

"An the Struggle Continues"

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In Bridgeport

LIFE

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ALWAYS
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THE PLAN!*

David Daniels III

Editor: F. Alexander



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I am pleased to introduce you to our non-profit organization, FUNLUSI, a registered Dominican Republic Foundation that operates for charitable purposes with a mission to educate, support, and develop youth by integrating sports and cultural exposure through civic education and guidance to develop community cohesion in the Dominican Republic.

We invite you to the 16th Annual Lights and Sirens International Basketball Tournament & Humanitarian Trip. This tournament comprises professional public safety personnel who provide positive sportsmanship and leadership to our youth domestically and internationally.

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Exec. VP, NOBLE NJ
NOBLE Region One VP



Lt. David Daniels III (Ret.)
Bridgeport Police Department
Past President
Bridgeport Guardians



**Deputy Inspector
Corey Pegues, (Ret.)**
NYPD, Author, Motivational Speaker,
Community Leader, and Expert



Winston Price, MD, FAAP, FACPE
Pediatrics, Chief of Staff Memorial
Hospital in Bainbridge, GA, 105th
President National
Medical Association

**Diversity and inclusion are under attack
within cities, states, and even trusted
institutions.**

**How will this impact your community?
Your constituents? This country?**

The recognition and prioritization of diversity and inclusion play a crucial role in shaping the experiences and outcomes of individuals, communities, and the entire country. Racial Impact Studies are the pathway toward more inclusive policies.

This discussion highlights the importance of racial impact studies and policies that foster a more equitable and just legal and policy framework.

Join us to learn the elements, opportunities, and legacy of racial impact studies for our generation and the next.

WEDNESDAY

OCT. 9, 2024

10:30 AM