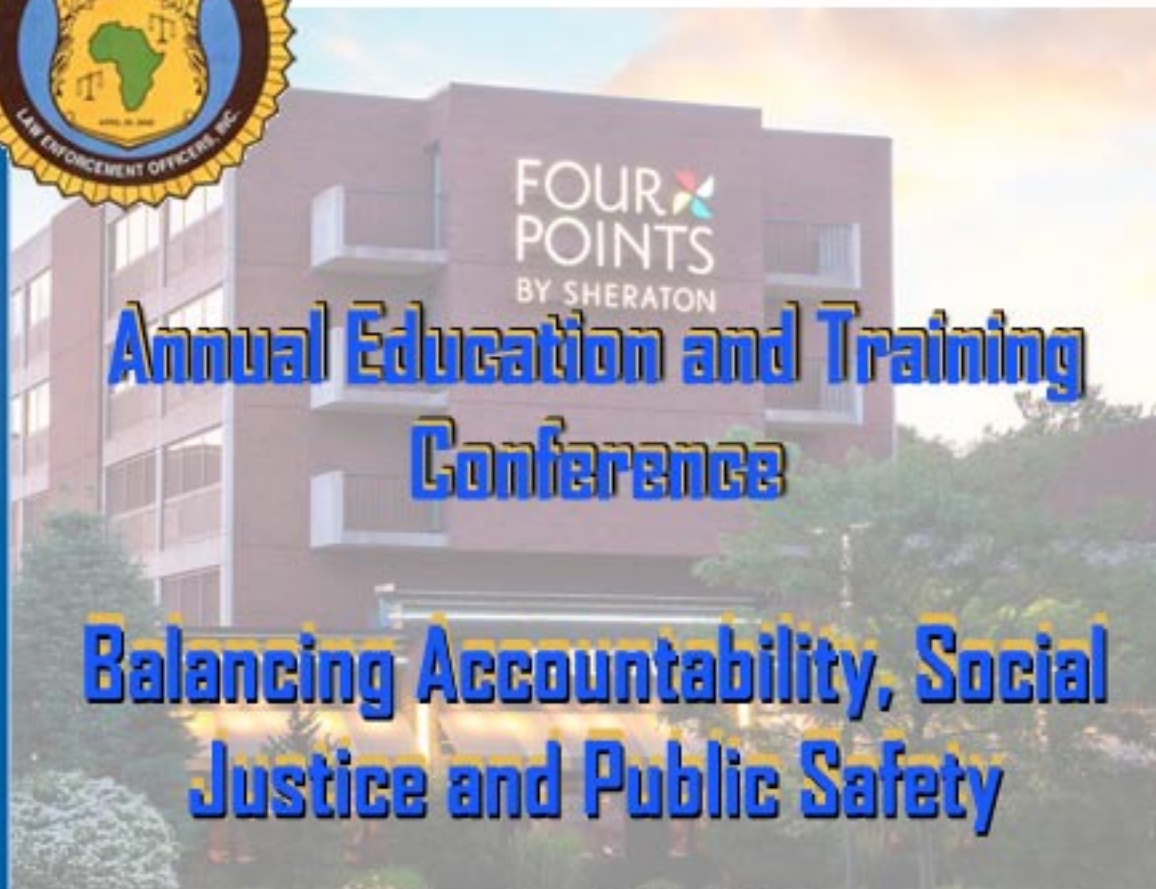


NABLEO 2023

NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS, INC.



Annual Education and Training Conference

Balancing Accountability, Social Justice and Public Safety

October 4-6, 2023

**Four Points Sheraton-Norwood
1125 Boston-Providence Turnpike
Norwood, MA 02062**



Conference Guide

**Hosted by The Massachusetts Association of Minority Law Enforcement Officers
(MAMLEO)**



National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

www.nableo.org

Welcome From Our Chairman, **Sergeant Shawn C. Kennedy (retired)**



It is with great pleasure, that I welcome you to our 2023 Conference Series, ***“Balancing Accountability, Social Justice and Public Safety.”*** We have designed this event to be as comprehensive as possible in the time allotted, providing both law enforcement members and their community partners with information which will hopefully make the bonds and relationships between police and community stronger, particularly in communities of color.

As professionals in a field that is constantly subjected to intense public scrutiny, we must recognize that the perceptions held of the few are, unfortunately, instantly transposed to the many. We must realize that the calls for accountability and transparency are legitimate and can only be answered through an honest assessment of our organizational goals, philosophies and culture. The convergence of police professionalization and police culture must be a recurrent theme in how we conduct our encounters with those we serve. We must continually remember that it is only through our partnerships with the communities we serve that true and equal justice for all will be obtained, recognizing that all members of the community, regardless of their human failures, attitudes and perceptions of our profession, deserve to be treated with respect and dignity.

We must now consider the impact of generational trauma and what that means for the communities we serve, ensuring that we are no longer seen as unrelenting, militaristic warriors attempting to overpower and control a supposedly overwhelming presence of violators, but as guardians of the community's trust, safeguarding them from harm, responding to their calls for assistance, remembering constantly that it is the community we serve, and not the institution we are employed by that must dictate our actions. We must equally be firm and unwavering in speaking out against and reporting all those we work with who abuse their authority, as their continued presence creates a clear and present danger not only to our communities, but to us as law enforcement officers as well. Keep in mind the words of Mahatma Gandhi: ***“Silence becomes cowardice when occasions demands speaking out the whole truth and acting accordingly.”***

This conference is about 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 that has somehow been misplaced and misdirected between us as professionals and those we have sworn to protect. It is an opportunity to challenge yourself to determine the officer and person that you are, want to be and ***should be.***

Again, I welcome each of you to the 2023 Fall Education and Training Conference. I urge you to learn from one another, become part of the solution and begin to challenge yourself and those around you. Contribute to the healing of our profession and communities and not their trauma. Enjoy the process and camaraderie.

Conference Schedule

| Session # | Title | Starts | Ends | Facilitator |
|-----------|--|---------|---------|--|
| | Tuesday, October 3, 2023 | | | |
| | Welcome Address | 6:00 P | 6:15 P | Dr. Jeffrey Lopes, MAMLEO |
| | Know Your Rights-A Conversation With Youth | 6:15 P | 8:00 P | E. Boyce, J. Limontas Held at MAMLEO |
| | Wednesday, October 4, 2023 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:20 A | Open to all participants |
| | Welcome Address | 8:30A | 8:55A | Sgt. Shawn Kennedy (Ret.), Chairman |
| 1 | Addressing Trauma and PTSD in Policing and Retirement | 9:00A | 10:30P | D. Brown, Y. Brutus, C. Singletary |
| 2 | When Good People Write Bad Policy: Unintended Consequences of Menthol Bans and Prohibitions | 10:30P | 12:00P | D. Jones, D. Daniels, E. Boyce, Q. Spruill |
| | Lunch | 12:00 P | 1:30 P | Served |
| 3 | Identifying, Understanding and Unpacking Stereotypes and Biases | 1:30P | 3:00P | E. Chrispin, J. Seone |
| 4 | Empowering Black and Brown Women Leadership in Policing | 3:00P | 4:30P | R. Bilal, L. Cullinane, L. Butner |
| | Conference Networking Meet and Greet | 7:00 P | 10:00 P | Open to all participants |
| | Thursday, October 5, 2023 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:50 A | Open to all participants |
| 5 | Policing Reform: Real Talk for Those Who Walk the Walk | 9:00A | 10:30A | J. Lopes, L. Ellison |
| 6 | Reimagining The Academy and Beyond | 10:30A | 12:00P | N. Baston, R. Antunez, E. Chrispin |
| | Lunch | 12:00 P | 1:30 P | Served |
| 7 | Innovating Comprehensive Approaches to Community Engagement Partnership | 1:30P | 3:00P | N. Baston, R. Glaser, P. Martin Cherry, N. Grant |
| 8 | Hiring and Recruiting Challenges in Policing | 3:00P | 4:30P | M. Gaskins, D. Hernandez, T. Shaw-Boyce |
| | NABLEO Executive Committee Meeting | 4:30P | 5:00P | Sgt. Shawn Kennedy (Ret.), Chairman |
| | Friday, October 6, 2023 | | | |
| | Check-in, Continental Breakfast | 8:00 A | 8:50 A | Open to all participants |
| 9 | Transformative Policy and Procedures | 9:00A | 10:30A | L. Ellison, L. Anjos |
| 10 | After The Bang: Roadmap for Personal and Organizational Wellness | 10:30A | 12:00P | J. Scott |
| | Lunch | 12:00 P | 1:30 P | Served |
| 11 | 21 st Century Policing for Black and Brown Law Enforcement | 1:30P | 3:00 P | J. Lackard |
| | NABLEO Board of Directors Meeting | 3:00P | 4:30P | Sgt. Shawn Kennedy (Ret.), Chairman |
| | Scholarship and Awards Banquet | 6:00P | 12:00A | Admission \$125.00 per person. Open to public and all conference attendees |

Training Modules

It is imperative that police officers and community members develop greater levels of trust and respect that can result in safer interactions with each other, particularly in communities of color. Yet their efforts are often marred by the misperceptions of both the officer and community member. When each has a better understanding of the other, their commitments to each other are freshened and strengthened.

Participants will receive instruction related to various issues facing today's law enforcement officer and their impact on the manner in which they interact with members of the community, with a special emphasis on those interactions in communities of color. Instructional modules will include issues developed from both local and national points of concern.

Learning Outcomes

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

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

Workshops

Workshop topics presented during the conference have been designed to provide law enforcement officers with greater tools, knowledge, and skill sets for interacting with people, particularly in communities of color, enabling them to build operative and reciprocal bridges of understanding between police departments and communities to create sustainable impact models of positive policing. Speakers, panelists and/or associated workshop may change at our discretion based on need or required changes in schedules.

Tuesday, October 3, 2023

Know Your Rights- A Conversation With Youth

What To Do When Stopped by the Police

This presentation deals with race, racial socialization, racial profiling, societal perceptions, and other issues dealing with the harsh realities of being Black, that community members must know in order to safeguard themselves from harm, particularly when interacting with members of law enforcement.

Based on the accumulated experiences and community activism of more than 10,000 African American law enforcement officers, this program provides community members with the ability to safely engage with their law enforcement guardians, know and understand the law as it applies to those interactions, and be able to “Walk Away from a Battle They Can Afford To Lose”.

This presentation will be held at MAMLEO, 61 Columbia Road, Dorchester, MA

Wednesday, October 4, 2023

Addressing Trauma and PTSD in Policing and Retirement

Law enforcement professionals experience a myriad of interactions and intersectionality's specific to daily trauma and incident-based stress. This workshop will explore innovative strategies to move beyond the constant confrontation with stress toward the coping mechanisms that allow for the transcendence of it.

When Good People Write Bad Policy: Discriminatory Bans and Prohibitions Don't Work

Several states and municipalities are proposing to ban the sale of menthol cigarettes. Smoking is bad and tobacco kills in addition to the debilitating effects of nicotine addiction and need to prevent youth from smoking. Prohibitions and flavor bans have been spotlights in the national media. This proposal seems race-neutral. But over 85% of African Americans who choose to smoke prefer menthol cigarettes while most White tobacco consumers prefer unflavored tobacco. To draw up a ban only against products favored by people of color seems not only unjust but also remarkably insensitive. Giving officers even more reason to detain and engage on the basis of a flavored tobacco ban, including menthol, would assuredly lead to encounters that are likely to escalate to the unnecessary use of force, arrests, and possibly deadly force.

The unintended consequences of bans and prohibitions need to be better understood by public policymakers contemplating passing legislation that will directly impact the interactions between members of communities of color and law enforcement officers. This session will explore the laudable intent of the public health community to decrease the use of tobacco products by communities of color,

address the serious concerns of youth using tobacco products, and how to stem the tide of youth use of e-cigarettes, and will expound on the lived experiences and expertise of leading Black law enforcement professionals on the unintended consequences of bans and prohibitions.

Identifying, Understanding and Unpacking Stereotypes and Biases in Policing

The successful future of policing is intertwined with the foundational necessity to embrace positive normative change. Most pointedly, we, as a collective, must immerse ourselves in the work around understanding, recognizing and defining personal bias. This workshop will focus on helping law enforcement professionals better unpack the layers of their conscious and unconscious personal and professional biases.

Empowering Black and Brown Women Leadership in Policing

Despite efforts to increase representation, the percentage of black and brown women in law enforcement has remained relatively stagnant for the past few decades. And the bulk of information on women in policing has focused on the growth of women in law enforcement, barriers, sexual harassment, gender differences, why women are deterred from law enforcement, physical limitations, and instruments used during the recruitment process, and the stress endured after entry into the profession.

The main reasons for the lack of black and brown women leadership in policing are sexism and racism, which remains relevant in law enforcement. Most men despise women telling them what to do, especially black women. Professional groups are very important for women. Sometimes, you are given a role but not the support you need to succeed. You can get that from being a part of professional organizations such as NABLEO, which encourages female mentors to instill ethics, morals and values respected amongst their peers. Seeing is more instructive than reading about how to act in difficult situations. Black women hearing stories of their peers facing hardships but remaining persistent and focused in moving up in ranks is imperative.

This workshop will examine the importance of the advancement and empowerment of women leadership in policing, by considering Black female officers' concerns, values, and experiences in the profession of law enforcement, thereby helping to shape policy, procedures, and recruitment tactics aimed at the retention and success of Black female law-enforcement officers.

Thursday, October 5, 2023

Policing Reform: Real Talk for Those Who Walk The Walk. Creating Fair and Effective Policing Practices

This training will help attendees gain insight and strategies to maximize how police agencies can connect with their community and important stakeholders through ongoing dialog and partnerships. Consider minority perceptions of policing due to historical events and ways to overcome some of these barriers. Discover strategies for creating a “learning organizational culture” while appreciating the fragile relationship with our communities. A focus will be on the importance of police legitimacy through ethics, empathy and equity.

Reimagining The Academy and Beyond

Questions about the training of U.S. police officers are not new. During the 20th century, for example, at least three major commissions were created to reform the police and included a focus on police training. The most recent example of such a commission was the President’s Task Force on 21st Century Policing convened by the Obama administration and which focused a great deal of attention to perceived deficits in both basic law enforcement training (BLET) for new hires as well as in-service training for officers on the job.

21st century policing has highlighted the need to reimagine and reform police training is of utmost priority. As policing has evolved over time, the training methods and training curriculum have not kept in pace with the changes in the profession.

This workshop dissects policies and practices related to police training and offers best practices to address the biggest gaps in training.

Innovating Comprehensive Approaches to Community Engagement Partnerships and Success

Positive policing is most often rooted in the precepts of community policing. However, that scope of engagement can be too readily constricted by the concept of talk without the walk. Impactful community engagement is not and should not be linear, Rather, it requires an investment model that is embedded from top down. This workshop will explore police and community partnerships that have changed the landscape of what social impact policing can be at its best.

Hiring and Recruiting Challenges in Policing

Across the nation, the challenges police departments face in retaining and recruiting officers are alarming – a staffing crisis exacerbated by retirements and resignations, as well as high-profile killings that have put policing under increased scrutiny and made it a frequent target of protests and calls for budget cuts. This training will focus on the importance of recruitment and meeting the community where they are.

Friday, October 6, 2023

Transformative Policy and Procedures – Innovating and Implementing Effective Policing Policies

Policing practices should ensure equal justice and be supported by evidence. These practices should be rooted in human rights principles and recognize the importance of maintaining a positive relationship between communities and police. Many police departments rely on practices that have questionable effectiveness at decreasing crime and proven effectiveness at alienating communities. With the rise of the Movement for Black Lives and Black Lives Matter, and the spate of police-involved shootings, the need for police reforms that foster positive community and police relations is critical. This workshop will explore how to implement policies and change the culture in policing.

After The Bang-An Anatomy of a Fatal Use of Force

While many will argue differently, the fact remains that most law enforcement officers will never draw their weapon or use deadly force during their career. And in the best of all worlds, because a human life is so precious, an officer ideally, when confronted with the threat of deadly force, should take the time to dispassionately analyze the parameters of the threat and measure his or her response to that a minimum amount of force is utilized and a minimum amount of injury is inflicted.

In the aftermath of an incident, were there things that could have been done better to diffuse the situation? Participants will be asked to engage in active discussion to determine their perceptions of actions of those involved, how de-escalation could have been improved, better tactical procedures, and approaches to community impact. The presentation is based upon the presenter's personal account of being involved in an on duty fatal shooting. The presenters deadly force encounter will be utilized as a case study.

21st Century Policing for Black and Brown Law Enforcement Leaders and Officers

This workshop will explore policing practice, policy and possibilities amidst a national call to reimagine law enforcement and create a new standard of professional excellence.

Our Presenters:

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

Det. Luis Anjos - Boston Police Department

Det. Anjos joined the Boston Police Department in 2000 as a cadet and joined the sworn rank as a Police Officer in 2002. Currently, he is a Detective Assigned to the Boston Regional Intelligence Center (BRIC). Prior to his current assignment he worked in District E-13 as a Detective and 17 years in district B-2 as a Police Officer, in the community of Roxbury where he grew up. There he held numerous positions, including working in the Community Service Office where he enjoyed working in collaboration with community leaders and being a resource for the neighborhood.

Luis holds a Bachelor's Degree in Criminal Justice from the University of Massachusetts, Boston and a Master of Criminal Justice degree from Curry College. Passionate about giving back to his community, Luis founded the Cape Verdean Police Officers Association (CVPA) aimed at building bridges between law enforcement and the community as well as a support system for Cape Verdean Officers.

Luis is a proud member of MAMLEO and has served on the leadership of the organization in various capacities under three distinguished Presidents. Luis was elected Vice-president of the MAMLEO in 2018, where he continued his service by fighting for diversity and equity for all.

Luis is a proud fraternity member of the Phi Beta Sigma Fraternity inc, Beta-Kappa Chapter.

Det. Sgt. Rafael Antunez - Boston Police Department, MAMLEO Treasurer

Sgt. Det. Antunez is currently assigned to the Boston Police Academy as a Staff Instructor where he oversees departmental training, in specific he leads the Detective Training at the Academy. Prior to his current assignment he served as an investigator in the Internal Affairs Division and a Patrol Sergeant in Boston's Jamaica Plain neighborhood. Before his promotion to Sergeant he worked as a Detective in the Sexual Assault Unit, Boston Regional Intelligence Center (BRIC) and the Homicide unit. As a Police Officer, he worked in District D-4 and the Drug Control unit. Prior to joining the BPD he served as a Deputy Sheriff for the Suffolk County Sheriff's Department.

He holds a Bachelor's Degree in Criminal Justice from Curry College.

Superintendent Nora Baston - Chief, Bureau of Professional Development, Boston Police Department

Superintendent Nora Baston is a 27-year veteran of the Boston Police Department who has served as a member of the command staff for 16 years and holds the civil service rank of lieutenant detective. In 2007, Baston was appointed by then Commissioner Ed Davis to the rank of deputy superintendent of the Safe Street Teams Initiative and in 2018 she was appointed to the rank of superintendent where she served as chief of the inaugural Bureau of Community Engagement. Since joining the command staff she has also served as the department's homeless liaison, commander of the Community Support Division and zone commander for the Bureau of Field Services. Among her many accomplishments, she is most proud of having been the commander of the Safe Street Teams Initiative, where under her leadership they were recognized by the IACP (International Association of Chiefs of Police) in 2011 with the Community Policing Award and the Excellence in Law Enforcement Research Award. Superintendent Nora Baston has advanced through the ranks and is currently the Chief of the Bureau of Professional Development; as well as the fourth female appointed to the rank of superintendent in the department's history.

For over 18 years, Superintendent Baston has continued to develop deep and meaningful relationships with the community by engaging with all neighborhoods throughout the city of Boston. She is relentless in her dedication to bridging the gaps between the police and the community. She has built lifelong partnerships and friendships through her work in all neighborhoods but her ability to mentor inner city youth is what she is most driven by. Superintendent Baston's passion has created pathways of possibility for Boston youth to have positive interactions and community-based engagements with the department, allowing them to see themselves as potential future officers, business leaders, non-profit leaders and role models of achievement, excellence and expertise. Superintendent Baston is a product of the Boston Public Schools and graduated from the Boston Latin School. She went on to complete both her bachelor's and master's degrees in Criminal Justice at UMass Lowell.

Sheriff Rochelle Bilal – Philadelphia Sheriff's Office

As the Chief Executive Law Enforcement Officer for Philadelphia County, Sheriff Rochelle Bilal was sworn in to lead the Office of the Sheriff for the City and County of Philadelphia on Jan. 6, 2020. She is the first elected African American woman sheriff, in the 181-year history of the Philadelphia Sheriff's Office. In fact, Sheriff Bilal is the department's, first-ever elected woman.

Bilal, a 27-year veteran of the Philadelphia Police Department, formerly served as Secretary of the Philadelphia chapter of the NAACP and she is the former President of the Guardian Civic League, an oversight organization, made up of active and retired law enforcement officers. Sheriff Bilal also served as the former Vice Chair of the National Black Police Association and the former President of N.A.B.L.E.O, National Association of Black Law Enforcement Officers.

Currently, she serves as an appointed member of Philadelphia City Council's Special Committee on Child Separations. As a Philadelphia police officer, Sheriff Bilal served in units that focused on sex crimes and

drug trafficking, including work in HIDTA (high intense drug and traffic area), a joint task force with the FBI and DEA. She also spent time in patrol and taught recruits at the Philadelphia Police Training Center, where she launched the Steer Straight initiative. Steer Straight, which is still in existence today, helps new police recruits to identify and avoid situations that may pose potential risks to their future careers in law enforcement. Bilal retired from Philadelphia Police Department in 2013.

Sheriff Bilal's experience also includes time spent as the director of public safety in Colwyn Borough, where she managed the police and fire departments while developing a community outreach program for the Colwyn Borough Police Department. Sheriff Bilal is an advocate of criminal justice reform and encourages community engagement and outreach with her office. As sheriff, she will implement policies and procedures to improve the efficiency and engagement of the more than 400 employees of the department. The Sheriff's Office has a \$33 million + budget and oversees court security, prisoner transportation to and from the court, as well as managing sheriff's sales, court-ordered sales of foreclosed and tax-delinquent properties.

Sheriff Bilal is a lifelong resident of Philadelphia.

Director Elliott T. Boyce, Sr. (Ret.) - New York State Police

Elliot T. Boyce, Sr. has been an outstanding asset to the New York State Police for the thirty-five years he has been with the organization. He began his career with the New York State Police in 1987, stationed at SP Oneida – Troop D Headquarters in Oneida, New York, as a Trooper. In 1996, he was appointed to the Bureau of Criminal Investigation as an Investigator, where he was assigned to the Community Narcotics Enforcement Team (CNET), working multiple level narcotics cases throughout much of the Central, Southern and Western New York areas. Investigator Boyce was cross-designated a U.S. Customs Officer by the U.S. Department of Treasury, was assigned to New York State Police Division Headquarters, Planning and Research section to assist with the establishment of Minimum Standards for Gun Locking Devices and Combined Ballistic Identification System (CoBIS), a pistol and revolver ballistic databank. He has completed the New York State Police Basic Hate/Bias Criminal Investigations School to fulfill his requirements to become a Bias Crimes Investigator, the Crisis Negotiations School allowing him to join the elite group of New York State Police Crisis Negotiators and has also served as a New York State Police Recruiter in an effort to maintain and increase diversity within the ranks of the NYSP, and was accepted into the distinguished New York State Police Employee Assistance program and subsequently promoted to Senior Investigator / Director in 2017.

He earned his Bachelor of Science in Public Justice from the State University College of New York at Oswego, a Master's in Criminal Justice from the School of Criminal Justice at the State University College of New York at Albany, and a Master's in Public Administration at Marist College. He has served on the Executive Boards of the National Organization of Black Law Enforcement Executives (NOBLE) Central New York Chapter, National Black State Troopers Coalition, Inc. (NBSTC), the National Association of Black Law Enforcement Officers, Inc. (NABLEO), the Cicero Falcon Football, Cheer and Dance Association and Phi Beta Sigma Fraternity – Zeta Psi Sigma Chapter. In addition, he served on the NOBLE National Education and Training Committee.

Donald Brown - Retired Boston Police Detective, Past MAMLEO Board Chair, Past MAMLEO Financial Officer, Chair MAMLEO Historical Committee

Donald served 37 years with the Boston Police Department as an Officer and Detective. During his career he received specialized training in psychological profiling, information technology, advanced investigative techniques, organized crime investigations, intelligence analysis, and many others. He holds Masters Degrees in Computer Science and Business from Bryant & Stratton School of Business and U. Mass Boston and received certification as a “Certified Trainer” from AT&T's Train The Trainers course.

During his early career as a detective, he and his two partners, while investigating drug activity made the largest single drug arrest (Heroin), at the time, in department history. He was also part of a joint task force that included ATF, U.S. Marshall Service, and U.S. Immigration and was sworn as a Deputy U.S. Marshall. The task force investigated the influx of the Jamaican gangs who, at the time, had infiltrated the Boston area.

He later became part of the department's Information Systems Group (ISG) and the Information Technology Systems group and assisted with the design and implementation of BPD's first ever Detective Case Management system. He was also tasked with instructing all of the BPD detectives and detective supervisors (close to 400) on the system and designed the instruction manuals for the course.

An accomplished martial artist, and passionate about “giving back” to the community, he was the co-founder and creator of the Community Youth Martial Arts program at M.A.M.L.E.O. The program was created in 2013 in order to reach out to young people in our communities and show them that there are alternatives to Gangs, Guns, and Drugs. Not only were students trained in the “Art” they are also taught about “the history”, nutrition, the importance of an education, “Family”, Physical Fitness, and how to deal with the issue of Bullying and Peer Pressure. Many of the students have since gone on to graduate from high school while others have received full college scholarships.

Throughout his career he has received a multitude of certificates and prestigious awards from the department and has been a proud member of M.A.M.L.E.O since 1981.

Dr. Yveda Brutus - McLean Hospital

A graduate of the University of Massachusetts Dartmouth and the University of Massachusetts Medical School Graduate Nursing School in Worcester, Massachusetts, Dr. Yveda Brutus is a dual Board-Certified Nurse Practitioner with a focus in Adult-Gerontology Primary Care and Psychiatric Mental Health Care. Dr. Brutus follows an integrated paradigm of care that integrates both medicine and psychiatry. She is dedicated to treating complex mental and medically impaired patients. Dr. Brutus worked as an inpatient, outpatient, and psychiatric nurse practitioner in various settings, caring for people of all ethnic origins and ages, including the elderly.

Dr. Brutus is an expert in evidence-based health care, diagnostics, safety assessment, legal and ethical issues, and psychopharmacological treatment. She has expertise in helping patients with mental disorders, behavioral issues, and substance-related problems. Dr. Brutus is also skilled in coordinating multidisciplinary care teams and facilitating communication between team members. In addition to her work in hospitals and clinics, she provides online telehealth services to patients across Massachusetts.

Whether you are struggling with a mental disorder or simply looking for someone to talk to, Dr. Brutus can help you get the care and support you need.

Captain Detective Lisa Butner - Tufts University Police Department

Capt. Det. Butner retired as a Detective Lieutenant with the Massachusetts State Police (MSP) assigned as the Cadet Program Coordinator, which involved the development and implementation of a Cadet Program designed to increase the level of Diversity within the sworn uniformed branch of the MSP. She holds three Masters Degrees, two from Suffolk University in Public Administration and Crime and Justice Studies and one from the University of Massachusetts (Lowell) in Criminal Justice. Over the course of her 39-year career, DLT. Butner has worked for three police agencies (Harvard University Police Department, the Metropolitan Police Department and the Massachusetts State Police) and has worked in a variety of assignments including the drug unit as an undercover officer, homicide unit, auto theft unit, the recruitment and diversity unit, the traffic programs unit, and a sensitive crime unit.

Petrina Martin Cherry - Vice President of Community Engagement and External Affairs, Boston Medical Center

Petrina Martin Cherry is a marketing and healthcare executive with over 25 years of experience specializing in marketing strategy, healthcare marketing and community program development and entertainment marketing. She is highly regarded as a consulting resource across multiple industries in healthcare equity and social determinates of health, diversity and inclusion and branding. In addition to her corporate relationships, Petrina previously spent 15 years in entertainment marketing and media training and is an expert at developing brand strategy for celebrities and non - profit organizations. She is currently the Vice President of Community Engagement and External Affairs at Boston Medical Center.

Petrina excels in helping brands create great ideas and bring them to life through integrated campaigns that leverage online, mobile and physical brand interactions. Clients and partners rely on her to help them compete more effectively on a global basis by creating and accelerating relationships with customers, employees, partners, media and other influencers. Petrina has also done significant advocacy work creating community-based programs to bring awareness to Sickle Cell Disease, promote mental health and wellness in inner city communities, reduce recidivism and influence successful reentry and to build equity instead of charity in previously red-lined communities.

Petrina has shared her expertise on healthcare, building healthier communities, entertainment marketing, criminal justice reform, and building inclusive spaces on numerous panels and to business groups and associations. She was appointed by Mayor Marty Walsh in 2020 to the COVID-19 Health

Inequities Task Force and is on the board of trustees for The Urban League of Eastern MA (Emeritus), The Boys and Girls Club of Boston, Vice Chair of the Boston Arts Academy (BAA) Advisory Board, The advisory board of Arts Emerson at Emerson College, and is the Co-Chair of the Women's Forum for the National Association of Healthcare Executives (NAHSE). She is an active member of The Links Inc. and Delta Sigma Theta Inc. Petrina holds an Executive MBA from Georgia State University's J. Mack Robinson School of Business.

Deputy Superintendent Eddy Chrispin - Boston Police, Past MAMLEO President

Deputy Chrispin, currently serves as the Assistant Bureau Chief of the Bureau of Professional Development. Prior to that he served as a Zone Commander and Assistant Bureau Chief of the Internal Affairs Division. Before elevating to the Boston Police Command Staff he served as a Sergeant, assigned to districts E-18 and B-3, as well as the B-2 Community Service Office.

Eddy was appointed to the Boston Police Reform Task Force by Mayor Walsh and currently leads the Boston Police Diversity, Equity and Inclusion Committee. Chrispin has served as a faculty member at Endicott College, Quincy College, Newbury College and Lincoln Technical Institute. Prior to his tenure in policing, he served as a social worker, probation officer, law clerk and immigration advocate.

He holds a Juris Doctorate from Hofstra University School of law and a Bachelor's degree in political science from the University of Massachusetts Boston. During his time in law school, he received the prestigious community service award and was awarded with a Thurgood Marshall Fellowship based on his community service.

Superintendent Lanita Cullinane - Chief, Bureau of Field Services, Boston Police

Superintendent Lanita Cullinane is the first female in the history of the Boston Police Department to hold her current position of Chief, Bureau of Field Services. There she oversees all of the uniformed personnel of the Boston Police Department.

Prior to her current position Cullinane served as Deputy Superintendent for the Bureau of Field Services. Cullinane began her career with the Boston Police Department in June 1995 assigned to District B-3, Dorchester and Mattapan. In 2001, Cullinane became a full-time instructor at the Boston Police Academy. Cullinane was promoted to detective in 2006 and worked in Recruit Investigations, Domestic Violence, Crimes Against Children and Human Trafficking Units. In 2012, she was selected by the Superintendent's Office to serve as the Outreach Coordinator for the Bureau of Investigative Services. In 2016, she was assigned to the Homicide Unit. Cullinane was then promoted to the rank of Sergeant in October 2017 and assigned to Area B-2. She then returned to Homicide and was promoted to Sergeant Detective in July 2018. Cullinane served as the Zone Commander for six police districts as well as the Commander of the Firearms Analysis Unit.

Cullinane also serves on a number of committees including, the Diversity, Equity and Inclusion Committee for the BPD, the Municipal Police Training Committee (MPTC), and Northeastern University's Institute on Race and Justice (IRJ) Community Advisory Board (CAB).

Superintendent Cullinane holds a Master of Social Work from Boston University, a Master of Science in Criminal Justice and a Master of Public Administration from Suffolk University. Cullinane is a Licensed Certified Social Worker (LCSW) in Massachusetts.

Lieut. David Daniels III (Ret.) – Bridgeport, CT Police

Lieut. Daniels (Ret.) is a Bridgeport, Connecticut native, still residing there, A retired Bridgeport Police Department Lieutenant with 25 plus years' service. During that career worked in the Patrol , Communications, Internal Affairs , Recruiting and The Community services division. Attained the rank of sergeant after 8 years and 2 years later lieutenant. Early on in his career taught The D.A.R.E. (Drug Abuse Resistance Education) Program to public and Parochial Schools in the district and GREAT (Gang Resistance Education and Training Program as well organized Block watches, and conducted security surveys for residence and businesses around the city as well. While in charge of the Community services division he instituted Free food and toy give a ways for the community. He was the creator of the Officer Friendly Basketball camp which lasted nearly 20 years.

The recipient of several national, regional and local awards and citations including The State of Connecticut Legacy Citation and both the NABLEO President's Award and Lifetime Achievement Award, he was the 5 term President of The Bridgeport Guardians, one term Vice President of the NBPA (National Black Police Association) Northeastern Region. and the First President of what eventually became known as NABLEO (The National Association of Black Law Enforcement Officers).

After Retirement Mr. Daniels periodically does consultant work and conducts workshops as well including the NBA Rookie Transition program in New York and workshops on taking promotional exams for the Charlotte-Mech Police Department. A former WYBC radio on air DJ in New Haven, Connecticut, a published author and the creator of The Bridgeport Jazz Fest.

Detective Larry E. Ellison - Boston Police Department, Past MAMLEO President

Detective Larry E. Ellison, past MAMLEO president of a decade, is a Boston Police Detective assigned to the School Police Unit. He celebrated 35 years of service as a detective to the City of Boston this year. He is the BPD's longest tenured active detective and was presented with detective's badge number 1 in February. Detective Ellison began his career with the BPD as a police cadet in 1983. He became a sworn officer in 1985 and, three years later attained the rank of detective, a position he has occupied and served the residents of Boston since 1988.

During his tenure in law enforcement, Detective Ellison has worked in multiple assignments throughout the BPD including: Area E, Area B, Drug Control Unit, Area D, Recruit Investigations, and the School Police Unit where he has been assigned for the past 15 years. Larry is a commissioner for the statewide Police Officer Standards and Training Commission (POST), a newly formed commission as a result of Massachusetts robust police reform legislation.

While President of MAMLEO, Larry led many initiatives to hold police agencies across Massachusetts accountable for Diversity, Equity and Inclusion. He spearheaded and worked with MAMLEO's legal partners to file successful lawsuits that have yielded significant changes to policing policies across the state. Larry also worked in close collaboration with lawmakers to advise and implement socially just policing policies for Massachusetts.

Michael Gaskins - Diversity Recruitment Officer, Boston Fire Department

Michael Gaskins is the Diversity Recruitment Officer for the Boston Fire Department. He has a wealth of experience with over 20 years in Recruiting, Career Professional Development, and community outreach. Prior to joining the BFD, Michael worked in a similar capacity with the Boston Police Department. Within the first three years, Michael revamped the strategic initiatives and set the foundation of a community-based resource office and partnered with local non-profit and City agencies. As a result of these efforts, the department saw a marked increase in diversity within the applicant pool and recorded balanced academy classes which significantly increased the number and percentages of people of color and people from underrepresented communities from 2017—2021; the culmination of these efforts came in 2022 with the entrance of the most diverse Academy Class in the history of the department that included over 35 women—another record!

He believes that outreach and community building are true tenants to his approach in the Diversity, Equity, and Inclusion scope which began early in his career as the Assistant Director of Career Services at the University of Massachusetts Boston where he oversaw operation in employer job fairs, internships, and programming for professional development. There, Michael also worked with the pre-collegiate program and Veterans Upward Bound and continues to volunteer and support local organizations that support career development for young adults and provide career transition and resources for those that served. Michael is a resident of Boston and excited to lead the recruiting initiatives for the Boston Fire Department.

Robyn Glaser - Kraft Group

Robyn Glaser is Senior Vice President, Business Affairs, and Chief Administrative Officer of Football, for the Kraft Group, the holding company for the Kraft family's businesses. Glaser joined the Kraft Group in 2007 and reports directly to Chairman and CEO Robert Kraft and President Jonathan Kraft. In her roles as SVP, Business Affairs, Glaser handles various business projects and strategic initiatives for the organization and is one of the Krafts' senior business advisors. In her role as CAO of Football, Glaser manages several business functions for the New England Patriots football team, including league relations and compliance, legal, technology, finance, IT and HR. Glaser also stewards the team's equity and justice initiatives, including Patriots Players Social Justice Fund.

Glaser serves as a business advisor in the areas of operations, financing, strategic partnerships, content development, customer acquisition and internal culture to a number of start-up and mid-stage companies and investment funds. She also works with many Boston- based community organizations focused on issues of equity and justice. She is co-founder and Chairman of the Board of Put Me In! and serves on the Board of Empowerment Plan.

Earlier in her career, Robyn served as Vice President, New Media Business Affairs, at EMI Recorded Music, then one of the five major record labels. In that role, she was a member of the small, global senior leadership team that developed the first-ever business models and strategies for the digital music industry.

Robyn holds a joint JD/MBA from Washington University School of Law and the John M. Olin School of Business at Washington University and a B.A. in government and economics from Colby College. She holds an honorary degree from UNH Franklin Pierce School of Law, is an alumni (2017) of LEAD Boston, a year-long program that develops cross-sector, socially responsible leaders, and a Class of 2016 Inductee into the Bay Path University 21st Century Women Business Leaders Hall of Fame.

Deputy Superintendent Nicole L. Grant - Boston Police, MAMLEO Board Member

Deputy Superintendent Grant began her career with the Boston Police Department in 1996 as a Boston Police Cadet. In 2002, Nicole entered the Boston Police Academy and upon graduation was assigned to District B2 (Roxbury). While in District 2 she was assigned to patrol, walking beats and eventually became a Community Service Officer.

During her tenure, she has held several assignments including the Department's Office of Media Relations and the Crime Stoppers Unit. While assigned to the Crime Stoppers, she was the first officer to receive tips for the Boston Marathon Bombing. With the department's dedication to working with school-aged children, she joined the School Police Unit. As a Detective, she was responsible for safety programming with the elementary schools throughout the City of Boston.

In 2019, she was assigned to the newly created Bureau of Community Engagement as a Detective, where she served as a Citywide Community Liaison. In that position, she was responsible and committed to creating partnerships with the police department and the community through creative programs, networking with outside agencies and providing the highest level of community service.

Promoted to the rank of Deputy Superintendent in May of 2023 and assigned to the Bureau of Community Engagement, she received her Bachelor's Degree in Criminal Justice from Northeastern University and a Master's Degree in Criminal Justice from Boston University.

David Hernandez – LLEGO BOSTON

David Hernandez is a Boston Police officer, Co-Founder/ Co-Chair of the Latino Law Enforcement Group of Boston (LLEGO Boston), and founder of Hunger Happens, a non profit organization created to bring awareness to homelessness and hunger issues in our communities.

Born and raised in the City of Boston, he has participated in a variety of programs where he learned that youth can grow when exposed to positive role models. Because of this he is a firm believer that building bridges and having conversations with our youth provides a safe environment where our communities can prosper. In turn, in his role as a police officer, he has participated in youth empowerment programs in both schools and organizations throughout the city.

Such events include Racism Talks: Together We Walk and the MBLA Know Your Rights event where youth and community can have an open dialogue about the impact of race and civil rights. David often speaks at events about his and his family's experience of police brutality. It is part of what drives him to help change the culture of policing and hold all police officers accountable for their improper actions.

David strives to provide an exemplary role for police officers in his community. He has shown examples of this by helping to create The Pre-Academy Training (PAT) program, a first of its kind, ten-week program that combines lectures, workshops, and physical training designed to give participants an experience similar to entering a law enforcement academy. This program is helping the next generation of police officers understand the importance of bias free policing and developing relationships with the community they serve.

Damon K. Jones - Westchester County, NY Department of Corrections

Damon K. Jones is a 33-year Westchester County Department of Corrections veteran. Mr. Jones has served 13 years as a Union Delegate for the Westchester County Correction Officers Benevolent Association (COBA). Mr. Jones has participated in Contract Negotiation, Welfare Fund, and Labor Management Committees.

Mr. Jones is the New York State Representative of Blacks in Law Enforcement of America. From 2006 to 2010, Mr. Jones served as the Northeast Region President of the National Black Police Association. Mr. Jones also served as a national board member and Chair of the National Membership Committee of the National Black Police Association. Mr. Jones is a member of the National Association of Blacks in Criminal Justice.

With Mr. Jones' leadership, Blacks in Law in Enforcement of America have been strong advocates for Law Enforcement and community relations. Helping to spearhead the Norwood E. Jackson Scholarship Fund, Save our Schools Mentoring Program, How do you know your child's in a Gang, Are you a Victim of Domestic Violence, How do you Survive Police Confrontation seminars series, and Peacekeepers Initiative.

Mr. Jones was an advisor to Governor Paterson's NY State Police-on-Police Shooting Task Force on behalf of the National Black Police Association. The Task Force was created to examine the issues and

implications arising from police-on-police shootings and confrontations, most notably between on-duty and off-duty officers and examine the disproportionality in shootings of African American officers while on-duty in plain clothes and off-duty. The report was a groundbreaking study to examine racial bias and perceptions within the law enforcement system.

After the unfortunate death of Briana Ojeda, who died from an asthma attack while NYPD Officers refused to administer CPR because NYPD Officers didn't receive yearly CPR training, Mr. Jones assisted the Ojeda family lawyer Bonita Zelman in proposing State Legislation called Briana's Law to mandate that ALL NYPD Officers be trained in CPR. This legislation was sponsored by former NYS Senator Eric Adams and Assemblyman Louis Ortiz.

Mr. Jones has given expert testimony on police policies and procedures on how they rate towards communities of color for the United Nations International Convention on Elimination of all Forms of Racial Discrimination (ICERD), the U.S. Prison System, and Human Rights. On behalf of Blacks in Law Enforcement of America, Mr. Jones's recommendations were part of the ICERD 2014 Shadow Report.

Deputy Commissioner Jennifer Lackard-Mount Vernon, NY Police

Jennifer Lackard has spent the last decade and a half working with vulnerable populations and empowering Black and Brown communities to organize around social equity issues, particularly at the intersection of public health and public safety. Hyper-focused on amplifying the voice and participation of the underserved, Lackard is known for her person-centered approach in building equitable and just campaigns which inspire change that lead to public and private collaborations and full systems transformation.

Currently, Lackard is the Deputy Commissioner for Reform and Special Initiatives for the Mount Vernon Police Department and is the first female civilian sworn, with no formal police training, to carry out this new role which was created after the tragic death of George Floyd. In this capacity, Lackard is tasked with police reform, wellness and community relations which has led to many diversionary efforts for the City's most vulnerable populations. Such innovations include creating a Peer Diversion Youth Court for youth ages 12-17 coupled with restorative practices to address crime with young persons in the community, restructuring the organization of the police department to include a new division focused on wellness for vulnerable residents (specifically, individuals with a mental health or substance use condition, domestic violence survivors, formerly incarcerated persons, the homeless, the aging and elderly, youth as well as Veterans and those with military service). Additionally, Lackard's role has expanded to oversee administrative aspects of police operations which include budget management, national accreditation, quality assurance and oversight of the Department of Justice investigation launched against the department in December 2021.

Lackard is a member of the Westchester Chiefs Association, a member of the Westchester County Executive's Probation Advisory Board as well as other related associations around public health and public safety. Lackard received her undergraduate degree at the University of Michigan in Communication Studies, graduate degree from Cornell University in Labor Relations as well as a Certificate in Substance Use Disorder (including Alcohol and Nicotine Dependence and Gambling Counseling) from Metropolitan College's Audrey Cohen School for Human Services and Education.

Detective Jean-Paul (JP) Limontas - Boston Police Department, MAMLEO Board Member

Detective Jean-Paul (JP) Limontas is a lifelong public servant with several years of experience as a public school teacher and police officer in both New York City (NYPD) and Boston, MA (BPD). He is a graduate of Morehouse College and holds two Master's degrees in Criminal Justice (Boston University/ Lasell University). Det. Limontas is a Mass. Municipal Police Training Committee certified instructor. His focus and interests include police reform, civil rights, juvenile law & procedures, officer wellness and community relations.

Dr. Jeffrey S. Lopes, LP.D, MPA - MAMLEO President, Boston Police Detective

Dr. Jeffrey Lopes is the current President of the Massachusetts Association of Minority Law Enforcement Officers (MAMLEO). He has keen experiential expertise in directing large-scale impact leadership initiatives designed to create intersectional success outcomes specific to public safety and socially-just equity. Policy and programmatic thought-leader with proven ability in ideating, innovating and implementing solution-based, state-level, engagement and empowerment responses that create the common-ground requisite for socially-just procedures, practices and pathways to collective safety. Dr. Lopes serves on the faculty at Emmanuel College, lecturing in the discipline of criminology and criminal justice, as well as advising on issues related to Diversity, Equity and Inclusion. Dr. Lopes is a Consultant and Social Justice Trainer for the Northeastern University Center for the Study of Sport In Society where he facilitates training statewide to a broad range of professionals in a variety of disciplines.

Dr. Lopes is a Boston Police Detective, assigned to the Crimes Against Children Unit (CACU) located within the BPD Family Justice Division. As a member of the CACU, he is part of a multidisciplinary team tasked with investigating allegations of assaults, sexual exploitation and endangerment of children.

Prior to joining the CACU, Dr. Lopes was assigned as a Detective in District E-5 (West Roxbury, Roslindale & Hyde Park) and, prior to that, the Bureau of Community Engagement (BCE). As a Community Initiative Liaison with the BCE, Dr. Lopes was tasked with implementing Boston's well-known community policing approach focused on strengthening relationships and trust with the communities of Boston and community partners. Prior to joining the Bureau of Community Engagement he was a member of the School Police Unit, where he was assigned to the Boston Public Schools Department of Safety Services and was also responsible for supporting all other nonpublic schools. Dr. Lopes' function within the School Police Unit was to interact positively with the youth population to ensure that the Boston Police Department was working effectively to understand the challenges faced by the young people in the City of Boston as well as being a resource to students, parents, teachers, and school administrators.

As President of the Massachusetts Association of Minority Law Enforcement Officers, Dr. Lopes has worked in partnership with a host of civil rights organizations to provide justice to black and brown members of law enforcement. He has also been involved in key policy changes around police reform and as the leader of MAMLEO has the appointing authority to several statewide policing reform legislative

commissions. Dr. Lopes currently serves as a Commissioner for the Massachusetts Special Legislative Commission to Study and Examine the Civil Service Law. He also serves on the inaugural Boston Police Department Diversity, Equity and Inclusion committee that was created as a recommendation from the Boston Police Reform Task Force created by former Boston Mayor Marty Walsh.

Sgt. James Scott - Connecticut State Police (Ret.)

James Scott began his law enforcement career as a New York City (NYC) Correction Officer. After working in NYC for two years, James moved to Connecticut, where he continued to serve as a Connecticut State Trooper. During his tenure with the State Police, he worked as a Patrol Trooper, Academy Instructor, Patrol Sergeant, and ultimately the Commanding Officer for the Recruiting & Background Investigations Units.

James simultaneously served in the Army National Guard, specializing in Military Police Operations. He is a Veteran of Operation Iraqi Freedom, and after 20 years of service he retired with the rank of Master Sergeant.

James earned a Doctorate in Criminal Justice from Saint Leo University and after 21 years of service with the Connecticut State Police, he assumed a faculty position at Albertus Magnus College in New Haven, CT.

Detective Juan Seoane - Boston Police, MAMLEO Secretary

Det. Seoane is assigned to District B-3, one of the busiest districts in the City of Boston. He joined the BPD in 1996 and has since held a host of key positions, mostly in an investigative capacity. He began his investigative career in the Drug Control Unit as a Police Officer. After being promoted to Detective, he was assigned to the Special Investigations Unit, and the Federal Bureau of Investigations Task Force.

In addition to his highly specialized investigative training in narcotics investigation, illegal foreign gambling syndicates, elder financial crime and fraud investigations, he has served on the Crisis Negotiations Team, the Firearm Discharge Investigation Team and as an instructor for the Boston Police Academy Detective Formative Training. He has received numerous prestigious investigative awards such as the Detective of the Year by the Boston Police Foundation in 2015 and Detective of the Year from the Boston Police Detective Benevolent Society in 2022. He has received various national commendations from the United States Department of Justice when he was assigned to the FBI as a Task Force Officer. In addition, he has been awarded the Trooper George L. Hanna Award, the Boston Police Department Medal of Honor, numerous Unit, Commissioners' and Mayor's Citations.

Det. Seoane holds a Bachelor's Degree in Political Science and Criminal Justice, minor in Latin American Studies from the University of Massachusetts Boston. He also serves as the Secretary of the Latino Law Enforcement Group of Boston (LLEGO).

Clifton Singletary - MAMLEO Board Chair, Retired Boston Police Officer

Cliff served 27 years with the Boston Police. He served in the Army National Guard for 15 years specializing in Nuclear, Chemical and Biological Warfare. While at the BPD, he was assigned to Area B-2 Roxbury for 5 years and 21 years on the SWAT Team as a chemical munitions officer. He is a Certified Combat Medical Medic. Cliff has been exposed to numerous Trauma incidents. He is currently helping others struggling with Post Traumatic Stress (PTSD).

Director Quovella Spruill - Franklin Twp., NJ Police

Director Quovella M. Spruill is the NOBLE New Jersey Chapter's Executive Vice President. Director Spruill presently serves as the first Public Safety Director of the Franklin Police Department, in the Township of Franklin (Somerset), New Jersey. She manages a department of approximately 125 law enforcement and civilian personnel.

Director Quovella M. Spruill recently retired from the Essex County Prosecutor's Office in Newark, New Jersey as the first female Chief of Detectives. She is a graduate of New Jersey Institute of Technology (NJIT) graduating with an Engineering Degree in Environmental Science; and she obtained a master's degree from Seton Hall University majoring in Human Resources Training and Development. She was one of the youngest managers in the City of Newark, during that period she was recognized as one of Ebony magazine's "30 Future Leaders Under 30".

Director Spruill served over thirty years in government and law enforcement. During her tenure in the Prosecutor's Office, she commanded and served in multiple units, including Internal Affairs, Corruption, Bias Crimes, Homicide, Training and many other assignments. She is an adjunct professor at Rutgers University and DeVry University, instructing courses in Criminal Justice and Human Resources.

Director Spruill has extensive experience in consulting and training for law enforcement recruits, municipal law enforcement, corrections, within New Jersey and out of state law enforcement personnel. As a tireless public servant and a trailblazer, Director Spruill has been tasked with serving her community in a variety of capacities as she continues to smash those glass ceilings!

Teori Shaw Boyce – Boston Police Department

Teori Shaw-Boyce is the Deputy Director of Human Resources for the Boston Police Department. She started with The Department in June 2022 and is passionate about promoting an exceptional workforce starting with the candidate experience as well as providing exceptional service to department employees and stakeholders. Boston has always been home and she cares deeply about the safety of its citizens.

As a lifelong Boston resident, she spent her teenage years interning at Boston Centers for Youth & Families. She also has a number of years of experience at Mass Housing Partnership and Harvard University. She holds a Bachelors in Management from UMass Boston, a Masters in Education from Boston University, and is a MBA Candidate at Boston University.

SCHOLARSHIP AND AWARDS CEREMONIES

The 2023 Scholarship and Awards Ceremonies will take place on Friday, October 6, 2023, beginning with a cocktail hour from 6:00 PM until 7:00 PM. All conference attendees, law enforcement and members of the community are invited to attend this evening of dining, recognition, music, and fellowship. Tickets are priced at \$125.00 per person and can be purchased from members of the conference staff or online at <http://conference.nableo.org/dinner.cfm>.

The keynote speaker for the evening will be none other than former NYPD Police Commissioner Keechant L. Sewell, who will also be a recipient of the Law Enforcement Leadership Award.

Other award recipients will include:

Law Enforcement Leadership Award – Eddie Chrispin

Community Leadership Award – Larry Ellison

Community Policing Award – Nora Baston

Community Service Award – Nicole Grant

Chairman’s Award – Tiffany Kennedy

Chairman’s Award – Inez Cofield

Lifetime Achievement Award – Dwight Bailey

Lifetime Achievement Award – Leonard Randolph

Lifetime Achievement Award – Robert Ramos

Children of Courage Scholarship- Amia Green

Children of Courage Scholarship- Starling Martinez

Local Area Attractions and Things To Do

Have some free or down time? Consider some of these attractions in the Norwood/near Boston area.

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| <p style="text-align: center;">Dedham Legacy Place</p> <p>What if you could capture the everything-you-need-in-a-few-blocks energy of an urban shopping destination without the trip into the city? Legacy Place makes it possible. Located right off 128/I-95 on Route 1, just 25 minutes from the heart of Boston, Legacy brings it all together: sought-after national brands and local retailers, food for any mood, fitness, and entertainment for some much-needed downtime.</p> <p>680 Legacy Place Dedham, MA 02026</p> | <p style="text-align: center;">Wrentham Village Premium Outlets</p> <p>Wrentham Village Premium Outlets is New England's largest outdoor outlet shopping destination. Featuring over 160 brands including new luxury that caters to every shopper, family friendly amenities and exclusive savings up to 65% off. The robust line up of stores include Tory Burch, lululemon, vineyard vines, Gucci, Jimmy Choo, adidas Outlet Store, Prada, Burberry, Saks OFF 5TH and more! Dining Options include Tavern in the Square, Ruby Tuesday, Aroma Joe's. UNO Pizzeria & Grill, and Cracker Barrel. Wrentham Village Premium Outlets is located just 35 miles south of Boston, MA and 20 miles north of Providence, RI, just minutes off exit 38 on I-495.</p> <p>1 Premium Outlet Blvd. Wrentham, MA 02093</p> |
| <p style="text-align: center;">Patriot Place</p> <p>Adjacent to Gillette Stadium, home of the New England Patriots and New England Revolution, in Foxborough, MA, Patriot Place is an open-air shopping center featuring more than 1.3 million sq ft of shopping, dining, and entertainment.</p> <p>2 Patriot Pl Foxborough, MA 02035</p> | <p style="text-align: center;">University Station</p> <p>University Station is a vibrant, mixed-use development in Westwood, Massachusetts adjacent to the Interstate 95/Route 128 MBTA Commuter Rail/Amtrak Train Station, combining unique retail, fitness, restaurant, residential, office and hotel uses. Anchored by Wegmans, Target, Life Time®, Nordstrom Rack, and featuring more than 30 shops and restaurants, University Station draws customers from some of Boston's most desirable suburbs including Dover, Milton, Needham, Sharon and Westwood.</p> <p>University Avenue Westwood, MA</p> |

Dining in The Area

Discover and dine at some of the best restaurants in the Norwood area

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| <p style="text-align: center;">One Bistro</p> <p>At the newly renovated One Bistro, you'll find an upscale, yet casual, ambiance to enjoy an eclectic menu with French, American and New England influences. Stop by for our lunch, dinner and Sunday brunch service in Norwood, Massachusetts.</p> <p>Located inside Four Points Sheraton-Norwood</p> <p>Open Mon-Thu, Sun: 11:30AM – 12:00AM</p> | <p style="text-align: center;">Vico Ristorante Italiano</p> <p>Come into our home and dine with us. We have a delicious selection of plates and entrees for you to try. Not sure what to order, just ask and we will tell you about our favorites and the wines that pair best with them.</p> <p>89 Central Street Norwood, MA 781-352-3336</p> |
| <p style="text-align: center;">Gyro & Kebab House</p> <p>Gyros, wraps & meat dishes are on the menu at this relaxed Turkish spot in a strip-mall setting.</p> <p>Open for lunch and dinner</p> <p>1275 Boston Providence Highway Route 1 Norwood, MA</p> <p>781-352-2277</p> | <p style="text-align: center;">Estella</p> <p>All our dishes are created from scratch from secret family recipes. This is authentic Greek food! Not that typical processed commercialized gyro or that new upscale modern twist that is Greek fusion. We are Greek Approved!</p> <p>38 Vanderbilt Ave Norwood, MA</p> <p>781-769-1982</p> |
| <p style="text-align: center;">Zachariah's Restaurant</p> <p>Fill your plate with creative dishes made using only the finest ingredients at our all-you-can-eat breakfast buffet. Thanks to our varied menu, everyone in your group should easily be able to find something to satisfy their craving.</p> <p>Located inside Four Points Sheraton-Norwood</p> | <p style="text-align: center;">Masa Hibachi</p> <p>At Masa Hibachi, we welcome you like friends or family. We believe that food is a way to bring people together, and hope that we can serve as a place to do that. With our expertise in cooking and creative innovation, we won't disappoint! Come in for unique Japanese flavors and outstanding service.</p> <p>315 Morse Street Norwood, MA</p> <p>781-269-5421</p> |

Conference Policies

Sexual Harassment Policy

It is the policy of the **National Association of Black Law Enforcement Officers, Inc. (NABLEO)** that the sexual harassment of any member and guests is unacceptable and prohibited. It is important that **NABLEO** members and guests enjoy an environment free from implicit and explicit behavior used to control, influence, or affect the wellbeing of any individual attending a **NABLEO** sponsored function.

Anti-Discrimination Policy

The **National Association of Black Law Enforcement Officers, Inc. (NABLEO)** does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring, and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients. While **NABLEO** membership caters to law enforcement officers of color, all education and training sessions are open to all, regardless of race, creed, national origin, or ethnicity, except for those programs specifically designated for members only.

Conduct and Safety While Attending the Conference

Our meetings, training sessions, and other conference events seek to enable engaging, thought-provoking conversations that support **NABLEO's** core mission of advancing the partnerships with the communities we serve and enhancing our professional and personal development as law enforcement professionals. Accordingly, **NABLEO** is committed to providing a safe, productive, and welcoming environment to all participants, regardless of their affiliation, at all **NABLEO**-related events.

Our Mission Statement

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 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.

NABLEO Board Members

Our Board of Directors is representative of the various chapter and individual members of the Association. Each board member brings a unique perspective to the overall operation and functioning of our organization, thus enabling us to fulfill our mission of providing 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.

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| Afro-American Police Association-Buffalo | BATONS |
| Bi-State Coalition | Black Shield Police Association |
| Ethical Society of Police | Guardian Civic League |
| Guardians-New York State Troopers | MAMLEO |
| Men and Women For Justice | Montclair Sentinels 16-87 |
| MTA Police Guardians | New Haven Guardians Association |
| Newark Bronze Shields | New York Grand Council of Guardians |
| NYPD Guardians Association | Norwalk Guardians Association |
| Rhode Island Guardians Association | Yonkers Guardians Association |
| Westchester-Rockland Guardians Association | |

Executive Committee Members

| | |
|---------------------------------------|---|
| Chairman – Shawn Kennedy | Vice Chairperson – Crystal Williams-Coleman |
| Secretary – Shanette Hall | Treasurer – Marquet Parsons |
| Financial Secretary – Tiffany Kennedy | Information Officer – Inez Cofield |
| Sergeant-at-Arms – Stuart Barksdale | Parliamentarian – David Daniels III |
| Chaplain – Daryl K. Roberts | |

National Delegates

| | |
|-----------------------|----------------|
| Cynthia Hadley-Bailey | Linda Pace |
| Felicia Richards | Vincent Tilson |
| Donnell Walters | |

Committee Chairpersons

| | |
|---|-------------------------------------|
| Conferences – Sally Thomason | Constitution – Felicia Richards |
| Membership – Jacqueline Watkins | Media/Communications-Monte Chambers |
| Programming-Inez Cofield | Website-Charles Wilson |
| Individual Member Representative – Jacqueline Watkins | |

Our Conference Host

The Massachusetts Association of Minority Law Enforcement Officers (MAMLEO)

In 1968, the Massachusetts Association of Afro-American Police (MAAAP) was founded in Boston, by Black Police Officers from the Boston and Metropolitan District Commission Police Departments. Its membership included Black and Hispanic law enforcement officers.

Despite resistance from the Command Staff of the Boston Police Department while attempting to incorporate, due to the requirement of the Police Commissioner's required signature on the organizational charter, prior to submission to the Secretary of State's Office, along with the Articles of Organization for documentation, on May 1, 1969, MAAAP was recorded as incorporated under Mass. General Laws Chapter 180.

MAAAP as the association is generally referred to, was a non-profit corporation dedicated to the improvement of relations between police officers and the community, recruitment of minority personnel to serve as law enforcement officers and to assist in establishing a nationwide communication network to improve police performance through education and the sharing of experiences. MAAAP became a charter member of the National Black Police Association (founded in 1972) to meet this communication need.

Historically, the four foundations of MAMLEOs goals and mission are based on the former organization it replaced in 1983 - The Massachusetts Association of Afro-American Police, Inc. (MAAAP) due to the growth of the organization and the ethnic diversity of the membership, a vote was taken to change the name to better reflect the multiculturalism of the organization.

Our Conference Venue – Four Points Sheraton-Norwood

Rest easy at Four Points by Sheraton Norwood, where timeless classics are intertwined with modern amenities. Our hotel offers incomparable access to many of the area's most prominent destinations. Witness a football game at Gillette Stadium, watch a live performance at The Norwood Theatre or conduct business in the nearby town of Canton, Massachusetts.

Our accommodations offer an array of business amenities, allowing you to seamlessly finish work from the comfort of your room. We feature ergonomic workstations and complimentary Wi-Fi in all rooms. When it's time to relax, sit back on our pillowtop mattresses and enjoy a free bottle of water from our mini-refrigerators and watch one of your favorite shows on your flat-panel TV. One Bistro, our signature restaurant, offers a menu of various international influences, providing a culinary experience unlike any other. Whether traveling for work or pleasure, allow Four Points by Sheraton Norwood to provide the friendly service and thoughtful luxuries you deserve.

Our Advertising Sponsors

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| RAI Services | Strategies For Justice | BSL Systems Ltd |
| NJ Grand Council of Guardians | Estella Restaurants | Guardian Civic League |
| Law Enforcement Action Partnership | Rhode Island Guardians Association | DK Watson Management |
| Multicultural Healthcare Marketing Group | NJ Grad Chapter-Groove Phi Groove | MTA Police Guardians |
| New York Grand Council of Guardians | Lights and Sirens International | Boston Police Patrolmen's Association |
| Norwalk Guardians Association | Sabrina Tapp-Harper | Westchester-Rockland Guardians Association |
| Criminal Justice Educators Association New York State | NYPD Guardians | NOBLE |
| Afro-American Police Association Buffalo | Black Associations in Law Enforcement | Yonkers Guardians Association |
| David Daniels III Consulting | Ethical Society of Police | MAMLEO |

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.

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|-----------------------|------------------------|----------------------|------------------|
| Wilbert Mora | Rueben Dottin | Bradford Jones | Homer Thibodeaux |
| Paul Gaines | Rudy Guity | Ronald Nelson | Ronald Myers |
| Kenneth Hearn | Jeanette Atterberry | Deborah Auzenne | Sheryll Pichon |
| Frances V. Richardson | Harold Poes | Marvin Ruley | Osceola Fletcher |
| Janelle Sanders | Greg Nicholas | Adrianna Reyes-Gomez | Aaron Salter |
| Migdalia Ortega | Harold James | William Celester | Jason Rivera |
| Ida Keyes | Christopher Fitzgerald | Lamont Fox | Maria King |
| Lynneice Hill | Kevin Whetstone | Kenneth Lee | Larry Whittle |
| Renault Robinson | | | |

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