

# Event Book

## Saturday, October 26

### Chicago Police Crisis Intervention Team Program: Core Elements in Practice

8:00 AM - 9:30 AM

**Session No:**

4256

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Antoinette Ursitti*

Chicago Police Department - CIT Program Coordinator

**Description:**

The Crisis Intervention Team (CIT) Program model is regarded as a best practice in law enforcement for improving police response to individuals in crisis. Amid increased scrutiny and a growing volume of crisis calls, police agencies may turn to one feature of the CIT model – the specialized, 40-hour Basic CIT training course – as the panacea. The Chicago Police Department (CPD) is working to achieve the full measure of success a CIT Program has to offer by supporting CIT training with other essential pieces of the model's collaborative, multicomponent approach. The ongoing, operational, and sustaining core elements of the CIT Program model will be highlighted using CPD's CIT-related strategies, initiatives, and partnerships to provide insight into how police agencies might advance their CIT efforts for best outcomes.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

CITs

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Development and Evolution of a Spousal Support Group**

8:00 AM - 9:30 AM

**Session No:**

3187

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Linda Seitz*

HBPD - Co-Founder HBPD SOS (Support for Ofcr Spouses)

**Secondary Presenter(s):**

*Kirsten Knorr*

Huntington Beach Police Dept S.O.S. (Support for Ofcr Spouses) - Co-Founder  
HBPD SOS

**Description:**

Co-Founders of the Huntington Beach Support for Officers' Spouses (S.O.S.) group will discuss how to develop a spousal support group within your law enforcement agency. They will give a step-by-step process on how to begin as well as educate you on the necessary topics of interest and eventual roadblocks that come with the territory.

**Track:**

Companion

**Topic:**

## Officer Safety and Wellness/Officer Suicide

### **Audience - Primary:**

Companion

### **Audience - Secondary:**

Police Executives

## **Earn Commitment and Improve Morale by Building Trust**

8:00 AM - 9:30 AM

### **Session No:**

3106

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W190a

### **Presenter(s):**

*Ronald Glidden*

Lee Police Department - Chief of Police (Ret.)

### **Description:**

Leaders often struggle to achieve minimal employee compliance, sometimes hurting morale in the process. Programs focused only on improving morale typically fail in the long run. This presentation provides attendees with a series of practical trust-building strategies to help improve employee commitment while at the same time improving morale and performance. Building a culture of trust and respect by using engagement, empathy, good communication skills, continual feedback, and even accountability, this practical trust-building strategy will yield results. Attendees will be given the tools they need to make deposits in their "trust account" to help them get the results from employees that they desire and the public demands.

### **Track:**

Smaller Agency

### **Topic:**

Management

Police Culture and Morale

### **Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

**Enhancing the Culture of Officer Safety and Wellness: Intensive Training and Technical Assistance**

8:00 AM - 9:30 AM

**Session No:**

4075

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Jon Adler*

Bureau of Justice Assistance/ DOJ - Director

**Secondary Presenter(s):**

*Michael Brown*

Alexandria Police Department - Chief

*Julie Grieco*

National Police Foundation - Senior Research Associate

*Will Johnson*

Arlington (TX) Police Department - Chief

*Dr. Brett Meade*

National Police Foundation - Senior Program Manager

**Description:**

This workshop will discuss the findings of training research conducted by the National Police Foundation, in partnership with BJA and the VALOR Initiative. The survey findings provide a never-before-seen snapshot of law enforcement training needs and challenges that can help inform future training development and delivery. Participants will also hear from two of three agencies, Alexandria Police Department, VA and Arlington Police Department, TX, that participated in an extensive training and research program – as a component of this work – designed to identify and provide evidence-based, data driven training and technical assistance to enhance and strengthen the culture of officer safety, wellness, and resiliency.

**Track:**

Leadership

**Topic:**

Evidence Based Practices

Management

Officer Safety and Wellness/Officer Suicide

Other - Training

Research

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Legal

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

Tribal

**Leadership in Police Organizations (LPO): A Necessary Investment for Positively Developing Your Lead**

8:00 AM - 9:30 AM

**Session No:**

4230

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):***David Zibolski*

Beloit Police Department - Chief

**Secondary Presenter(s):**

*Marc Andrews*

Peel Regional Police - Deputy Chief

*Jerry Jones*

Maryland Transportation Authority - Chief

*Nicole LeFort*

IACP - Project Manager

**Description:**

Join us as law enforcement executives discuss leadership development practices and the IACP Leadership in Police OrganizationsSM (LPO) program. LPO is IACP's three-week leadership development training program that delivers modern behavioral science concepts and theories uniquely tailored to the law enforcement environment. This workshop includes a lesson from the course and a panel discussion with executives about the benefit of providing evidence-informed leadership training to their employees. Attendees will learn more about the curriculum and opportunities to attend a course or host a closed course for their department, academy, or in-service training.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Ethics

Evaluation

Management

Mental Health

Police Culture and Morale

Police Recruitment and Retention

Police-Citizen Contacts

Policies & Procedures

Public Trust

Unbiased Policing

**Audience - Primary:**

Major City

**Audience - Secondary:**

College/University

IMPACT

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

## **Leveraging Body-Worn Cameras for Experiential and Simulation-Based Training and Improved Outcomes**

8:00 AM - 9:30 AM

**Session No:**

3676

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*John Markovic*

US DOJ Bureau of Justice Assistance - Senior Policy Advisor

**Secondary Presenter(s):**

*Chirs Magnus*

Tucson Police Department - Chief of Police

*Anderson Shawn*

Las Vegas Metropolitan Police Department - Assistant Sheriff

*Scott Thomson*

Camden County Police Department - Chief

**Description:**

The adoption of body-worn cameras (BWCs), when properly implemented, have resulted in positive outcomes, including reducing use-of-force incidents, reducing citizen complaints, and resolving complaints more efficiently, often in favor of officers. Relatively little attention has been paid toward leveraging BWC footage for improving training, particularly in ways that enhance these favorable outcomes. This workshop provides a practical overview of how three agencies are actively leveraging digital footage for experiential learning and simulation-based training. Specific outcomes discussed include improving de-escalation efforts; enhancing officer and civilian safety, and improving civility and courteousness in interactions with the public

**Track:**

Leadership

**Topic:**

Body-Worn Cameras  
Emerging Technology  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Use of Force

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
Legal  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency

**Recruiting a Diverse Police Force: Simple, Evidence-Based Tips from Behavioral Science**

8:00 AM - 9:30 AM

**Session No:**

3521

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):**

*Evie Monnington-Taylor*  
Behavioral Insights Team - Senior Policy Advisor

**Description:**

To increase trust and improve communication, police departments must reflect the communities they serve. To do this, they need to attract and recruit great candidates from diverse backgrounds. This session will provide practical tips on how behavioral science can be used to improve recruitment, informed by findings from randomized controlled trials conducted with police forces across the US and UK. In

these trials, we used behavioral interventions - often simple tweaks to existing communications - to successfully attract diverse candidates and reduce their dropout rate from the recruitment process. At the end of this session, we will invite attendees to apply what they learned by brainstorming new approaches to their recruitment processes.

**Track:**

Leadership

**Topic:**

Evaluation

Evidence Based Practices

Other - Behavioral Science

Police Culture and Morale

Police Recruitment and Retention

Public Trust

Research

Unbiased Policing

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Psychologists

Public Information

Smaller Agency

State Agency

**Targeting Serious, Repeat Gun Offenders in Philadelphia: Harm Focused Policing in Action**

8:00 AM - 9:30 AM

**Session No:**

3121

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Dr. Jerry Ratcliffe*

Temple University - Professor

**Secondary Presenter(s):**

*Mr. Shawn Hagan*

Philadelphia Police Department - P/O

*Kevin Thomas*

Philadelphia Police Department - Director of Research and Analysis

**Description:**

Harm-focused policing is emerging as one of the most important innovations in 21st century policing. It enables police leaders to assess the community harm of crime and disorder and better respond to the neighborhood damage caused by hot spots and repeat offenders. Presenters from the Philadelphia Police Department and Temple University will demonstrate how police departments can develop and operationalize their own harm-focus approach. They will also show how a crime harm index prioritizing serious, violent gun offenders for greater attention is significantly more effective in identifying the worst offenders (compared to the estimates of crime analysts and criminal intelligence officers). No previous experience with harm indices required.

**Track:**

Technology and Information Sharing

**Topic:**

Crime Analytics

Evidence Based Practices

Research

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Smaller Agency

State Agency

**The Kids Aren't All Right: Community Policing For Youth Homelessness**

8:00 AM - 9:30 AM

**Session No:**

4120

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):***Sarah Estill*

COPS / DOJ - Analyst

**Secondary Presenter(s):***Carmen Best*

Seattle PD - Chief

*Elliott Isaac*

Cincinnati Police Department - Chief

*Dhana Jones*

Nashville Police Department - Captain

*Robert Lowe*

Cambridge Police Department - Deputy

*Sharon McDonald*

National Alliance to End Homelessness - Senior Fellow for Families and Children

*Mindy Mitchell*

National Alliance to End Homelessness - Director, Individual Homeless Adults

**Description:**

As of 2017, over half a million Americans are currently experiencing homelessness; 40,799 of those counted are unaccompanied minors and young adults. Homeless youth are at an elevated risk of becoming victims of trafficking or abuse.

Community policing provides unique tools to help law enforcement protect homeless youth. This workshop will present up-to-date information from subject matter experts and successful examples from the field. Attendees will be able to discuss:

- Special challenges within youth homelessness
- Detailed explanations of local program geneses, struggles, and successes
- Community policing and its special application to the unhoused community
- Essential partners for coalition efforts to address youth homelessness

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Homelessness  
Juvenile Enforcement and Custody  
Police-Citizen Contacts

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
Major City  
Mid-Size Agency  
Smaller Agency  
Tribal

**Video Release of a National Event: Sacramento Police lessons learned when the satellite trucks arrive**

8:00 AM - 9:30 AM

**Session No:**

3199

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Jena Swafford*

Sacramento Police Department - Public Information Specialist

**Secondary Presenter(s):**

*Vance Chandler*

Sacramento Police Department - Sergeant of the Public Information Office

**Description:**

On March 18 2018, two Sacramento Police officers responded to a 911 call reporting a car break in. As officers marked on scene, the initial moments were not unlike what you would expect on a call of that nature, responded to on at any given time in any city or county. But the tragic incident that unfolded that night, quickly propelled the officers, the Sacramento Police Department and this community into the national

spotlight. What made that incident so different? That is a question that has reverberated through this agency and community every since. This presentation will focus on three areas; the back story on video release of officer involved incidents in Sacramento, the video release process, and the Stephon Clark shooting.

**Track:**

Public Information Officers Section

**Topic:**

Body-Worn Cameras

Community-Police Relations

Emerging Technology

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police-Media Relations

Public Trust

Use of Force

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

Technologists

**Management of Scene of Crime A Case Study of Nigeria Settings.  
Ways Samples Are Collected, Handle**

8:20 AM - 8:40 AM

**Session No:**

3296

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*MR PASCHAL GBARUKO DSP*

NIGERIA POLICE FORCE - DEPUTY SUPERINTENDENT OF POLICE

**Description:**

The main handling of scene of crime by forensic and mishandling of the scene has in many ways hampered the cause of investigation. Having participated in a very important investigation in my command where some scene where mismanaged and will likely to give a negative result. I decided to go into research to find out why and how to go about the management of a scene and how to manage it. I'm of the opinion that our scene can be well managed to give us a better deserved result and the case of Africa and Nigeria in particular is very important and very pertinent to note and if nothing is done it will always pervade the dispersion of justice. That spur me to move into scene of crime management a case of my country Nigeria.

**Track:**

Quick Hits

**Topic:**

Evidence Control

Forensics

Management

Police Culture and Morale

Research

**Audience - Primary:**

Local Perspective

**Audience - Secondary:**

Smaller Agency

Tribal

**The Emotional Cost of Police Accountability**

9:00 AM - 9:20 AM

**Session No:**

3382

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Dr John McDaniel*

University of Wolverhampton - Senior Lecturer in Policing and Criminal Justice

**Description:**

Police officers are expected to act rationally, decisively and independently to resolve conflicts, and function as an 'institution rather than a man' (Skolnick, 1966; Emsley, 1996). Displays of emotional vulnerability do not fit with stereotypical ideas of 'good police work' or with the image of the police officer as an authoritative decision-maker (Bittner, 1981; Reiner, 2010). However, this presentation will present new data collated during a project with West Midlands Police (United Kingdom) to show that the emotional state of a police officer can be significantly affected once subjected to internal and external misconduct processes.

**Track:**

Quick Hits

**Topic:**

Employee Mental Health Services

Other - Police Accountability

Police Culture and Morale

Policies & Procedures

**Audience - Primary:**

International

**Audience - Secondary:**

Police Executives

**Maximizing De-escalation**

9:40 AM - 10:00 AM

**Session No:**

3809

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Norm Lipinski*

Delta Police Department - Deputy Chief Constable

**Description:**

As "people in crisis" calls continue to escalate, some of these incidents often become "high risk".

Front line officers are usually first on the scene and it becomes critical that appropriate tactics and de-escalation techniques are used.

This presentation illustrates one implementation model incorporating equipment, tactics, de-escalation techniques, reality based training and simulator training.

**Track:**

Quick Hits

**Topic:**

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Use of Force

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Mid-Size Agency

**Addressing the Continuum of Officer Mental Health Needs**

10:00 AM - 11:30 AM

**Session No:**

4217

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Domingo Herraiz*

IACP - Director of Programs

**Secondary Presenter(s):**

*Colleen Carr*

National Action Alliance for Suicide Prevention - Director

*Richard Creamer*

Norfolk Police Department - Sergeant

*Judy Saltzberg*

Positive Psychology Center; University of Pennsylvania - Lead Instruction;  
Curriculum Developer

*Timothy Whitcomb*

Cattaraugus County Sheriff's Department - Sheriff

**Description:**

Law enforcement officers are more likely to die by suicide than in the line of duty. This workshop will provide law enforcement leaders insight to the continuum of officer mental health and wellness needs – from law enforcement suicide prevention efforts and addressing Post-Traumatic Stress Disorder to how to encourage a culture of mental wellness and resilience within a law enforcement agency. This workshop will feature best practices from law enforcement leaders and line-level officers and the latest findings from experts in resiliency, stress reduction, and suicide prevention.

**Track:**

Leadership

**Topic:**

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Local Perspective

Major City

Mid-Size Agency

Physicians

Police Executives

Psychologists

Smaller Agency

Tribal

**Best Way to Engage Communities through Outreach**

10:00 AM - 11:30 AM

**Session No:**

3783

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Kristie Brackens*

US Department of Justice - Sr. Policy Advisor

**Secondary Presenter(s):***Michael Hagar*

Nashville Police Department - Captain

*Markel Hutchins*

One Congregation One Precinct - Reverend

*Grace Kena*

US Department of Justice - Statistician

*Bryan Roach*

Indianapolis Police Department - Chief

*Michael Thatcher*

Los Angeles Sheriff Department - Commander

**Description:**

Acquiring community assent and support is often a critical component of violent crime initiatives, especially those that target specific individuals (e.g., prolific offenders) and areas (e.g., hot spot policing). Without engaging the community, these types of violent crime reduction efforts may strain relationships between a police department and the community they serve. In this panel, participants will discuss the ways local police departments are engaging their communities in the fight against violent crime; and the impact of those efforts. Additionally, the BJS developed Local- Area Crime Victimization Survey, which measures crime and attitudes about police and public safety will be discussed.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Domestic Violence

Drugs

Homelessness

Police-Citizen Contacts  
Public Trust  
Unbiased Policing  
Violent Crime

**Audience - Primary:**

Major City

**Audience - Secondary:**

Local Perspective  
Major City  
Mid-Size Agency  
Philanthropy  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Technologists

**Bias-Based Complaints: A Chief's Perspective on Classification, Investigation, Outcome and Measures**

10:00 AM - 11:30 AM

**Session No:**

4009

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Alex Del Carmen, Ph.D.*

Tarleton State University - Associate Dean

**Secondary Presenter(s):**

*Danny Murphy*

New Orleans Police Department - Deputy Superintendent, Compliance Bureau

*Danielle Outlaw*

Portland Police Bureau - Chief of Police

*Kenton Rainey*

University of Chicago Police - Chief

*Mark Smith*

Los Angeles Police Department - Inspector General

**Description:**

Bias-free policing is a familiar term in policing with a history of extensive training, education and research for many years. This presentation will focus on how police departments throughout the United States are reporting, filing and investigating bias-based complaints. Our panel of Chiefs will discuss their work and share how departments can provide guidance, policy, and accountability in this area of policing. Specifically focusing on the appropriate method of classifying complaints against officers, whose nature may be derivative of bias and/or profiling. The research suggests that the appropriate classification and designation of complaints filed with IA is paramount to effective investigations and conclusive outcomes.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Corruption Prevention  
Crime Analytics  
Emerging Technology  
Ethics  
Evidence Based Practices  
Harassment and Discrimination  
Hate Crimes  
Management  
Police Culture and Morale  
Police-Citizen Contacts  
Policies & Procedures  
Public Trust  
Research  
Social Justice  
Unbiased Policing

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
Legal  
Local Perspective  
Major City

Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Tribal

## **Crash prevention through High Visibility Enforcement (HiVE)**

10:00 AM - 11:30 AM

**Session No:**

3183

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Christopher Olson*

Oro Valley Police Department - Lieutenant

**Secondary Presenter(s):**

*Daniel Sharp*

Oro Valley Police Department - Chief of Police

**Description:**

Police departments across the country are continually looking for innovative ways to improve traffic safety within their communities in an effort to prevent crashes. In 2013, the Oro Valley Police Department (OVPD) created a "High Visibility Enforcement" program known as "HiVE", in an attempt to raise traffic safety awareness and prevent crashes in two of the Town's most dangerous and closely located intersections. The "HiVE" concept included several key factors; bring as much attention to the problem as possible, be transparent by publishing all of the dates and times of the deployments in advance through traditional and social media sites, be highly visible, and demonstrate that the program is not a ticket writing campaign.

**Track:**

Leadership

**Topic:**

Police-Citizen Contacts

Police-Media Relations  
Public Trust  
Traffic Safety

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Mid-Size Agency

**Cumulative Trauma: The Covert Enemy of First Responders**

10:00 AM - 11:30 AM

**Session No:**

3399

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Dr. Grant McDougall*

Gainesville Police Department - Psychotherapist

**Description:**

Drawn from his many years of experience with officer-involved shootings, line-of-duty deaths, and "everyday traumas", Dr. McDougall engages the audience in discussions and debates regarding incidents that can cause cumulative trauma and complex PTSD. Videos of clinical interviews with officers will take the audience inside the clinician's office to experience the numerous ways in which officer's lives are impacted by cumulative trauma. Unlike PTSD, cumulative trauma can be more covert but can often be the primary factor behind officer burnout, substance abuse, depression, and even suicide. Suggested guidelines and procedures for smaller agencies will be a primary area of focus for this presentation.

**Track:**

Smaller Agency

**Topic:**

Critical Incident Stress Management  
Employee Mental Health Services

Line-of-Duty Deaths and Serious Injury  
Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Police Culture and Morale  
Policies & Procedures  
Post-Shooting Personnel Support

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

**Dark Matter: Exploring the Link Between Mass Shootings and Domestic Violence**

10:00 AM - 11:30 AM

**Session No:**

4146

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Lynn Fairweather*

Presage Consulting and Training, LLC - President

**Description:**

As mass shootings become increasingly common in America's public spaces, researchers are discovering that many incidents have roots which are far closer to home. Emerging studies indicate that nearly 60% of mass murders are domestic violence related, presenting the opportunity to help prevent one type of targeted violence by addressing another. In this 90 minute training, threat assessment and management expert Lynn Fairweather uses real-life cases and data to demonstrate the significant connection between domestic violence (DV) and mass shootings. Participants will explore the mentality and motives of DV related mass murderers,

and learn risk factors along the way that can help them to identify high-lethality subjects before they strike.

**Track:**

Leadership

**Topic:**

Active Shooter

Domestic Violence

Mass Casualties and Violent Attacks

Violent Crime

**Audience - Primary:**

Major City

**Audience - Secondary:**

College/University

International

Legal

Mid-Size Agency

Physicians

Psychologists

Smaller Agency

State Agency

**Diversity Recruitment Strategies: Marketing, Feeder Sources and Collaborative Opportunities**

10:00 AM - 11:30 AM

**Session No:**

4261

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Robert Landowski*

Chicago Police Department - Director of Human Resources

**Secondary Presenter(s):**

*René Dunn*

Chicago Police Department - Assistant Director of Human Resources

*Deborah Ford*

Chicago Fire Department

*Antonia Gibowicz*

Chicago Police Department Human Resources

**Description:**

Recruiting a diverse pool of candidates is a continual challenge for many law enforcement agencies and at the turn of the millennium many large agencies, including the Chicago Police Department, reported seeing an overall decline in the number of applicants. Recently, the Chicago Police Department concluded a two-year hiring surge in which the Department successfully hired a diverse group of over 2300 Probationary Police Officers. This training aims to provide agencies with recommendations on how to attract a diverse group of talented candidates by creating perpetual feeder sources, utilizing FREE community resources and finding new opportunities to collaborate with community businesses and organizations.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Police Recruitment and Retention

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Medical and Psychological Impacts of Trauma: Job Performance & Resiliency**

10:00 AM - 11:30 AM

**Session No:**

3300

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):**

*Dr. Joseph Mignogna MD*

Comprehensive Health Services - Chief Medical Officer

**Description:**

This presentation will review the interplay between mental and physical health after LEO experience with and exposure to trauma, and impacts on LEO performance and well-being. Clinical screening, assessment and management tools will be discussed.

**Track:**

Police Physicians Section

**Topic:**

Employee Mental Health Services

Evaluation

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Post-Shooting Personnel Support

**Audience - Primary:**

Physicians

**Audience - Secondary:**

Police Executives

Psychologists

Smaller Agency

**Rapid DNA: Pilots, Use, Policies and Implementation**

10:00 AM - 11:30 AM

**Session No:**

3852

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Thomas Callaghan*

FBI Lab - Chief Biometric Scientist

**Secondary Presenter(s):**

*Tina Delgado*

FBI - Unit Chief

**Description:**

The panel will be moderated by Thomas Callaghan, FBI Laboratory Division Chief Biometric Scientist and IACP Forensic Science Committee member. Three presenters will provide information about implementation of Rapid DNA (R-DNA) technology in the booking station (CODIS application) and crime scene Rapid DNA use (non-CODIS application). There will also be a presentation on the FBI's Crime Scene Rapid DNA Task Force that was established in 2018. The presentations will be followed by panel discussion and a question and answer session on policy, best practices, and steps forward in the use of Rapid DNA technology. Rapid DNA (R-DNA) instruments were developed for the "hands free" typing of reference samples for submission to CODIS.

**Track:**

Technology and Information Sharing

**Topic:**

Biometrics

Emerging Technology

Evidence Based Practices

Evidence Control

Forensics

Privacy

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Legal

Mid-Size Agency

Police Executives

Smaller Agency

Technologists

## **Recruiting Police Officers through Social Media**

10:00 AM - 11:30 AM

**Session No:**

3270

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Mark Economou*

Boca Raton Police - Public Information Manager

**Secondary Presenter(s):**

*Michael Parker*

The Parker Group / LASD (Ret.) - Consultant / Commander (Ret.)

*Mr. Jeremy Warnick*

Cambridge Police Department - Director of Communications & Media Relations

**Description:**

Agencies throughout the country are facing the challenge of filling vacancies of Law Enforcement Officers. This discussion includes sharing what social media marketing strategies to leverage in order to most effectively compensate for your officer shortage. See and hear specifics on how police agencies of all sizes are turning to social media to successfully help recruit future officers.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Management

Police Culture and Morale

Police Recruitment and Retention

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Police Executives

**Safely Managing Covert Operations and Operatives - What A Chief Needs To Know**

10:00 AM - 11:30 AM

**Session No:**

3901

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Gerard McAleer*

Middlesex County Prosecutors Office - Chief of County Detectives

**Secondary Presenter(s):**

*Thomas Coughlan, PhD*

Police Psychologist - Doctor

*Jon Sullivan*

The Airdeall Group - Partner

**Description:**

Covert (undercover) operations are a vital tool for most law enforcement agencies, useful for proactively targeting criminals and criminal organizations. It is an investigative technique that, without effective oversight, places the investigator(s) and the organization at significant risk. Many law enforcement executives rise through the ranks of their organization without the opportunity to work in an undercover capacity and/or manage covert investigative operations utilizing undercover investigators.

This presentation will address the various issues agency leaders will need to understand and address to effectively authorize, direct and evaluate covert operations and safeguard their undercover operatives.

**Track:**

Leadership

**Topic:**

Corruption Prevention  
Critical Incident Stress Management  
Employee Mental Health Services  
Evaluation  
Evidence Control  
Management  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Policies & Procedures  
Public Trust  
Violent Crime

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

College/University  
Major City  
Mid-Size Agency  
Physicians  
Police Executives  
Psychologists  
Smaller Agency  
State Agency  
Tribal

**The Post Dimensions and Cultural Competence in Policing: Diverse Chiefs' Experiences from the Field**

10:00 AM - 11:30 AM

**Session No:**

3657

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187bc

**Presenter(s):**

*Michael Bricker, PhD*

Center of Police Psychological Services (COPPS) - Executive Director

**Secondary Presenter(s):**

*Karen Ashley, M.Ed*

Maricopa County Attorney's Office - Chief of Police, Investigations Division

*Carmen Best*

Seattle PD - Chief

*Cheol Kang, MBA*

Mukilteo Police Department - Chief of Police

*Cerise Vablais, MBA, PhD*

Public Safety Selection, PC - Executive Director

**Description:**

The California POST's 10 dimensions serve as a shared language for law enforcement leaders in discussing job-relevant areas seen as largely universal in policing. As a result of the unique position of power inherent in this work, it is incumbent upon LE agencies to ensure that personnel not misuse their authority or otherwise make decisions that place citizens at risk. In addition, given the recent increased media scrutiny, abuse of power allegations, and the growing unease voiced by citizens and communities of color, it is imperative that law enforcement agencies be equipped to answer these challenges through identifying personnel and policies that are culturally competent, sensitive, and respectful of the needs of their communities.

**Track:**

Police Psychological Services Section

**Topic:**

Community-Police Relations

Corruption Prevention

Evaluation

Evidence Based Practices

Harassment and Discrimination

Police Culture and Morale

Police Recruitment and Retention

Police-Citizen Contacts

Police-Media Relations

Policies & Procedures

Political/Legislative Issues

Social Justice

Unbiased Policing

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

College/University

International

Legal

Local Perspective

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

Tribal

**Dealing with Homelessness**

10:15 AM - 11:30 AM

**Session No:**

4236

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):***Robert Faigin*

San Diego County Sheriff's Department - Chief Legal Advisor/Director of Legal Affairs

**Description:**

This interactive discussion will address the issues surrounding how law enforcement engages with homeless residents in light of court decisions finding that camping and disorderly conduct ordinances can violate the Eighth Amendment's prohibition on cruel and unusual punishment.

**Track:**

Legal Officers Section

**Topic:**

Other - Legal

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

**Gun Store Burglaries: A National Perspective**

11:20 AM - 11:40 AM

**Session No:**

3838

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Christopher Amon*

Bureau of Alcohol, Tobacco, Firearms and Explosives - Deputy Chief

**Description:**

In 2018, there were 427 Federal Firearm Licensee burglaries which have resulted in the theft of over 5,652 firearms in the United States. While local and regional news outlets are quick to discuss the problems in their area, many do not have the national perspective to better understand the problem and the impact it is happening in communities throughout the United States. ATF will provide brief intelligence report that highlights where the majority FFL's burglaries are occurring in the U.S., general profiles on who has been prosecuted, and where the stolen firearms are being recovered.

**Track:**

Quick Hits

**Topic:**

Community-Police Relations

Crime Analytics

Evaluation

Evidence Based Practices

Evidence Control

Management

Policies & Procedures

Political/Legislative Issues

Violent Crime

**Audience - Primary:**

Local Perspective

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Technologists

Tribal

**Building Trust and Legitimacy One Tweet at a Time**

12:30 PM - 1:30 PM

**Session No:**

3295

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Michael McCarthy*

Boston Police Department - Lieutenant Detective

**Secondary Presenter(s):**

*James Kenneally*

Boston Police Department - Police Officer Media Relations

**Description:**

Social Media is a communication tool that can assist police departments in engaging the community on issues that are of importance to both. Growing your audience, building trust, both internally and externally, and using social media to solve crimes are all examples of increasing transparency, accountability and building trust in the communities we serve. The presentation will focus on past and current practices of very successful social media campaigns. We will use real demonstrations of effective communication strategies to build and garner trust both internally and externally. Show participants how to grow your audience, how to keep your

audience and how to engage your audience. Also how to effectively use social media to solve crime.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Emerging Technology

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Major City

**Chicago Police Department CALEA Accreditation**

12:30 PM - 1:30 PM

**Session No:**

4258

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Allyson Clark-Henson*

Chicago Police Department, Research and Development Division - Assistant Director

**Description:**

The Chicago Police Department proactively embarked on the achievement of CALEA Accreditation in November 2017. As the largest municipal law enforcement agency seeking this accreditation, CPD had to address additional challenges encountered by large law enforcement agencies. Not only did CPD successfully implement best practices identified by the CALEA standards, this work was completed prior to the consent decree. Consequently, many systems required by the consent decree had already been established. CPD was awarded accreditation in July

2018 and in September 2018 began the self-assessment phase to achieve the Training Academy Accreditation in 2020.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Other

**Audience - Primary:**

Police Executives

**Civil Citation: A Cost-Saving and Effective Arrest Alternative for Juveniles**

12:30 PM - 1:30 PM

**Session No:**

3850

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Laura Lambert*

Office of the State Attorney, 4th Judicial Circuit - Assistant State Attorney, Director Juvenile Division

**Secondary Presenter(s):**

*Melissa Nelson*

Office of the State Attorney, 4th Judicial Circuit - State Attorney

*Mike Williams*

Jacksonville Sheriff's Office - Sheriff

**Description:**

In 2016, the 4th Circuit was one of the lowest issuers of juvenile civil citations as an arrest alternative for misdemeanor crimes in Florida. Not surprisingly, the juvenile arrest rate was one of the highest. Yet, data on civil citation supported its use for improved public safety outcomes and significant cost savings. In 2017, 22 agencies, including the Sheriff's Office and State Attorney, came together to enhance and expand the use of civil citation circuit-wide. As a result, the Circuit is one of the

highest issuers in the state, arrests are down, and the program has been highlighted nationally as a model of collaborative best practice. We will discuss how to identify and convene stakeholders, challenges to implementation, and metrics.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Evidence Based Practices  
Juvenile Enforcement and Custody  
Police-Citizen Contacts  
Police-Media Relations  
Policies & Procedures  
Political/Legislative Issues  
Social Justice  
Unbiased Policing  
Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
Legal  
Major City  
Mid-Size Agency  
Public Information  
Smaller Agency  
State Agency

**Compassion Fatigue, Burnout, and Police Exposure to Suicide**

12:30 PM - 1:50 PM

**Session No:**

4232

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187bc

**Presenter(s):**

*Dr. Michael Crow*

LAPD - Police Psychologist

**Secondary Presenter(s):**

*Julie Cerel*

University of Kentucky College of Social Work - Professor

*Dr. George Dabdoub*

Los Angeles Police Department - Reserve Officer

*Dr. Blake Jones*

University of Kentucky College of Social Work - Lecturer

**Description:**

Findings from two studies will be presented. The first study examined 571 police officers on various psychological measures to better understand the cost of service of a law enforcement career. The study is the first effort to investigate the applicability of the Interpersonal Theory of Suicide to law enforcement population by measuring burdensomeness, thwarted belongingness, and acquired capacity to inflict lethal self-harm. The second study examined the amount and impact of suicide exposure experienced by 815 Law Enforcement Officers while on duty. The officers were exposed to an average of 30 suicides, and findings suggest police exposure to suicide presents a special challenge for officers in terms of their own mental well-being.

**Track:**

Police Psychological Services Section

**Topic:**

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

International

Major City

Mid-Size Agency

Police Executives

Smaller Agency

**Developing and Sustaining a Police Mental Health Collaboration Strategy**

12:30 PM - 1:30 PM

**Session No:**

4051

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Maria Fryer*

BJA - Policy

**Secondary Presenter(s):***Brad Barber*

University of Florida Police - Major, Assistant Director

*Rebecca Skillern*

Houston Police Department - Lead CIT Trainer

**Description:**

As many as 1 in 10 calls for service involve someone in a behavioral health crisis. And, for people who have serious mental illnesses and co-occurring mental health and substance addictions, up to 50 percent have had criminal justice contact. Law enforcement agencies are building PMHC strategies with BJA-developed tools and implementation strategies to plan and implement effective responses. Tools such as a national curriculum, and an online/mobile response toolkit. Participants will learn how to enhance their strategy through BJA's 10-national, LE/MH peer learning sites and implement the BJA-PMHC Framework Document. The panel will discuss moving to "prevention" v "intervention" and such advances as crisis stabilization units.

**Track:**

Leadership

**Topic:**

CITs

Community-Police Relations

Management

Mental Health

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Police Executives

**Ethics for Police Legal Advisors**

12:30 PM - 1:30 PM

**Session No:**

4242

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Lyla Zeidan*

Northern Virginia Criminal Justice Training Academy - General Counsel and Lead Instructor

**Description:**

This training will involve a discussion of ethical and practical implications of advising law enforcement agencies in today's current environment.

**Track:**

Legal Officers Section

**Topic:**

Ethics

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

**Hot Topics - IACP Policy Center**

12:30 PM - 1:30 PM

**Session No:**

4218

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Bob Iman*

Maryland State Police - Lieutenant

**Secondary Presenter(s):**

*Nathan Buseck*

Cheyenne Police Department - Captain

*Michael Pfeiffer*

New Orleans Police Department - Compliance Manager

**Description:**

Subject matter experts and Policy Center working group members will discuss two topics of interest – Vehicular Pursuit and XXX. Panel members will discuss the key issues surrounding each topic and items for agencies to consider when developing their own policies. Attendees can also learn more about participating in the Policy Center process. (note – additional topics under consideration for second topic include Active Shooter, Body-Worn Cameras, Crowd Management, Social Media, School-Police Partnerships)

**Track:**

Leadership

**Topic:**

Management

Policies & Procedures

Political/Legislative Issues

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal

Local Perspective

Major City

Mid-Size Agency

Smaller Agency

State Agency

# Increase Your Response Options: Have a Full Toolbox When Dealing with Suicidal Subjects

12:30 PM - 1:30 PM

**Session No:**

3740

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Mr David Pearson*

Fort Collins Police Services - Lieutenant

**Description:**

Recently, there has been increased scrutiny on law enforcement when dealing with suicidal subjects, with agencies considering if they should respond, can they use force, and if and when they should walk away. This class will detail a full range of options, from mental health programs, foundational concepts, the use of less lethal, and an understanding of the law and use of force to build a complete toolbox for addressing these calls. Participants will leave with knowledge to help create policy and training programs to respond in an ethical, legally defensible, and repeatable manner. They will also know when it is appropriate to use force, use a tactical team, or have officers walk away, as well as, the consequences of those actions.

**Track:**

Smaller Agency

**Topic:**

Community-Police Relations

Mental Health

Policies & Procedures

Public Trust

Use of Force

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

College/University

Mid-Size Agency  
Police Executives

## **Leadership: Readiness-Grace-Legacy**

12:30 PM - 1:30 PM

**Session No:**

3411

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Michael Nila*

Blue Courage - Commander (RET) Aurora PD / Founder of Blue Courage

**Secondary Presenter(s):**

*Capt. Jack Hart*

Blue Courage - Captain, San Francisco PD/ Master Trainer Blue Courage

**Description:**

Great leadership is a mystery; elusive, hard and very rare. Most executives are good managers, but at various steps of the leadership journey, and certainly at the top, the challenge of leadership is on full display. Many fail, many are great placeholders, but some excel leaving a legacy of transformation from a commitment to: readiness, grace and fidelity to purpose. Are some born with a different leadership gene and capacity to influence, or have they paid the price of learning, reflection, self-challenge, discipline and the virtues that lead to human effectiveness? This workshop illuminates the path to leadership greatness and reveal the essential development process; and, both challenge and inspire attendees to embark on the journey.

**Track:**

Leadership

**Topic:**

Other - Leadership Development

**Audience - Primary:**

Police Executives

## **Psychological Assessments of Police Applicants with VA Disability Ratings**

12:30 PM - 1:50 PM

**Session No:**

4215

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):**

*Richard Wihera PsyD*

Private Practice - Licensed Psychologist

**Secondary Presenter(s):**

*Gary Fischler*

Private Practice - Licensed Psychologist

**Description:**

A common issue facing police and public safety psychologists is the added complexity of assessing applicants who have a VA disability rating for mental health issues. The purpose of this seminar is to assist psychologists in understanding VA mental health disability ratings and how to incorporate this information into their assessments of public safety applicants.

**Track:**

Police Psychological Services Section

**Topic:**

Evaluation

Mental Health

Police Recruitment and Retention

**Audience - Primary:**

Psychologists

## **Re-framing Early Warning Systems to an Early Intervention Mindset: a psychological perspective.**

12:30 PM - 1:30 PM

**Session No:**

3837

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):***William Walsh*

Voorhees Police Department - Lieutenant

**Secondary Presenter(s):***Jennifer Kelly*

Private Practice, Haddonfield, NJ (USA) - Ph.D., ABPP

**Description:**

Our profession has taken great steps forward in coming to terms with the fact that self-destructive behaviors, including suicide, are a real issue facing our personnel that cannot be ignored. When we know there is such a condition, working towards early interventions becomes the goal. Early Warning Systems (EWS) are becoming more common in police organizations, and in some areas they are mandated. This program identifies ways to expand upon the concept of an EWS to include considerations that address the whole officer, in addition to the standard process of identifying behaviors & numbers of occurrences. A more holistic approach provides opportunities to reduce, mitigate, or eliminate underlying conditions that could lead to EWS flags.

**Track:**

Leadership

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Ethics

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Other - Early Warning Systems

Police Culture and Morale

Police Recruitment and Retention

Post-Shooting Personnel Support

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Companion

Major City

Mid-Size Agency

Police Executives

Psychologists

Smaller Agency

State Agency

Tribal

**The Aftermath: Dealing with an Officer Down on Body Worn Camera**

12:30 PM - 1:30 PM

**Session No:**

3490

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Mr. Ryall Choate*

Gwinnett County Police Department - Corporal

**Description:**

The increase of video evidence collection in law enforcement has ushered in a cultural change in police work. However, when factored together with the increasing assaults in which officers are being injured or killed, we are being forced to deal with a new perspective never before seen. While an officer falling in the line of duty is difficult, we are now capturing this from first person perspective, as well as many other vantage points. The presentation is meant to provoke the thought of how your agency can prepare for this, and evaluate points of need before they become points of failure.

**Track:**

## Leadership

### **Topic:**

Body-Worn Cameras

CITs

Critical Incident Stress Management

Employee Mental Health Services

Evidence Control

Line-of-Duty Deaths and Serious Injury  
Management

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Culture and Morale

Police-Citizen Contacts

Policies & Procedures

Post-Shooting Personnel Support

### **Audience - Primary:**

Police Executives

### **Audience - Secondary:**

International

Legal

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

## **Unconventional Approach to an Asymmetrical Environment: The Critical Need to Develop LECC Programs**

12:30 PM - 1:30 PM

### **Session No:**

4044

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W185a

### **Presenter(s):**

*Ofc Tyler Verhaar*

Seattle Police Department - EMS Coordinator / Officer

**Secondary Presenter(s):**

*Marc Reiswig*

Washington State Patrol - Medical Director

**Description:**

This presentation will provide a schematic for agencies to build or expand existing law enforcement first aid programs into a tiered Law Enforcement Casualty Care Program. We will show attendees how Ofc. Verhaar and Dr. Reiswig utilized new and existing relationships to facilitate the exchange of information between LE, doctors, and Military Special Operations Medics. Specifically targeting risk mitigation as well as fiscal restrictions, we will discuss how to build a program tailored for LE officers and the dynamic operational environment in which they work. This presentation will provide metrics and case studies of how the Seattle Police Department employed this tiered program to result in saving lives of both ofc's and community members.

**Track:**

Police Physicians Section

**Topic:**

Community-Police Relations

Other - Solutions based training vs protocol based training value of partnerships

Public Trust

Tactical Medicine

**Audience - Primary:**

Major City

**Audience - Secondary:**

International

Legal

Mid-Size Agency

Philanthropy

Physicians

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

Tribal

**Use of Smart Phones and Tablets by Patrol Officers**

12:30 PM - 1:30 PM

**Session No:**

3947

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Bill Schrier*

FirstNet - Senior Public Safety Advisor

**Secondary Presenter(s):**

*Chris Davis*

Portland Police Bureau - Assistant Chief

*Dan Gomez*

Los Angeles Police Department - Sergeant

*Bruce Jolley*

Irving Police Department (TX) - Assistant Chief

*Susan Merritt*

San Francisco Police Department - Chief Information Officer

*Cloy Schwarzendruber*

Portland, Oregon - Senior IT Systems Manager

*Jessie Tisch*

New York Police Department - Deputy Commissioner

**Description:**

Departments that have issued smart phones and tablets to patrol officers will describe how they are used, the apps they use, and lessons learned in implementing them. Portland has issued iPhones to officers with a set of apps that includes capabilities for e-citations, community engagement, CJIS access through multi-factor authentication, and CAD integration. The New York Police Department recently deployed iPhones to all officers that has given them an unprecedented access to valuable data to improve their capabilities in the field. Los Angeles, San Francisco, and Irving, Texas will share how they have integrated communications and situational awareness solutions in their mobile officer program.

**Track:**

Technology and Information Sharing

**Topic:**

Active Shooter  
Biometrics  
Body-Worn Cameras  
Community-Police Relations  
Crime Analytics  
Domestic Violence  
Drugs  
Emerging Technology  
Evidence Control  
Forensics  
Homelessness  
Human Trafficking  
Management  
Mass Casualties and Violent Attacks  
Officer Safety and Wellness/Officer Suicide  
Police Culture and Morale  
Police-Citizen Contacts  
Police-Media Relations  
Social Media  
Traffic Safety

**Audience - Primary:**

Local Perspective

**Audience - Secondary:**

College/University  
Major City  
Mid-Size Agency  
Physicians  
Police Executives  
Psychologists  
Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

**Where Do We Go From Here? Leadership Response to Violent Crime**

12:30 PM - 1:30 PM

**Session No:**

3918

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):***Cornelia Sigworth*

Bureau of Justice Assistance - Associate Deputy Director, USDOJ

**Secondary Presenter(s):***Edward Flynn*

US Department of Justice - Retired Chief

*Eddie Johnson*

Chicago Police Department - Superintendent

*Jeri Williams*

Phoenix Police Department - Chief

**Description:**

Law enforcement agencies throughout the Nation have been grappling with the violent crime problem for many years. Although violent crime has no one-size-fits-all solution, certain common themes cross jurisdictional boundaries, and there are promising practices that may apply to any problem-solving strategy. In this panel, participants will be provide an overview of the Violent Crime Reductions Operations Guide (VCROG). The VCROG offers a peer-to peer discussion of key elements police leaders will encounter in dealing with their violent crime problems. Panelists will share chief to chief perspective regarding ways to develop organizational capacity in critical competences to prevent and suppress violent crime in their local jurisdictions.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Crime Analytics

Evidence Based Practices

Management

Police Culture and Morale

Police-Citizen Contacts

Policies &amp; Procedures

Public Trust  
Research  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Tribal

**Legal Implications of Social Media in Law Enforcement**

1:45 PM - 3:15 PM

**Session No:**

4243

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Eric Atstupenas*

Massachusetts Chiefs of Police Association - General Counsel

**Secondary Presenter(s):**

*Zayid Saleem*

Memphis Police Department - Legal Advisor

**Description:**

Law enforcement use of social media is rapidly evolving, and so too are the legal and constitutional challenges associated with it. This session will discuss the constitutional implications involved in: establishing an agency social media presence; monitoring social media; and using intelligence sourced from social media for law enforcement purposes.

**Track:**

## Legal Officers Section

**Topic:**

Social Media

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

## An Inside Look Into The Drivers Of Hate

2:00 PM - 3:00 PM

**Session No:**

3811

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*George Selim*

ADL - Senior Vice President, Programs

**Secondary Presenter(s):**

*Tony McAleer*

Life After Hate - Board Chair and Co-Founder

*Jesse Morton*

Parallel Network - Founder

**Description:**

This session will feature a panel discussion identifying the drivers of hate and extremism and where intervention can be most effective. It will include firsthand accounts from former extremists who will describe the factors which influenced them to become radicalized and then to subsequently denounce those beliefs. We will hear from former extremists who previously identified with right-wing extremist and homegrown Islamist extremist ideologies. The conversation will be moderated by ADL, the country's preeminent private authority on extremism and domestic terrorism.

**Track:**

Leadership

**Topic:**Other - radicalization, extremism and intervention  
Violent Crime**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Local Perspective

Major City

Mid-Size Agency

Psychologists

Smaller Agency

State Agency

Tribal

**An Introduction to the Integrated Public Alert & Warning System (IPAWS) and Blue Alerts**

2:00 PM - 3:00 PM

**Session No:**

3814

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):***Antwane Johnson*

FEMA IPAWS - Director

**Secondary Presenter(s):***Vince Davenport*

US Department of Justice - Deputy National Blue Alert Coordinator

*Wade Witmer*

FEMA IPAWS - Deputy Director

**Description:**

Presenters will provide an overview of Blue Alerts and discuss the Federal Communication Commission's recent decision to incorporate Blue Alerts into the nation's emergency alerting system, IPAWS. IPAWS allows authorized public safety officials to disseminate alerts and warnings to the public through the Emergency Alert System through live broadcast (TV/radio) and Wireless Emergency Alerts via wireless devices. DOJ and FEMA IPAWS presenters will discuss when and how to appropriately issue a Blue Alert through the system, how the system is being used successfully across the country, and reiterate the value of improving the resiliency of emergency public communications through IPAWS.

Ample time to field questions will be provided.

**Track:**

Technology and Information Sharing

**Topic:**

Community-Police Relations

Emerging Technology

Officer Safety and Wellness/Officer Suicide

Political/Legislative Issues

**Audience - Primary:**

State Agency

**Audience - Secondary:**

Mid-Size Agency

**Building Resilience to Foreign Influence**

2:00 PM - 3:00 PM

**Session No:**

3886

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*TBD TBD*

FBI - Special Agent

**Description:**

As illustrated by recent criminal charges against the Russian Internet Research Agency, there are state-sponsored adversaries who seek to take advantage of US citizens' rights and coopt their protected right to exercise them. The success of a foreign influence campaign depends on the adversary's ability to obscure the true motivation and origin of the influence activities. A "whole of society" approach to combat foreign influence relies in part on proactive efforts to educate communities about foreign influence operations and foreign governments' goals and methods in conducting them.

**Track:**

Leadership

**Topic:**

Other - Foreign Influence  
Political/Legislative Issues  
Public Trust  
Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
International  
Major City  
Mid-Size Agency  
Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

**Designing Successful Peer Support: Best Practices, Lessons Learned, and Related Clinical Concerns**

2:00 PM - 3:00 PM

**Session No:**

4080

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187bc

**Presenter(s):***Dr. Thomas Coghlan*

Blue Line Psychological Services - Ret. Det. (NYPD) / Psychologist

**Secondary Presenter(s):***Rick Foley*

Ontario Provincial Police Career Development Bureau - Wellness Unit - Staff Sergeant

*John Petrullo*

POPPA Police Organization Providing Peer Assistance - Director

**Description:**

Peer support programs provide agencies, executives, and officers with a confidential alternative to internal agency psychological and wellness services. This increases the likelihood that officers will make use of wellness services, thus reducing the likelihood of wellness-related negative outcomes including absenteeism, misconduct, and other liability. This presentation will present models for both internal and external peer-support programming, as well as a review of associated clinical issues. Chiefs will benefit from an understanding of best practices and lessons learned from internal and external programs, as well as clinical lessons learned from various case studies.

**Track:**

Police Psychological Services Section

**Topic:**

Community-Police Relations

Critical Incident Stress Management

Employee Mental Health Services

Evaluation

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Policies &amp; Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Psychologists

# **Don't Expect what you don't Inspect. A Guide to Proactive Media Relations & Citizen Engagement**

2:00 PM - 3:00 PM

**Session No:**

3132

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Christopher Cook*

Arlington Police Department - Lieutenant

**Secondary Presenter(s):**

*Zhivonni Cook*

PIOSAVVY - Consultant

**Description:**

This class starts with a broad overview on the state of media relations in 2019. Emphasis on brand reputation, proactive citizen outreach, and communication tools will take center stage. Messaging during critical incidents and plotting the trajectory of news stories will be analyzed. Proven strategies on building rapport with broadcast, print and bloggers will be discussed. Mobile applications to transition a new or seasoned PIO to get messaging out quickly will be taught. Participants will receive a quick guide sheet on the tips provided during the training session.

**Track:**

Public Information Officers Section

**Topic:**

Body-Worn Cameras

Community-Police Relations

Emerging Technology

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency

**Investigation of Strangulation in Intimate Partner Violence**

2:00 PM - 3:00 PM

**Session No:**

3109

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Raymond Goins*

Purple Badge Consulting - Presenter/Consultant

**Secondary Presenter(s):**

*Ronnie Johnson*

Purple Badge Consulting - Consultant/Presenter

**Description:**

This presentation is designed to give officers and investigators additional information to properly investigate, document and aid victims of strangulation. Information on the structures of the neck, force needed to cause loss of consciousness or death, physical symptoms of strangulation and tools to document strangulation injuries will be provided. Investigative methods and documentation of strangulation for the evidence based case will be the focus of the presentation.

**Track:**

Smaller Agency

**Topic:**

Domestic Violence

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

**Marijuana Impaired Driving Is Not Just Eye Movement: The Retina and Neuroprocessing**

2:00 PM - 3:00 PM

**Session No:**

3357

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):***Dr Denise A Valenti*

IMMAD, LLC - CEO

**Description:**

There are cannabinoid receptors throughout the eye and visual pathway. These receptors are in all layers of the retina, the eye major brain relay nuclei – lateral geniculate nucleus and in the major region of vision the occipital cortex. This overview will discuss the current status of research related to animal and human functions including those measures of visual function and structural imaging of retina and brain. States with legal adult use of marijuana are having higher rates of fatal crashes as well as increased rates of pedestrian deaths. This lecture will review how the visual deficits being identified in research contribute to these vehicle crashes with fatal injury.

**Track:**

Police Physicians Section

**Topic:**

Other - marijuana

**Audience - Primary:**

Major City

**Audience - Secondary:**

Physicians

## **Partnering to Prevent School Attacks: Echoes of Columbine**

2:00 PM - 3:00 PM

**Session No:**

3877

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*John Skillestad*

FBI/OPE - Supervisory Special Agent

**Secondary Presenter(s):**

*John Wyman*

FBI/BAU - Unit Chief

**Description:**

The FBI's Office of Partner Engagement will preview a 30-minute documentary, "Echoes of Columbine," that chronicles the societal impact of targeted school violence since the Columbine attack in 1999. The documentary provides insight on the motivations and concerning behaviors exhibited prior to an attack and shows that while not predictable, targeted school attacks are often preventable.

**Track:**

Leadership

**Topic:**

Active Shooter

Community-Police Relations

Mental Health

Victims of Crime

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Mid-Size Agency  
Smaller Agency  
State Agency

## **Prior Learning as an Alternative Admission Route for Serving Police into Degree Programs**

2:00 PM - 3:00 PM

**Session No:**

3168

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Dr. Scott Blandford*

Wilfrid Laurier University - Asst. Professor

**Secondary Presenter(s):**

*Anne Eason*

University of Worcester - Senior Lecturer

**Description:**

Prior Learning Assessment Recognition (PLAR) processes support candidates entering into academia by recognizing and granting credit to prior, experiential and other types of learning. This study seeks to compare the alternative admission routes to police related university undergraduate programs, through assessment of prior learning, training, and the experience of police officers. It will further examine how the two

universities support bridging the academic gap between new recruits and long-serving officers, supporting the professionalization transition of the police, and identifying evidence-based best practices.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Evidence Based Practices  
Research

**Audience - Primary:**

College/University

**Audience - Secondary:**

IMPACT

International

Police Executives

**Project Management as a Collaborative Approach to Reform:  
Driving Change with Partners through Project-Based  
Accountability Systems**

2:00 PM - 3:00 PM

**Session No:**

4260

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Chad Williams*

Chicago Police Department - Assistant Director of Auditing

*Christina Anderson*

Chicago Police Department - Deputy Director of Reform Management

*Dan Godsel*

Chicago Police Department - Commander of the Office of Reform Management

*Eric Patton*

Civic Consulting Alliance - Principal

*Roseanna Ander*

University of Chicago - Crime Lab - Executive Director

**Description:**

Reform conversations often focus on policy, training and disciplinary procedures within law enforcement organizations. While these elements are certainly foundational to driving organizational change, managing these developments can be an overwhelming feat. Prior to and now in the beginning of its consent decree, CPD has employed a project management-based approach to reform. The Department has hired a team of civilian project managers with expertise implementing complex

organizational change from various sectors and paired them with experienced officers who have deep understanding of Departmental operations. These pairs work closely with external partners, including Civic Consulting Alliance and the University of Chicago CrimeLab, to build CPD's capacity to undertake organizational change.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Other

**Audience - Primary:**

Police Executives

**Solutions for What Keeps You Up at Night**

2:00 PM - 3:00 PM

**Session No:**

4219

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Domingo Herraiz*

IACP - Director of Programs

**Secondary Presenter(s):**

*TBD TBD*

TBD

**Description:**

Are you a new chief looking to implement a new strategy or initiative? Or are you a more seasoned executive, ready to tackle a lingering challenge or take an existing program to the next level? Learn how law enforcement executives from across the United States have utilized the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC), a program of the Office of Community Oriented Policing Services, to address their most pressing issues. Topics covered will include

operationalizing crime analysis models, building a strategic plan, reducing gun violence through a multi-focus approach.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Crime Analytics

Management

Police Culture and Morale

Policies & Procedures

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

**The MMPI-3: A Heads-up for Police Psychologists**

2:00 PM - 3:00 PM

**Session No:**

4214

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):**

*David Corey Ph.D.*

Corey & Stewart - Police Psychologist

**Secondary Presenter(s):**

*Yossef Ben-Porath*

Kent State University - Professor

**Description:**

The MMPI-3 is scheduled for release in the Fall of 2020. This presentation will provide an overview of the updated inventory with a focus on features of interest to police psychologists. The new nationally-representative normative sample will be described, new scales will be introduced and changes to existing scales will be explained. Main features of the MMPI-3 Police Candidate Interpretive Report will be reviewed next, including a description of the new Police Candidate Comparison Group and updates to the section on job-relevant correlates. Sample cases will be reviewed.

**Track:**

Police Psychological Services Section

**Topic:**

Evaluation  
Evidence Based Practices  
Mental Health  
Other - Psychological Screening  
Police Recruitment and Retention

**Audience - Primary:**

Psychologists

## Sunday, October 27

### Artificial Intelligence Assisting Law Enforcement

8:00 AM - 9:30 AM

**Session No:**

4007

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Mr. William Ford*  
US DOJ / NIJ - Director of Research

**Secondary Presenter(s):**

*Charles Cohen*

Indiana State Police - Captain

*Catherine Miller*

Montgomery Co Sheriff's Office - NCR-LINX Program Manager

*Lynn Parker*

White House / Office of Science Technology Policy - Assistant Director of  
Artificial Intelligence

*Richard Vorder Brugge*

US DOJ / FBI - Senior Photographic Technologist

**Description:**

Over the last few years artificial intelligence (AI) has grown in popularity. AI is everywhere, AI is part of our daily lives from Apple Siri and Amazon Alexa, what we are suggested to watch on Netflix to how should we drive home because of traffic. The goal of this session is to talk about but the current policy and practice of these technologies but to also introduce the audience to more challenging evolution.

**Track:**

Technology and Information Sharing

**Topic:**

Biometrics

Crime Analytics

Emerging Technology

Privacy

Public Trust

Research

Unbiased Policing

**Audience - Primary:**

Technologists

**Audience - Secondary:**

Police Executives

**At Risk Communities: Responding to Mental Health Crises  
Collaboratively**

8:00 AM - 9:30 AM

**Session No:**

3253

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Kristin Chandler J.D.*

Team Two Vermont - Coordinator

**Secondary Presenter(s):**

*Tony Facos*

Montpelier Police Department - Chief

**Description:**

The increase in calls involving a mental health or intellectual disability require that law enforcement have the ability to rely on mental health crisis clinicians who in turn understand the limitations and complexities of police work. Training together provides the foundation for a safe and reliable response across several disciplines. The state of Vermont offers a unique one day training that brings first responders together in a scenario based setting that is easily adaptable to other rural jurisdictions. Learn how the training runs, how to foster collaboration among law enforcement, dispatchers, mental health crisis clinicians and medical personnel and leave with the tools and confidence to run a similar training in your jurisdiction

**Track:**

Smaller Agency

**Topic:**

Community-Police Relations

Mental Health

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

State Agency

**CPD Community Policing Initiatives**

8:00 AM - 9:30 AM

**Session No:**

4259

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Dwayne Betts*

Chicago Police Department - Deputy Chief

**Secondary Presenter(s):**

*Ceanna Sanders*

Chicago Police Department - Officer

*Vanessa Westley*

Chicago Police Department, Office of Restorative Justice Strategies - Officer

**Description:**

CPD has been in the forefront of exploring new policing strategies to collaborate and communicate with the city's diverse communities since the inception of the Chicago Alternative Policing Strategy (CAPS) in 1993. In March of 2019 the Office of Community Policing was tasked with implementing the requirements set forth in the Consent Decree Agreement. This agreement outlines numerous community engagement requirements as well as codifying the recommendations of the Community Policing Advisory Panel (CPAP) that were adopted by Superintendent Eddie T. Johnson in November of 2017. CPD provides opportunities for positive engagement through collaboration and participation in restoratives practice initiatives like Bridging the Divide and the Law and Your Community.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Community-Police Relations

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Creating a Culture of Learning: Incorporating After-Action Reviews into Your Agency's Culture**

8:00 AM - 9:30 AM

**Session No:**

3815

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Rick Braziel*

National Police Foundation - Chief (Ret.) Executive Fellow

**Secondary Presenter(s):**

*Michael Brown*

Alexandria, Virginia, Police Department - Chief of Police

*Commander (Ret.) Jim Daly*

Virginia Center for Policing Innovation - Program Manager

*Chief (Ret.) Frank Straub, Ph.D.*

National Police Foundation - Director of the Center for Mass Violence Response Studies

**Description:**

Some law enforcement agencies use AARs and near miss incidents from their agency and others to identify training needs and policy or procedure adjustment, enhance responses to future incidents, and inform officer safety and wellness. With COPS Office funding, the National Police Foundation developed an AAR Guidebook and the LEO Near Miss initiative to assist agencies in instilling a culture of learning, enhancement, and evolution. The VCPI also created online training courses on the importance of creating learning environments, conducting AARs, and submitting/studying near misses. This workshop will highlight: the importance of a culture of learning and conducting AARs, key lessons learned from AARs, and available resources in these areas.

**Track:**

Leadership

**Topic:**

Active Shooter

Critical Incident Stress Management

Evaluation

Evidence Based Practices  
Management  
Mass Casualties and Violent Attacks  
Officer Safety and Wellness/Officer Suicide  
Police-Media Relations  
Policies & Procedures  
Post-Shooting Personnel Support  
Public Trust  
Research  
Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

International

Legal

Major City

Mid-Size Agency

Public Information

Smaller Agency

State Agency

Tribal

**Effective Approaches to Combating Human Trafficking**

8:00 AM - 9:30 AM

**Session No:**

4220

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Alissa Huntoon*

Bureau of Justice Assistance, Office of Justice Programs, Department of Justice  
- Senior Policy Advisor

**Secondary Presenter(s):**

*Timothy Howard*

Erie County Sheriff's Office - Sheriff

*Theresa Nietzel*

Erie County Sheriff's Office - Detective

*Grant Snyder*

Minneapolis Police Department - Sergeant

**Description:**

Promising practices demonstrate that human trafficking is best addressed with a multi-disciplinary, collaborative approach combining the efforts of local, state, and federal law enforcement, prosecutors, victim services providers, and other key stakeholders. This workshop will illustrate the benefits of applying these practices to address both forced labor and sex trafficking at the local level, through frontline examples of successes of these critical partnerships. Panelists will discuss innovative methods for identifying human trafficking victims and developing cases which support successful outcomes for victims, investigations, and communities.

**Track:**

Leadership

**Topic:**

Homelessness

Human Trafficking

Juvenile Enforcement and Custody

Mental Health

Police-Citizen Contacts

Policies & Procedures

Sexual Gender Violence

Social Justice

Victims of Crime

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

## **Employment Law Update**

8:00 AM - 9:15 AM

**Session No:**

4241

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Jody Litchford*

City of Orlando - Deputy City Attorney

**Secondary Presenter(s):**

*Eric Atstupenas*

Massachusetts Chiefs of Police Association - General Counsel

**Description:**

This session will cover hot topics and recent areas of liability in the ever-changing landscape of employment law. It will focus on recent federal laws and decision impacting police agencies and will include practical suggestions for limiting agency and personal liability.

**Track:**

Legal Officers Section

**Topic:**

Other - Employment Law

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

## **Giving Appreciation to Get Better Employee Performance**

8:00 AM - 9:30 AM

**Session No:**

3110

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Ronald Glidden*

Lee Police Department - Chief of Police (Ret.)

**Description:**

Appreciation is said to be the #1 employee performance accelerator. Unfortunately, too many leaders miss daily opportunities to improve performance and morale by ignoring small employee successes as they wait for major award-worthy events. This presentation provides attendees with a strategy that will improve performance and morale by regularly utilizing employee recognition. The overriding theme of this presentation is "What gets recognized gets repeated." Sincere and deserved recognition, regularly applied improves employee performance and morale. This presentation provides attendees with a variety of reasons why recognition might be given, and the different types of recognition available to them to achieve the best results.

**Track:**

Leadership

**Topic:**

Management

Police Culture and Morale

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

Smaller Agency

**Law Enforcement Families Under Fire: Reflections on Survival as Paradise Burned**

8:00 AM - 9:30 AM

**Session No:**

3652

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Dr. Patricia Bach*

Placer County Law Enforcement Chaplaincy - Chaplain / Psychologist

**Secondary Presenter(s):**

*Juan Diaz*

Butte County District Attorney - Chief Investigator

*Jake Hancock*

Butte County District Attorney - Investigator II - Special Victim's Unit

*Prenny Hancock*

Thermalito Union School District - Executive Assistant to the Superintendent

**Description:**

On November 8, 2018, the city of Paradise, among others in Butte County, California, was decimated by a catastrophic urban firestorm lasting more than 2 weeks, resulting in the evacuation of 52,000 residents, destruction of >18,000 structures & worse, 83 deaths. Given added major communication malfunctions & an officer-involved shooting, officers faced life-threatening challenges at every level. Perhaps most traumatic was the professional vs. personal challenge of providing outreach & support to their own families (whose lives & homes were at grave risk), while remaining steadfastly on duty, serving community needs. Thus, LE families drew upon preparation, personal resilience & internal strength for survival. All will share lessons learned.

**Track:**

Companion

**Topic:**

Critical Incident Stress Management

Management

Mass Casualties and Violent Attacks

Mental Health

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Other - LEO Family survival & safety in catastrophic events

Police Culture and Morale

**Audience - Primary:**

## Companion

### **Audience - Secondary:**

Police Executives  
Psychologists

## **Leading an agency through a Line of Duty Death**

8:00 AM - 9:30 PM

### **Session No:**

4012

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W196b

### **Presenter(s):**

*Dianne Bernhard*

Concerns of Police Survivors (C.O.P.S.) - Executive Director

### **Secondary Presenter(s):**

*Brad Shepherd*

Warrior's Rest Foundation - Chief Executive Officer

### **Description:**

When a line of duty death occurs in an agency, all eyes are on the chief to lead the agency and the family through the tragedy. This is easily the most challenging thing any chief could face. There are many moving pieces of the response. This training will provide a high level overview of what every chief and command officer needs to know from an administrator's perspective about supporting the family, planning a law enforcement funeral, supporting the co-workers, social media, fundraising, benefits, trial support, follow-up, and memorials. The session will also talk about the self-care needed for the commanders following this challenging event.

### **Track:**

Leadership

### **Topic:**

Line-of-Duty Deaths and Serious Injury

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale  
Police-Media Relations  
Policies & Procedures  
Public Trust  
Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Police Executives  
Psychologists  
Public Information  
Smaller Agency  
State Agency  
Tribal

**Operation HELLBENDER a North American Looking into Domestic Human Trafficking - 'Anybody's Daughter'**

8:00 AM - 9:30 AM

**Session No:**

3679

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Cpl David Lane*

Royal Canadian Mounted Police - Corporal

**Description:**

The RCMP identified At-Risk Populations of vulnerable females were being recruited into the sex trade & trafficked all across Canada as well as the United States. Operation Hellbender was a proactive human trafficking (HT) operation to track these girls using advanced investigative techniques to tackle this complex issue (ie. wiretap, hostile witness recruitment). The Operation had significant challenges

that ranged from multi-jurisdiction, extreme public safety decisions, officer burn out, to determining location of prosecution. This case shows the importance of Inter-Agency partnerships & that working together is vital in human trafficking cases. This case has been used by other law enforcement agencies to develop their own HT Strategies.

**Track:**

Leadership

**Topic:**

Human Trafficking

Victims of Crime

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

IMPACT

International

Legal

Major City

Mid-Size Agency

Physicians

Psychologists

Smaller Agency

State Agency

Technologists

**Police Foundations 101: Starting Up and Getting Going**

8:00 AM - 9:30 AM

**Session No:**

4202

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W195

**Presenter(s):**

*Alexandra Nigolian 4200326*  
NCPDF - Executive Director

**Description:**

I will give a 45 minute presentation on how to create a police foundation. The remaining time will be a panel discussion of executives from various sized police foundations discussing how their foundations were created. We will also have time for questions and answers.

**Track:**

Police Foundations/Philanthropy

**Topic:**

Philanthropic Community Outreach

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Philanthropy

**Serious Shenanigans: The Balance Between Fun and Information without Losing Credibility.**

8:00 AM - 9:30 AM

**Session No:**

3824

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Mr. Philip Smith*

Evansville Police Department - Officer Philip Smith

**Secondary Presenter(s):**

*Billy Bolin 4367986*

Evansville Police Department - Chief

*Jason Cullum*

Evansville Police Department - Public Information Officer

**Description:**

This course outlines the need for finding balance between light hearted community engagement and professional information sharing while maintaining credibility in your community.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Police Executives

**The Marjory Stoneman Douglas High School Shooting Through a Police Chief's Eyes**

8:00 AM - 9:30 AM

**Session No:**

3972

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Tony Pustizzi*

Coral Springs Police Department - Chief of Police (Retired)

**Description:**

On February 14, 2018, a former student entered Marjory Stoneman Douglas High School in Parkland Florida, killed 17 innocent people and injured another 17 students. The 911 system received numerous calls that were routed to both the Broward County and Coral Springs Police dispatch centers.

Chief Tony Pustizzi (Ret.), a 30-year veteran with the Coral Springs Police

Department, along with members of his agency, arrived at the school within minutes. A complex law enforcement approach, including stopping the shooter and extracting victims from within the school, was initiated. He will discuss many of the issues that ensued in communication and leadership that he observed that day and the unique challenges he experienced from his perspective

**Track:**

Leadership

**Topic:**

Active Shooter

Body-Worn Cameras

Community-Police Relations

Critical Incident Stress Management

Mass Casualties and Violent Attacks

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police-Media Relations

Policies & Procedures

Political/Legislative Issues

Post-Shooting Personnel Support

Public Trust

Social Media

Tactical Medicine

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Legal

Local Perspective

Major City

Mid-Size Agency

Public Information

Smaller Agency

State Agency

Tribal

**Turning the Microphone**

8:00 AM - 9:30 AM

**Session No:**

4212

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Julie Parker*

IACP - Consultant

**Secondary Presenter(s):***Ben Bradley*

WGN-TV Chicago - Anchor

*Adriana Diaz (Pending Approval)*

CBS News - National Correspondent - Chicago

*Frank Main*

Chicago Sun Times - Crime Journalist

*TBD TBD*

Chicago-area radio reporter

**Description:**

A panel of media and law enforcement come together for a graduate-level conversation. The goal is to bring both professions a greater understanding of each other's roles and to overcome current challenges. We also discuss how social media from both the media and law enforcement benefits both sides and creates hurdles in some cases.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Police-Citizen Contacts

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Major City

Mid-Size Agency

Public Information

Smaller Agency

State Agency

**Training of Non-Specialized Police Patrols in Responding to Radiological/Nuclear incidents**

8:20 AM - 8:40 AM

**Session No:**

3422

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):***Mr John Buchanan*

INTERPOL - Head of RNTPU

**Secondary Presenter(s):***Edward Baldini*

MELE Associates, - Counterterrorism Trainer

*Stuart Cameron*

Suffolk County Police Department - Chief of Department

*Daniel Nyambabe*

National Police Tanzania - Head of National Central Bureau

**Description:**

At INTERPOL, preventing incidents of terrorists using radiological or nuclear materials is of the highest priority. INTERPOL understands the critical role of law enforcement in countering these threats and the need to raise awareness and work with partner agencies to develop safe and effective responses to any attack, theft or attempted theft of radiological sources. There will be four presentations and a question and answer session on the work being delivered to counter the threats by

representatives from INTERPOL, US Office of Radiological Security, Suffolk County Police Department and Chief of police for Tanzania.

**Track:**

Quick Hits

**Topic:**

Active Shooter

Mass Casualties and Violent Attacks

Policies & Procedures

Political/Legislative Issues

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Major City

Mid-Size Agency

Smaller Agency

**First to Serve and Protect, Then to Lead: Exploring Servant Leadership for Police Leaders**

9:00 AM - 9:20 AM

**Session No:**

3922

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Les Sylven*

Central Saanich Police Service - Chief Constable

**Description:**

Leadership inside Canadian police organizations is under fire. Allegations of bullying, harassment, and abuse of authority have led to calls across the country for bold new police leadership styles that will create law enforcement agencies that are

free from predatory and exclusionary behaviours. Servant Leadership is one bold approach that fundamentally views police leadership as an act of service, not power. In this presentation, a 20 year practitioner of the approach will explain its key characteristics, how it might be developed in police leaders, and the latest research into the philosophy. He will also share his leadership successes, and failures, that have come with practicing this way of leading in Canadian police organizations.

**Track:**

Quick Hits

**Topic:**

Harassment and Discrimination

Other - Police Leadership

Police Culture and Morale

Research

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Smaller Agency

**De-Escalation and other Use of Force Concepts**

9:30 AM - 11:30 AM

**Session No:**

4238

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Eric Daigle*

Daigle Law Group LLC - Attorney

**Description:**

The term De-Escalation is used frequently in use of force incidents. You should know what the definition is and how Courts are evaluating the decision making of an officer. This session will discuss the duty of care standard and how their actions can

make a special relationship to create state-created danger. This session will review legal standards and issues related to individuals who are incapacitated by mental illness or substance abuse. The Court has identified that this category of individual should have a higher degree of legal analysis and officers must understand the threshold for decision making purposes.

**Track:**

Legal Officers Section

**Topic:**

Use of Force

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

**Protecting Places of Worship Forum – Moving From Vulnerability to Capability**

9:40 AM - 10:00 AM

**Session No:**

3794

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Mr Chris Van Alstyne*

US Department of Justice Community Relations Service - Regional Director

**Secondary Presenter(s):**

*Harpreet Mokha*

US DOJ Community Relations Service - National Program Manager for Muslim, Arab, Sikh, South Asian, and Hindu Communities

*Kimberly Shaw-Ellis*

Kansas City, Missouri Police Department - Diversity Officer

**Description:**

The Protecting Places of Worship (PPOW) forums educate communities on preventing and responding to hate crimes targeting religious institutions and fosters dialogue to strengthen relations between government, law enforcement, and faith-based communities. The forum is a response to violent acts against houses of worship across the US and is designed to increase the security and overall preparedness of religious centers. Participants learn best practices and how to access federal, state, and local resources to better safeguard places of worship. The forum serves as a proactive measure or in response to a hate crime incident and can enhance community outreach efforts already underway by local law enforcement.

**Track:**

Quick Hits

**Topic:**

Active Shooter

Community-Police Relations

Hate Crimes

Mass Casualties and Violent Attacks

Other - Violence Against Religious Groups

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

**Courage to Redefine Success—Securing Community Trust through Enhanced Victim Response**

10:00 AM - 11:30 AM

**Session No:**

4231

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):***Heather Dooley*

IACP - Project Manager

**Secondary Presenter(s):***Joni Boye-Beaman*

Saginaw Valley State University - Professor of Sociology

*David Kendziorski*

Saginaw Police Department - Lieutenant

*Amy Durall*

IACP - Project Manager

**Description:**

Learn how your agency can enhance community trust and victim participation in your jurisdiction through the Enhancing Law Enforcement Response to Victims (ELERV) Strategy. The Saginaw Police Department will present lessons learned during their implementation of the Strategy in the areas of leadership, training, partnering and performance monitoring. Presenters will provide action steps agencies can take to strengthen public trust, build strong partnerships and support crime victims' participation in the criminal justice system.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evidence Based Practices

Management

Police Culture and Morale

Police-Citizen Contacts

Policies &amp; Procedures

Public Trust

Research

Social Justice

Unbiased Policing

Victims of Crime

**Audience - Primary:**

Major City

**Audience - Secondary:**

College/University

IMPACT  
Mid-Size Agency  
Smaller Agency  
State Agency  
Tribal

## **Courageous Heart - The Human Behind the Badge**

10:00 AM - 11:30 AM

**Session No:**

3097

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Robert Jonsen*

Palo Alto Police Department - Chief of Police

**Description:**

Law enforcement personnel continuously encounter trauma and stressful events. This constant exposure exacts a heavy toll on police personnel and their families. The impact is that policing today has one of the poorest chronic disease profiles of any occupation, and compared with other professions, the prevalence of depression is nearly double, and sleep deprivation is a given. In this workshop, you will learn ways to enhance your own resiliency, achieve better sleep, strengthen relationships, and cultivate courageous compassion. The training was developed at Stanford University by a team of contemplative scholars, clinical psychologists, and researchers, but tailored for public safety and taught by law enforcement professionals.

**Track:**

Leadership

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Evidence Based Practices

Mental Health

Officer Safety and Wellness/Officer Suicide  
Police Culture and Morale

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Companion

Major City

Mid-Size Agency

Police Executives

Psychologists

Smaller Agency

State Agency

Tribal

**Funding for the 21st Century Law Enforcement Officer**

10:00 AM - 11:30 AM

**Session No:**

3826

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Stephanie Bays*

PoliceOne/PoliceGrantsHelp.com - Grant Operations Manager

**Secondary Presenter(s):**

*Samantha Dorm*

PoliceOne/PoliceGrantsHelp - Senior Grant Consultant

**Description:**

Guidelines and recommendations have been made as it relates to challenges in hiring, such as advancing diversity and inclusiveness, as well as changing standards on tattoos. Yet, little has been published on how to pay for qualified candidates who share the values and vision of the community and the department. The opening of the COPS Hiring Program (CHP) grant solicitation is on hold due to the issuance of a nationwide injunction by a U.S. District Court . CHP remains on hold until further

notice. To offer competitive wages while addressing the rising costs of employee benefits, departments can seek out non-traditional grant programs. This session will focus on Grants 101 and alternative grant funding opportunities to address this crisis.

**Track:**

Smaller Agency

**Topic:**

Active Shooter  
Alcohol Impairment  
Biometrics  
Body Armor  
Body-Worn Cameras  
Community-Police Relations  
Corruption Prevention  
Crime Analytics  
Critical Incident Stress Management  
Cyber Security/Cyber Crime  
Domestic Violence  
Drugs  
Employee Mental Health Services  
Ethics  
Evaluation  
Evidence Based Practices  
Evidence Control  
Forensics  
Harassment and Discrimination  
Hate Crimes  
Homelessness  
Human Trafficking  
Juvenile Enforcement and Custody  
Line-of-Duty Deaths and Serious Injury  
Management  
Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Police Culture and Morale  
Police Recruitment and Retention  
Police-Citizen Contacts  
Policies & Procedures  
Political/Legislative Issues  
Post-Shooting Personnel Support  
Sexual Gender Violence

Traffic Safety  
Unbiased Policing  
Victims of Crime  
Violent Crime

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

**Fundraising: Strategies and Best Practices**

10:00 AM - 11:30 AM

**Session No:**

4234

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W195

**Presenter(s):**

*Michelle Bagwell*

St. Louis Police Foundation - Executive Director

**Secondary Presenter(s):**

*Tom Kovach Jr*

Las Vegas Metropolitan Police Department Foundation - Executive Director

**Description:**

Discuss proven fundraising strategies from existing police foundations that will relate to emerging and established police foundations, including savvy donor relations insights, and smart ways to leverage the resources you have to get the resources you need.

**Track:**

Police Foundations/Philanthropy

**Topic:**

Philanthropic Community Outreach

**Audience - Primary:**

Philanthropy

## How Camden Police and Cooper Health Partner to Impact Gunshot Wound Victim Outcomes & the Community

10:00 AM - 11:30 AM

**Session No:**

4138

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):**

*Anna Goldenberg MD*

Cooper Health - Trauma Surgeon

**Secondary Presenter(s):**

*Gregory Carlin*

Camden County Police Department - Captain

*Dan Keashen*

Camden County Police Department - Public Information Officer

**Description:**

Share the impact of technology and policing approaches on GSW victim outcomes. Time is vital for shooting victims who are in danger of dying. New research from Cooper Health, Level 1 Trauma Center in Camden, NJ shows that the combination of: 1) gunshot detection technology, 2) police "scoop and run" , 3) direct police communication to the trauma center; can save 4 min in transit time plus a 25% reduction in field interventions and fewer victims being pronounced dead at scene. Data Analyzed FY2006-2016. Police began using gunshot detection technology and new outreach methods in 2015 to address gun crime. In just 2 years, murder rate hit 30 yr low. Camden officers transport 1 in every 5 of gunshot and stab wound victims using scoop and run.

**Track:**

Police Physicians Section

**Topic:**

Community-Police Relations

Emerging Technology  
Evidence Based Practices  
Other - Clinical, Community, Research Collaborations  
Police-Citizen Contacts  
Research  
Violent Crime

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

College/University

Local Perspective

Major City

Physicians

**How Departments Can Use Spouse and Family Support Units  
During Critical Incidents and Civil Unrest.**

10:00 AM - 11:30 AM

**Session No:**

3980

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Mrs. Kelli Lowe*

National Police Wives Assn. - President/CEO

**Description:**

This course will enable the participant to use Spouse and Family Groups during critical incidents and civil unrest. During the civil unrest in St. Louis the local spouses group played a pivotal role in helping the Departments build, maintain, and operate Command Post in the affected areas 24 hours a day. This was inclusive of collecting donations for food, supplies and operations by mounting large scale public campaigns. And also providing much needed Peer Support and mental wellness resources for Officers and their families.

**Track:**

Companion

**Topic:**

CITs

Community-Police Relations

Critical Incident Stress Management

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Culture and Morale

Police-Citizen Contacts

Police-Media Relations

Policies & Procedures

Post-Shooting Personnel Support

Public Trust

**Audience - Primary:**

Companion

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

**Improving Fast Thinking in Critical Situations: Situational Decision-Making Training**

10:00 AM - 11:30 AM

**Session No:**

4267

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Sandy Jo MacArthur*

University of Chicago Crime Lab - Project Director

**Secondary Presenter(s):**

*Oeindrila Dube*

University of Chicago Crime Lab - Principal Investigator

*Dan Godsel*

Chicago Police Department - Commander of the Office of Reform Management

**Description:**

While other training's have emphasized the need to address specific forms of bias that emerge based on race, ability, or class, Situational Decision-Making trains officers on broader forms of cognitive biases that can create blind-spots in a variety of situations. Situational Decision Making (Sit-D) is a new training that provides cognitive tools to police officers to improve their critical thinking skills in high-stakes situations. The training aims to help officers more actively and accurately diagnose the situations they encounter, so they can make better decisions about how to respond. The University of Chicago Crime Lab and the Education and Training Division of the Chicago Police Department have partnered to develop and evaluate this new training from the ground up.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**In Search Of Excellence: Lessons On Leadership, Life & How To Empower Female Leaders To Rise**

10:00 AM - 11:30 AM

**Session No:**

3724

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):***Dr. Kimberly Miller*

Kimberly A. Miller &amp; Associates, LLC - Psychologist &amp; Law Enforcement Consultant

**Secondary Presenter(s):***Tina Buneta*

Colorado State Patrol - Communication Center Manager

*Deanna Cantrell*

San Luis Obispo Police Department - Chief

*Doreen Jokerst*

University of Colorado Boulder Police Department - Chief

*Jennifer Tejada*

Emeryville Police Department - Chief of Police

**Description:**

Are you a female leader looking for your next level of excellence? Do you currently supervise women and want to find ways to better support their success? Come learn from an exceptional group of public safety executives about how they broke down barriers, rose above challenges, navigated the twists and turns of a male dominated profession and have lit a path for others to follow. You are guaranteed to leave with new tools, perspectives and insights about how you can achieve excellence, help others achieve excellence and inspire women in your agency to step into the greatness they are destined for.

**Track:**

Leadership

**Topic:**

Management

Police Culture and Morale

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**Leadership Failure, Is There Anything You, As Chief, Wouldn't Do To Keep Your Officers Safe & Well?**

10:00 AM - 11:30 AM

**Session No:**

3847

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Jon Adler*

Bureau of Justice Assistance/ DOJ - Director

**Secondary Presenter(s):***David Lewis*

USDOJ, BJA - Senior Policy Advisor

*Wayne Nero*

Georgetown, TX Police Department - Chief

*Dave Perry*

Florida State University - Chief

**Description:**

A well-trained, self-disciplined law enforcement officer uses less force and practices better safety protocols than one who is not. If law enforcement agencies want to fill their departments with officers who fit this profile, they must recruit, hire, and train the best of the best. Executives will discuss past pitfalls compared with the current best practices of recruiting, hiring, and training. A robust discussion takes place with attendees over similar pitfalls in law enforcement leadership, the importance of the

role they play in leading by example regarding safety protocols, and how they can play a vital role in creating an organizational culture of safety through proper leadership.

**Track:**

Leadership

**Topic:**

Management

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

**Mexico Pipeline – DEA’s Efforts to Disrupt Mexican TCOs and Their Supply Chain**

10:00 AM - 11:30 AM

**Session No:**

3639

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Sean Mitchell*

Drug Enforcement Administration - Chief, Intergovernmental Affairs Section

**Description:**

The vast majority of the IACP audience will be state/local law enforcement personnel who are the end recipients of the Mexican drug threat including heroin, cocaine, methamphetamine, and fentanyl and its related analogues. This panel will take a holistic look at the Mexican drug threat and what DEA is doing to disrupt and dismantle Mexican Transnational Criminal Organizations (TCOs). Specifically, the panel will consist of senior executives representing key elements of DEA's strategy to combat illicit drugs across the full spectrum of production, trafficking, coordination of multi-jurisdiction operations, partnership with state/local law enforcement partners, and community outreach opportunities.

**Track:**

Leadership

**Topic:**

Drugs

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**Taking Care of Our Officers during and after Their Career**

10:00 AM - 11:30 AM

**Session No:**

4233

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187bc

**Presenter(s):***Hannah McManus*

IACP/UC Center for Police Research and Policy - Research Associate

**Secondary Presenter(s):**

*Sandra Albrektsen*

San Diego Police Department - Assistant Chief

*Carmelin Rivera*

San Diego PD - Acting Lieutenant

*Judy Saltzberg*

Positive Psychology Center; University of Pennsylvania - Lead Instruction;  
Curriculum Developer

*Jennifer Styles*

International Association of Chiefs of Police - Program Manager

**Description:**

3 groups will discuss officer wellness and resilience before and after retirement. The first group will offer lessons learned in the evolution of the San Diego Police Department's free-standing Wellness Unit, pitfalls and internal resistors, and key promising practices. The second group will discuss the development, delivery, and evaluation of a national law enforcement resilience training program created to join the suite of programs within the BJA's VALOR Initiative. The third presenter will discuss the findings of a survey of 213 sworn law enforcement retirees. The findings support that retirement adjustment consists of behavioral, psychological, and emotional experiences that a portion of respondents indicated were unexpected.

**Track:**

Police Psychological Services Section

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

**The Drone as a First Responder**

10:00 AM - 11:30 AM

**Session No:**

3153

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):***Matt Sloane*

Skyfire Consulting - CEO

**Secondary Presenter(s):***Benjamin Kroll*

COO - Skyfire

*Fritz Reber*

Chula Vista Police Department - Captain (Ret.)

*Kabe Termes*

Cape - Director of Operations

**Description:**

Police officers have been responding to calls in relatively the same manner for over a hundred years, but this model of response can put first responding officers in a perfect storm: Minimal information, heightened defenses, and fear, on both sides of the police line. With the advent of Unmanned Aerial Systems (UAS), the young patrol officer doesn't have to be the first one in anymore. We cover the "drone as first responder" model that's being developed and tested in Chula Vista, California where drones are dispatched automatically to 911 calls, giving officers on the ground critical information before they put their lives on the line.

**Track:**

Technology and Information Sharing

**Topic:**

Active Shooter

Community-Police Relations

Drugs

Emerging Technology

Line-of-Duty Deaths and Serious Injury

Mass Casualties and Violent Attacks

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Public Trust

Use of Force

## Violent Crime

### **Audience - Primary:**

Mid-Size Agency

### **Audience - Secondary:**

Major City

Police Executives

Smaller Agency

State Agency

Tribal

## **Violent Crime Reduction: Reducing the Homicide Rate by 80% in the State of Sao Paulo, Brazil**

10:00 AM - 11:30 AM

### **Session No:**

4195

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

Hyde Park (CC11)

### **Presenter(s):**

*Marcelo Vieira Salles*

Policia Militar do Estado de Sao Paulo - General Commander

### **Description:**

The theme presented intends to show how the Military Police reduced in 20 more than 80% the rate of intentional homicides per 100,000 inhabitants in the State of São Paulo, the most populous in Brazil, with almost 44 million inhabitants. In 1999, the homicide rate in the State of São Paulo was 35.27 homicides per 100,000 inhabitants. In 2018, thanks to effective actions developed by the State Military Police of São Paulo, this rate was reduced to 6.70 homicides per 100,000 inhabitants, the lowest index of the last 20 years, while in the other Brazilian States this rate is higher than 26 homicides per 100,000 inhabitants. In 2018, the state of São Paulo presented the lowest levels of violence of recent years, with a drop in almost

### **Track:**

## Leadership

### **Topic:**

Community-Police Relations  
Crime Analytics  
Evidence Based Practices  
Management  
Police Culture and Morale  
Police-Citizen Contacts  
Public Trust  
Social Justice  
Unbiased Policing  
Use of Force  
Victims of Crime  
Violent Crime

### **Audience - Primary:**

International

### **Audience - Secondary:**

IMPACT  
Major City  
State Agency

## **When Crisis Strikes: Successfully Navigating Your Agency's Narrative in the Digital Age**

10:00 AM - 11:30 AM

### **Session No:**

3273

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W196a

### **Presenter(s):**

*Katie Nelson*

Mountain View Police Department - Social Media and Public Relations Coordinator

### **Secondary Presenter(s):**

*Chris Hsiung*

Mountain View Police Department - Captain

**Description:**

When a crisis strikes, your agency has seconds to get ahead of the news cycle. You are up against journalists, bystanders, and passers-by who can and will try and beat you to the narrative of a critical incident. How do you, as an agency, stay ahead of the game? By successfully navigating your agency's narrative in the digital age, you can ensure that you are prepared, from a Chief level down, to know what to expect when your agency faces potentially catastrophic predicaments. Learn how the evolution of social media has changed the way we communicate in times of crisis, and understand how your agency can have a multifaceted, successful approach by understanding the nuances of how social media platforms play into your messaging strategy.

**Track:**

Public Information Officers Section

**Topic:**

Active Shooter

Body-Worn Cameras

Community-Police Relations

Management

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Culture and Morale

Police-Citizen Contacts

Police-Media Relations

Policies & Procedures

Public Trust

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

College/University

International

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

# Profiling Police Leadership: Developing Leadership Capabilities for Contemporary Police Challenges

10:30 AM - 10:50 AM

**Session No:**

3594

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Dr Jacqueline Drew*

Griffith University - Senior Lecturer

**Secondary Presenter(s):**

*Jason Saunders*

Queensland Police Service - Inspector

**Description:**

The presentation explores leadership behaviors that predominate the police agency under study, with consideration to the changing profile of leadership, particularly gender. The study is contextualized within a broader, multi-faceted program of police leadership research being undertaken. The study of 278 police sergeants, suggest that male officers are viewed as more likely to demonstrate effective leadership behaviors of challenging processes and modelling leadership while female police are more likely to enable, encourage others and reward and appreciate their staff. A framework for leadership development is presented to guide police agencies on how to best achieve organisational outcomes through leadership profile analysis.

**Track:**

Quick Hits

**Topic:**

Management

Police Culture and Morale

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Mid-Size Agency  
Psychologists  
State Agency

**National Blue Alert Network and the Community**

11:20 AM - 11:40 AM

**Session No:**

3840

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Vince Davenport*

US Department of Justice - Deputy National Blue Alert Coordinator

**Secondary Presenter(s):**

*Dianne Bernhard 3464911*

Concerns of Police Survivors - Executive Director

*Gregory Cooke*

Federal Communications Commission - Executive Director

*Timothy Richardson*

Grand Lodge, Fraternal Order of Police - Senior Legislative Liaison

*Timothy Richardson*

National Association of Police Organizations - Executive Director

**Description:**

Violent attacks on law enforcement officers constitute an assault on the American way of life. This presentation will provide police executives with highly usable and timely information about the changing nature of these attacks, along with a valuable resource for connecting law enforcement, the community and the media to help keep officers safe.

The National Blue Alert Network is a vital Department of Justice resource that promotes rapid dissemination of information to law enforcement agencies, media, and the public about violent offenders who have killed, seriously injured, or pose an imminent and credible threat to law enforcement. Blue Alerts can be transmitted to cellphones, television, and radio in the same manner as AMBER Alerts.

**Track:**

Quick Hits

**Topic:**

Line-of-Duty Deaths and Serious Injury  
Officer Safety and Wellness/Officer Suicide  
Police-Citizen Contacts  
Police-Media Relations  
Policies & Procedures  
Political/Legislative Issues  
Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Tribal

**Assessing Executive Functioning in Police and First Responders**

12:30 PM - 1:50 PM

**Session No:**

3703

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):**

*Dr. Mark Zelig Ph.D., ABP*

Independent Practice - Police & Forensic Psychologist

**Secondary Presenter(s):**

*Paul Craig, Ph.D., ABPP*

Independent Practice, Anchorage - University of Washington School of Medicine (WWAMI Program) - Clinical Neuropsychologist

*David Sperbeck*

NorthStar Behavioral Health, Anchorage, Alaska - Police & Forensic Neuropsychologist

**Description:**

Executive functioning is the capacity of a person to inhibit responses, shift plans in response to changing events, maintain and update working memory, and resist interference from distractions. The success of a first responder is highly dependent upon their ability to shift, update, and inhibit – a major reason why an employee of average intelligence may consistently outperform a highly-intelligent coworker. Although rarely administered in routine pre-employment evaluations, there are several easily-administered neuropsychological measures of executive functioning available. This workshop will provide practical information for psychologists interested in adding measures of executive functioning to their test battery.

**Track:**

Police Psychological Services Section

**Topic:**

Emerging Technology

Evidence Based Practices

Mental Health

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Other - Implicit racial bias

Police Recruitment and Retention

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

Legal

Major City

Physicians

Police Executives

Smaller Agency

State Agency

Tribal

**Case Study - Officer Down with Suspect Killed - The Era of Misinformation and How to Respond.**

12:30 PM - 1:30 PM

**Session No:**

3697

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):***Christopher Cook*

Arlington Police Department - Lieutenant

**Secondary Presenter(s):***Will Johnson*

Arlington (TX) Police Department - Chief

**Description:**

The Arlington, Texas Police Department had to deal with the aftermath of an officer being shot and seriously wounded during a traffic stop. The suspect who shot the officer was struck by returning gunfire by another officer and killed. The department was quick and transparent in the release of information pertaining to the investigation, including the release of relevant body-worn camera footage. Within a day or so of the incident, the narrative was getting hijacked by some in the community along with the decedent's attorney who made outlandish claims that were not factual. This presentation will guide law enforcement executives on how to successfully navigate and respond to critical incidents. The program can also assist PIOs as well.

**Track:**

Leadership

**Topic:**

Body-Worn Cameras

Line-of-Duty Deaths and Serious Injury

Management

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police-Media Relations

Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Public Information

**Empowering Female Leaders for International Policing**

12:30 PM - 1:30 PM

**Session No:**

3094

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Andrew Carpenter*

United Nations Police Division - Chief - Strategic Planning, Policy & Development

**Secondary Presenter(s):**

*Luis Carrilho*

United Nations Police Division - UN Police Adviser

*Olabisi Kolewale*

United Nations Police Division - Police Planning Officer

*Cindy Shain*

Southern Police Institute - Director

*Unaisi Vuniwaqa*

UN Police - UNMISS Police Commissioner

**Description:**

- Eight United Nations Security Council Resolutions have recognized that sustainable peace can only be achieved with the equal participation of women in peace operations.
- In this context, the UN Police Division - with the African and European Unions - has delivered a series of four female senior police officer command development courses to increase the participation of female senior police leaders in AU, EU and/or United Nations peacekeeping operations and special political missions worldwide.
- Instructors and participants from the courses held in Ethiopia, Jordan, Malaysia and Senegal will present their thoughts, findings and advice on how to prepare for international command-level policing assignments in crises settings.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Evidence Based Practices  
Management  
Other - International Policing  
Police Recruitment and Retention  
Research  
Social Justice  
Unbiased Policing  
Use of Force

**Audience - Primary:**

IMPACT

**Audience - Secondary:**

College/University  
International  
Legal  
Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Tribal

**Everyday is Gameday- Emerging Tactical Sports Medicine Models  
& Results for Law Enforcement Injuries**

12:30 PM - 1:30 PM

**Session No:**

3592

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):**

*Joe Dulla*

Los Angeles County Sheriff's Department - LT

**Secondary Presenter(s):**

*Joseph Horrigan*

Southern California University of Health Sciences - Executive Director of Tactical and Sports Medicine

**Description:**

This presentation will review how agencies can benefit by using proven Sports Medicine Models within existing programs to reduce injuries, increase performance, lower costs, and improve morale. Recent studies of large data sets demonstrate a vast majority of injuries sustained by law enforcement are muscular skeletal (MSI) in nature. MSI's to the knees, shoulders, and backs are the most common in number and highest in cost to treat in financial and time lost categories. Studies have also shown that a timely, precise, and accurate diagnosis coupled with onset of rehabilitation within 72 hours of injury can get employees back "on line" weeks, if not months sooner. The presentation will provide realistic and scalable any organization can use.

**Track:**

Police Physicians Section

**Topic:**

Body Armor

Evaluation

Evidence Based Practices

Line-of-Duty Deaths and Serious Injury

Management

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

Policies & Procedures

Political/Legislative Issues

Research

Tactical Medicine

**Audience - Primary:**

Physicians

**Audience - Secondary:**

College/University

IMPACT

International

Legal

Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Technologists  
Tribal

## **Innovations in Precision Policing: Lessons from Los Angeles and Chicago**

12:30 PM - 1:30 PM

**Session No:**

4264

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Jonathan Lewin*

Chicago Police Department - Deputy Chief

**Secondary Presenter(s):**

*Sean Malinowski*

Los Angeles Police Department - Chief of Detectives

*Kimberley Smith*

University of Chicago Crime Lab - Associate Director, Criminal Justice

**Description:**

In the face of increases in violent crime, the Los Angeles Police Department (LAPD) and the Chicago Police Department (CPD) have piloted new data-driven approaches to crime-fighting. Central to each city's approach is a Situation Room, a physical space that brings together crime intelligence and a suite of technology-including crime cameras, and predictive analytics-to provide officers with real-time analysis to inform crime reduction strategies tailored to the needs of their community. Police commanders, along with civilian data analysts, use these resources to monitor crime developments and gang conflicts in real-time; develop localized crime reduction strategies tailored to meet the needs of, and with input

from, the community; retrospectively evaluate these strategies and their impact; and then adjust activities to respond to (and prevent) crime more effectively.

The Chicago Police Department initiative ("SDSCs") built on procedures pioneered in Los Angeles. In February 2017, CPD rolled out this approach first in the 007th and 011th districts, and soon after opened four additional SDSCs in the city's most violent districts. In 2017, Chicago experienced 764 fewer shooting incidents (-22%) relative to 2016. In District 007, historically one of the most violent districts in the city, these impressive gains are promising not just compared to 2016-the district experienced the second lowest level of shootings since CPD began storing this data electronically. And while the Chicago SDSC initiative was initially based on procedures pioneered in Los Angeles, the LAPD plans to upgrade its existing Situation Rooms to streamline their processes, to make them in line with those developed in Chicago.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Crime Analytics

Emerging Technology

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Smaller Agency

State Agency

Technologists

**Investigative Genealogy**

12:30 PM - 1:30 PM

**Session No:**

3836

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):***Tina Delgado*

FBI - Unit Chief

**Secondary Presenter(s):***Thomas Callaghan*

FBI Lab - Chief Biometric Scientist

*Lori Napolitano*

Florida Department of Law Enforcement - Chief of Forensic Services

*Barbara Rae-Venter*

FBI Consultant - Genetic Genealogy Consultant

**Description:**

On April 24, 2018, the power of genomics and genetic genealogy transformed law enforcement investigations, when the suspected Golden State Killer (GSK), who had eluded authorities for four decades, was arrested. Law enforcements ability to develop suspects by first identifying their biological relatives utilizing online databases has unsettling privacy implications to many. However, no legal prohibitions have been identified to prevent criminal justice use of online genetic databases and both GEDmatch and FamilyTreeDNA have Terms of Service (ToS) agreements that clearly state that Law Enforcement is authorized to search their databases to identify violent criminals.

**Track:**

Technology and Information Sharing

**Topic:**

Biometrics

Crime Analytics

Evidence Based Practices

Forensics

**Audience - Primary:**

Major City

**Audience - Secondary:**

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Technologists

Tribal

# Leading For Influence: It Matters What You Choose Each Day

12:30 PM - 1:30 PM

**Session No:**

3752

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Dr. Kimberly Miller*

Kimberly A. Miller & Associates, LLC - Psychologist & Law Enforcement Consultant

**Secondary Presenter(s):**

*Mr David Pearson*

Fort Collins Police Services - Lieutenant

**Description:**

A leadership position provides a person with power, authority and the ability to make decisions; however, the rank in of itself does not instill a desire in others to follow them. The only thing that does that is influence! Influence is obtained when someone trusts, respects and is willing to be guided by you. Not all people in leadership positions possess this ability and fewer understand its power or how to develop it. This workshop will explore the foundational mindset and behaviors that are linked to the ability to influence others. You will learn skills that will enable you to become more effective at work and in your personal life and leave with a new appreciation of how your daily choices affect your leadership.

**Track:**

Smaller Agency

**Topic:**

Management

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

College/University

Companion

IMPACT

International

Legal

Local Perspective

Major City

Mid-Size Agency

Police Executives

State Agency

Tribal

**Planning, Designing, and Constructing Police Facilities**

12:30 PM - 1:30 PM

**Session No:**

4227

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):***Nicole LeFort*

IACP - Project Manager

**Secondary Presenter(s):***Brian Meade*

Dewberry - Principal

*Jimmy Perdue*

North Richland Hills Police Department - Director of Public Safety

*Hal Sargent*

Brinkley Sargent Wiginton Architects - President

*Ronald Sellon*

Mansfield Police Department - Chief

**Description:**

Join us as law enforcement executives and architecture subject matter experts discuss the IACP's Planning, Designing, and Constructing Police Facilities course.

This workshop includes a brief lesson from the course and a panel discussion aimed at empowering law enforcement executives to make more informed decisions during their facility construction or renovation.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evidence Control

Juvenile Enforcement and Custody

Management

Other - Architecture / Police Facility Needs or Requirements

Police-Media Relations

Policies & Procedures

Political/Legislative Issues

Privacy

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

**Preventing Tragedy: The Top 10 Ways Cops Get in Trouble**

12:30 PM - 2:00 PM

**Session No:**

3305

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Gordon Graham*

Lexipol - Mr.

**Description:**

Your personnel can only get into trouble so many ways. When you start analyzing where problems come from, you can trace them back to the same foundational causes. These root causal factors, or "problems lying in wait," cause tragedies such as injuries, deaths & lawsuits. Too often, law enforcement leaders wait until tragedy occurs & only after do they address the problem. But what if you could identify the top 10 areas where law enforcement get in trouble? And not only identify them, but uncover the root causes & expose the true problems lying in wait before tragedy occurs? Here, attendees will learn the top 10 ways personnel get in trouble & how to effectively take preventive action prior to organizational embarrassments.

**Track:**

Leadership

**Topic:**

Ethics

Management

Other - Risk Management

Policies & Procedures

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

**Psychological Analysis of Violent Motives**

12:30 PM - 1:50 PM

**Session No:**

3188

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W187bc

**Presenter(s):**

*Dr. David Black*

Cordico - Chief Psychologist

**Secondary Presenter(s):**

*Frank Straub*

National Police Foundation - Director of Strategic Studies

**Description:**

This presentation examines the psychological motives and "whys" behind murders, mass murders, and other violent acts. Violent crime motive analysis based upon more than 500 high-stakes psychological evaluations of violent criminals will be presented, including key principles of threat assessment. Participants can also expect to be primed and exposed to the effects of mass casualty incidents on the law enforcement agencies and officers that respond to these cases. Strategies and policies to support officers during and following the incidents will be examined. Participants will gain information that will assist them in understanding of the psychological dynamics of mass violence and application of such to help prepare officers and agencies.

**Track:**

Police Psychological Services Section

**Topic:**

Active Shooter

Alcohol Impairment

CITs

Community-Police Relations

Critical Incident Stress Management

Domestic Violence

Drugs

Employee Mental Health Services

Evaluation

Forensics

Hate Crimes

Line-of-Duty Deaths and Serious Injury

Management

Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Police Culture and Morale  
Police Recruitment and Retention  
Police-Citizen Contacts  
Police-Media Relations  
Policies & Procedures  
Post-Shooting Personnel Support  
Research  
Social Media  
Use of Force  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Companion

IMPACT

International

Local Perspective

Major City

Mid-Size Agency

Physicians

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

Tribal

**Speak for Yourself: Balancing PIO Duties as a Chief**

12:30 PM - 1:30 PM

**Session No:**

3360

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Kevin Sylvester*

Ossining Police Department - Chief of Police

**Description:**

While larger departments may have the luxury of media professionals and dedicated staff to act as spokespeople, chiefs in smaller departments are often required to fill a variety of roles personally. This presentation will provide attendees with strategies and techniques for executives from smaller agencies and those with limited resources to efficiently communicate with their residents. We will discuss challenges to being your own public information officer and advantages to establishing your own voice.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

Police Executives

Public Information

**The Importance and Impact of Building Relationships with the LGBTQ Community**

12:30 PM - 1:30 PM

**Session No:**

3451

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Kyle Dowdy*

Farmington NM Police Department - Captain

**Description:**

The Federal Bureau of Investigation (FBI) released hate crime statistics for 2017, which showed over 7,000 hate crime incidents had been reported. Of these, 1,130 were based on sexual orientation bias and 119 on gender identity bias. These numbers reflect a five percent increase in reporting of hate crimes motivated by sexual orientation bias, and a four percent decrease in reporting of hate crimes motivated by gender identity bias. This presentation will cover the importance of law enforcement interaction and the legal system's handling of the LGTBQ community, both as suspects and as victims. It will cover a wide range of historical and current perspectives as to why this minority society can sometimes be under served.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Harassment and Discrimination

Hate Crimes

Homelessness

Juvenile Enforcement and Custody

Mental Health

Philanthropic Community Outreach

Police Culture and Morale

Police-Citizen Contacts

Political/Legislative Issues

Privacy

Public Trust

Sexual Gender Violence

Social Justice

Unbiased Policing

Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal  
Major City  
Mid-Size Agency  
Psychologists  
Public Information  
Smaller Agency  
State Agency  
Tribal

**The New Era of Records & Evidence**

12:30 PM - 1:30 PM

**Session No:**

4251

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Rohan Galloway Dawkins*

Motorola Solutions - Director of Product Management Records & Evidence

*Daniel Seals*

Motorola Solutions - Chief Software Evangelist

*(Ret.) Col Jim Wolfenbarger*

Motorola Solutions - Ret. Col. Director Smart Public Safety Solutions

**Description:**

Law enforcement trends are pointing to cloud-based solutions and the big data platform as the future. This future brings new capabilities for records and evidence, bridging new territory for law enforcement agencies and how their data and investigations are managed. Cloud-based digital evidence and record management platforms are ushering in a new era of capabilities, from tagging and consolidating multi-media records in one simple case folder, to easily searching for that particular case or record with "Google-like" functions all while maintaining integrity through a CJIS compliance while ensuring individual data ownership for agencies data. This discussion and demonstration will explore how streamlined records and evidence platforms with "Google-like" intelligence and automation functions will enhance to agencies operations. Maintaining information from disparate sources is a thing in the

past now your agency can focus its time on solving crimes, rather than searching for the right record.

**Track:**

Leadership

**Topic:**

Body-Worn Cameras

Crime Analytics

Emerging Technology

Evaluation

Evidence Based Practices

Evidence Control

Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Smaller Agency

State Agency

Technologists

**Carpenter v. United States – The new 4th Amendment standard for Law Enforcement**

1:15 PM - 2:45 PM

**Session No:**

3429

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Daniel Schaefer*

FLETC - Senior Legal Instructor

**Secondary Presenter(s):***Patrick Walsh*

FLETC - Senior Legal Instructor

**Description:**

The 4th Amendment is the most litigated legal issue facing Police. Proper understanding relating to ever changing legal environments is critical to protect investigations, and avoid civil or criminal liabilities for agencies and officers alike. The course focuses on the Carpenter decision which shattered the legal understanding of five decades of 4th Amendment case-law, opening significant questions regarding liabilities for investigators for constitutional violations by searches and seizures of uninvolved third parties. Under Carpenter, prior lawfully gained evidence (consent, subpoenas, title III orders) from mere witnesses may no longer be legally valid. This presentation prepares the attendees for these changes.

**Track:**

Legal Officers Section

**Topic:**

Community-Police Relations

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

**Audience - Primary:**

Legal

**Audience - Secondary:**

IMPACT

Major City

Mid-Size Agency

Police Executives

Public Information

**A Model for Conducted Electrical Weapon Safety and Effectiveness  
Evaluation – the TASER 7**

2:00 PM - 3:00 PM

**Session No:**

3242

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**  
W185a

**Presenter(s):**  
*Dr Donald Dawes*  
Santa Barbara Police Department - Reserve Officer/Tactical Physician

**Secondary Presenter(s):**  
*Jeffrey Ho*  
Meeker County Sheriff's Office - Deputy

**Description:**  
The processes through which conducted electrical weapons (CEW) are "vetted" are not standardized in the industry and, for the most part, this is left to the manufacturers. The authors present the results of a decade-long collaboration between the CEW industry leader and academia to produce a company, and perhaps, industry standard for such vetting. The results of the studies that comprised this vetting process for the newly released TASER 7 will be presented to exemplify this process.

**Track:**  
Police Physicians Section

**Topic:**  
Emerging Technology  
Other - Conducted electrical weapons  
Research

**Audience - Primary:**  
Physicians

**Audience - Secondary:**  
Police Executives

**Attracting, recruiting and developing diversity and talent: learning from Police Now**

2:00 PM - 3:00 PM

**Session No:**  
3471

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W196c

**Presenter(s):**  
*David Spencer*  
Police Now - CEO and co-founder

**Secondary Presenter(s):**  
*Liam Fenn*  
Police Now - Head of Research, Impact and Governance  
*Clare Power*  
Police Now - Recruitment and Marketing Director

**Description:**  
The purpose of this workshop is to share Police Now's learning on how to attract, recruit and develop diverse and outstanding individuals to be leaders in society and on the policing frontline. Originally incubated within London's Metropolitan Police Service, Police Now is now an independent social enterprise and has established partnerships with 28 police forces in England and Wales and by this summer will have recruited, trained and developed over 1000 neighbourhood officers. This workshop will be of interest to mid-senior level officials who want to identify and implement innovative techniques to attract the most diverse groups into policing and ultimately develop leaders who can make a measurable impact in the communities they serve.

**Track:**  
Leadership

**Topic:**  
Community-Police Relations  
Evaluation  
Police Recruitment and Retention  
Public Trust  
Research

**Audience - Primary:**  
Police Executives

**Audience - Secondary:**  
College/University  
International  
Philanthropy

**Cultural Adaptations in Peace Officer Screening**  
2:00 PM - 3:00 PM

**Session No:**

3997

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):***Dr. Casey Stewart*

Corey &amp; Stewart - Psychologist

**Description:**

This talk by a board certified police and public safety psychologists who has worked in-house for one of the largest metropolitan police departments in the U.S. and as an educator in a large criminal justice college in North America and now serves over a hundred public safety agencies across the United States outlines years of research and practice toward adapting the traditional model and approaches for screening peace officers in America to evolve the selection process to better meet the needs of an increasingly pluralistic society and the agencies and personnel tasked with serving and protecting these communities in line with the larger principles of social justice and legitimacy.

**Track:**

Police Psychological Services Section

**Topic:**

Unbiased Policing

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

Police Executives

**Effective Use of Social Media**

2:00 PM - 3:00 PM

**Session No:**

3862

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Jon Adler*

Bureau of Justice Assistance/ DOJ - Director

**Secondary Presenter(s):**

*Melanie Bevan*

Bradenton, FL Police Department - Chief of Police

*Heather Mundell*

Polk County FL Sheriff's Office - Detective

**Description:**

Effective communication is essential for the safety of officers and the citizens they serve. Dispatch and phones are tools that are entrenched in daily activities, but what about social media? Some law enforcement agencies use social media frequently and effectively while others struggle to make it work. Social media is used to share information with the public to enhance community outreach and used to collect intelligence on suspicious or criminal activity. When used properly, social media increases community and officer safety. This session highlights the essential components of effective use of social media and the importance of having clear policies and procedures dedicated to social media use to limit the liability to your agency.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Cyber Security/Cyber Crime

Emerging Technology

Officer Safety and Wellness/Officer Suicide

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Major City

Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
Tribal

## **Mental Health from Recruit to Retirement**

2:00 PM - 3:00 PM

**Session No:**

3687

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Kerry Avery*

Odin Training Solutions Inc. - CEO

**Secondary Presenter(s):**

*Stephanie Conn*

First Responder Psychology - Licensed Psychologist

*Nicholas Greco*

C3 Education and Research Inc. - President

*Ian Hesketh*

UK College of Policing - Wellbeing Lead

*Kim Schlau*

Jessica and Kelli Uhl Memorial Foundation - Executive Director

**Description:**

Managing the mental health of law enforcement officers must start in training, and continue throughout their career. Research shows a single training session or debrief is not effective. The panel will explore multiple facets of mental health through lived trauma, research, and professional experience with law enforcement peer support and training programs. This presentation will inform training and education facilities, and police agencies on evidence-based methods for incorporating mental health into their programs, providing support to officers from recruit training, through critical incidents, to retirement.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Employee Mental Health Services  
Evidence Based Practices  
Line-of-Duty Deaths and Serious Injury  
Management  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Police Culture and Morale  
Police Recruitment and Retention

**Audience - Primary:**

IMPACT

**Audience - Secondary:**

College/University  
Companion  
International  
Major City  
Mid-Size Agency  
Psychologists  
Smaller Agency  
State Agency

**Murder of Paradise**

2:00 PM - 3:00 PM

**Session No:**

3352

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Andrea Abat*  
USEPA - Special Agent

**Secondary Presenter(s):**

*Ben Carr*

USEPA - Special Agent

*Matt Carr*

California DA's Association - Senior Circuit Prosecutor

*Eric Holmes*

US Fish & Wildlife Service - Special Agent

*Ms Lynn Rhodes*

California State Parks Law Enforcement - Chief (Ret)

**Description:**

Essential information for law enforcement leaders relating to the financial, political and physical impacts of environmental, wildlife and resource crimes occurring with transnational implications. Investigators and prosecutors will discuss successfully prosecuted environmental cases that include collateral crimes of money laundering; fraud; illegal dumping from marijuana cultivation; smuggling of toxins; and trafficking in exotic species. Harm to humans, wildlife and natural resources; threats to water systems; and impact on vulnerable populations all erode the public trust towards public servants. Learn local, state, national and international investigative techniques, and use of laws and treaties for effective deterrence and prosecution.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Corruption Prevention

Public Trust

Social Justice

Victims of Crime

Violent Crime

**Audience - Primary:**

International

**Audience - Secondary:**

International

Legal

Local Perspective

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

# National Use-of-Force Data Collection

2:00 PM - 3:00 PM

**Session No:**

3854

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Amy Blasher*

FBI/CJIS - Unit Chief

**Description:**

The Federal Bureau of Investigation (FBI) launched the National Use-of-Force Data Collection on January 1, 2019, at the request of local, state, tribal, and federal partners and major law enforcement associations. The National Use-of-Force Data Collection is a voluntary data collection that gathers law enforcement use of force incidents that result in the death or serious bodily injury of a person, as well as the discharge of a firearm at or in the direction of a person. The National Use-of-Force Data Collection is intended to promote transparency between law enforcement and the communities they serve.

**Track:**

Leadership

**Topic:**

Officer Safety and Wellness/Officer Suicide

Police-Citizen Contacts

Post-Shooting Personnel Support

Public Trust

Unbiased Policing

Use of Force

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

## **Rapidity is the Key - Using Forensic Tools in Real Time to Lead Investigations**

2:00 PM - 3:00 PM

**Session No:**

3682

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Cornelia Sigworth*

Bureau of Justice Assistance - Associate Deputy Director, USDOJ

**Secondary Presenter(s):**

*Matt Bromeland*

Washington, DC PD - Chief of Staff

*William Dobbins*

Houston PD - Assistant Chief

*Lois Weis*

Phoenix PD - Captain

**Description:**

This panel will discuss the implementation and use of real time forensic tools to generate investigative leads. Panelist will discuss how these time saving tools can and do save lives by providing critical information that would - in the past - either be unknown to investigators or returned so late in the process as to be rendered useless to lead generation. In order for these tools to be effective, the departments using them must integrate them in policy and practice in a methodical and sustainable manner. This panel will discuss the use of Rapid DNA in Houston; NIBIN in Phoenix; and technology integration in Washington, DC.

**Track:**

## Technology and Information Sharing

### **Topic:**

Community-Police Relations  
Emerging Technology  
Evidence Based Practices  
Evidence Control  
Forensics  
Management  
Policies & Procedures  
Victims of Crime  
Violent Crime

### **Audience - Primary:**

Major City

### **Audience - Secondary:**

Mid-Size Agency

## **Sobering Up: Changing the Partnership of Law Enforcement and Alcohol**

2:00 PM - 3:00 PM

### **Session No:**

3716

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W187bc

### **Presenter(s):**

*Dr. Julie Snyder*

LAPD- Los Angeles Police Department - Police Psychologist I

### **Secondary Presenter(s):**

*Stephanie Barone-McKenny*

LAPD- Los Angeles Police Department - Police Psychologist I

*Adam Herdina*

LAPD- Los Angeles Police Department - Police Psychologist I

*Cesar Larios*

LAPD- Los Angeles Police Department - Sergeant I

*Michael Margolis*

LAPD- Los Angeles Police Department - Detective II

*Gustavo Marroquin*

LAPD- Los Angeles Police Department - Sergeant I

*Steven Ruiz*

LAPD- Los Angeles Police Department - Lieutenant II

**Description:**

Law enforcement has had a long partnership with alcohol: drinking to cope with critical incidents and trauma, drinking to celebrate, drinking to sleep, drinking to deal with pain, and drinking to unwind. However, this partnership can create a myriad of problems such as relationship strain, job loss, increase in mental distress, health issues, and financial strain. This session will help agencies identify cultural nuances that reinforce alcohol use, explain ongoing interventions to help mitigate and prevent problematic use, and offer concrete suggestions to assist in treatment access and recovery. This session will also showcase practical teamwork using a combination of mental health professionals, trained sworn personnel, and leadership.

**Track:**

Police Psychological Services Section

**Topic:**

Alcohol Impairment

Critical Incident Stress Management

Employee Mental Health Services

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Psychologists

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

**Social Justice Issues - How to enhance public trust in the current state of policing?**

2:00 PM - 3:00 PM

**Session No:**

3702

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):***Carmen Best*

Seattle PD - Chief

**Secondary Presenter(s):***Will Johnson*

Arlington (TX) Police Department - Chief

**Description:**

Law enforcement executives must be intentional and do everything they can to elevate public trust across all communities. This program will look at the various social justice challenges and provide executives with some systems and proven ways to build stronger neighborhoods. Citizen engagement efforts in areas that have been historically challenged will be analyzed. Programs for minority youth engagement, the broader elevation of civil rights and acknowledgement of injustices, as well as police accountability and employee training will be discussed.

**Track:**

Leadership

**Topic:**

Body-Worn Cameras

Community-Police Relations

Hate Crimes

Public Trust

Social Justice

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Public Information  
Smaller Agency  
State Agency

## **The Chicago Police Department Executive Development Program: Investing in Front-Line Supervision**

2:00 PM - 3:00 PM

**Session No:**  
4263

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W187a

**Presenter(s):**  
*Kevin Johnson*  
Chicago Police Department, Education and Training Division - Deputy Ch

**Secondary Presenter(s):**  
*John Benigno*  
Chicago Police Department Education and Training Division - Lieutenant  
*Eve Gushes*  
Chicago Police Department Force Review Unit - Executive Officer

**Description:**  
The success of a department's strategic plan begins with Sergeants who are charged with the responsibility to ensure that the vision and the goals of a police department are put into effect at the street level. Traditionally, high-level intensive managerial training is reserved for the ranks of lieutenant and above. In Chicago, a new type of training targeted at sergeants is being implemented that not only prepares future leaders, but also acknowledges that investing in the rank of sergeant is also an investment in the community. The four-week Executive Development Program features a unique approach that includes two weeks at an off-site residential facility where participants are immersed in the learning environment while being relieved of their day-to-day duties. The additional two weeks are devoted to shadowing exempt staff on their daily duties, as well as time devoted to completing a research project on a department-approved topic. This combined approach ensures that sergeants are prepared to better understand community engagement as well as operational excellence.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Other

**Audience - Primary:**

Police Executives

**The End of Killing: How Our Newest Technologies Can Solve Humanity's Oldest Problem**

2:00 PM - 3:00 PM

**Session No:**

4252

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Rick Smith*

Axon - CEO & Founder

**Description:**

When and why do we kill today? Police officers do not shoot to kill; they shoot to stop the threat. And because there is no other option that is as reliable as lethal force, oftentimes their only option is to take one life as the means of protecting another. So what if killing wasn't a moral or psychological problem-but a tech problem? What if the right tech could make killing a thing of the past, and could give officers more choices than guns or bullets to stop a threat?

That's the provocative thesis at the heart of Axon CEO & Founder Rick Smith's new book, *The End of Killing*. In this session, he'll dive into the technological developments that will make killing outdated. He'll show that this isn't just a bold claim, but that this change is happening all around us, without many of us knowing. Just as the iPhone changed communications and the TV changed media, the latest tech is changing how cops, soldiers, courts, and many others do their work. Drawing on the latest creations in advanced weaponry, biotechnology, and AI, he'll demonstrate how premeditated violence might soon be something we look at the

way we look at the horse-and-buggy. Attendees will leave will leaving knowing what they can do in their own agencies and communities to help bring about the end of killing.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Emerging Technology  
Leading During/After Critical Incidents  
Management  
Police Culture and Morale  
Police-Citizen Contacts  
Police-Media Relations  
Research  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Public Information  
Smaller Agency  
Technologists

**The First 12 Minutes - Active Shooter Preparedness Using the Whole - Community Approach**

2:00 PM - 3:00 PM

**Session No:**

3201

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Tom Polera*

City of Falls Church Police - Chief Fire Marshal - Emergency Manager

**Description:**

The First 12 Minutes is an innovative community active shooter preparedness program focused on educating those in harms way. The focus is on empowering the community and having their first responders collaborate and train on best practices during an event. This includes situational awareness, notification systems, barricading, confronting and using Stop the Bleed. The basis of the program is from research and after-actions of previous events. Understanding the relationship between the speed of violence and police response times that result in the need for action prior to police arrival. Identify your communities target audience; such as schools, houses of worship and places of assembly, highlighting the response gaps that may exist.

**Track:**

Smaller Agency

**Topic:**

Active Shooter

Community-Police Relations

Other - Community Education

Police-Citizen Contacts

Police-Media Relations

Public Trust

Victims of Crime

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

College/University

IMPACT

Major City

Mid-Size Agency

Public Information

State Agency

Tribal

**Women's Leadership Institute (WLI): Recruiting, Retaining, and Developing Women in Law Enforcement**

2:00 PM - 3:00 PM

**Session No:**

4229

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):***Wendy Goldschmidt-Rich*

Miami Beach - Chief of Staff

**Secondary Presenter(s):***Sandy Karsten*

Missouri State Highway Patrol - Superintendent

*Nicole LeFort*

IACP - Project Manager

*Annalene Marais*

Cape Town (South Africa) Metropolitan Police Department - Deputy Chief

**Description:**

Join us as law enforcement executives discuss solutions to address the development, recruitment, and retention of women in law enforcement. The Women's Leadership Institute (WLI) program is an integral part of leadership, for both women and men, and teaches participants how to enhance the operational and personal effectiveness of female leaders. This workshop includes a lesson from the course and a panel discussion with executives about successful leadership development practices and programs utilized to recruit and develop female leaders.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Ethics

Evaluation

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

Police-Citizen Contacts

Policies &amp; Procedures

Public Trust  
Unbiased Policing

**Audience - Primary:**  
Major City

**Audience - Secondary:**  
College/University  
IMPACT  
International  
Mid-Size Agency  
Smaller Agency  
State Agency  
Tribal

## Monday, October 28

### Addressing Police and Community Trauma: A Path Towards Collective Healing

8:00 AM - 9:30 AM

**Session No:**  
4223

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W180

**Presenter(s):**  
*Aviva Kurash*  
International Association of Chiefs of Police - Senior Program Manager

**Secondary Presenter(s):**  
*Kelle Barrick*  
RTI International - Research Criminologist  
*Oliver Cunningham*  
Oakland Police Department - Deputy Chief  
*LaTrina Kelly-James*  
Equal Justice USA - Director of Training & Capacity Building

*Murphy Paul*

Baton Rouge Police Department - Chief

**Description:**

In 2018, five law enforcement agencies were funded by the IACP, through support from the Office for Victims of Crime, to implement trauma-informed strategies to promote collective healing between police and the communities they serve. Known as "Collective Healing", the project aims to address and mitigate the impacts of trauma with a key component of acknowledging officer wellness as critical in strategies to improve relationships with community, including victims and victim service providers, and critical to their well-being within their jobs, their agencies, and their families. Through identifying and acknowledging trauma, enhancing victim services and bridging the divide in underserved communities, a path to healing can be created which

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evaluation

Line-of-Duty Deaths and Serious Injury

Mental Health

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Culture and Morale

Police-Citizen Contacts

Policies & Procedures

Public Trust

Unbiased Policing

Victims of Crime

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

Tribal

## **Burnout: Its Effects on Law Enforcement Suicide**

8:00 AM - 9:30 AM

**Session No:**

4128

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Dr. Raymond Hsu*

Los Angeles Police Department - Police Psychologist

**Secondary Presenter(s):**

*Dr. George Dabdoub*

Los Angeles Police Department - Reserve Officer

**Description:**

Trauma exposure is an inevitable part of working as a first responder. Among helping professions, there is a cost to service when working with traumatized individuals. Dr. George Dabdoub conducted an original research that recruited active duty police officers (n=571) of all ranks and job specialties throughout the US. The results indicated burnout as one area of concern as it was correlated with an increased risk for suicide. This indirect path is not a typical path to suicidality that clinicians or police departments monitor in their personnel. Therefore, it is important to address variables that cause burnout to maximize a police officer's wellness, professional productivity, increase professional success and social engagement.

**Track:**

Leadership

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Evidence Based Practices

Forensics

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Research

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Legal

Major City

Mid-Size Agency

Physicians

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

**Cops Are From Mars, The Media Are From Venus**

8:00 AM - 9:30 AM

**Session No:**

4159

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Penny Mateck*

Cook County Sheriff's Police Dept. - Community Affairs Coordinator

**Description:**

As law enforcement leaders, the media's news gathering behavior and tactics can seem baffling - and sometimes even maddening - to us. Why do they do what they do ? How can we work together so both sides can achieve their goals ? Join this panel discussion of local and national reporters to hear what they need from police to tell their story, how law enforcement can provide it without compromising an investigation, the role social media plays in today's news gathering, and much more.

This workshop will include a lengthy Q & A portion to allow attendees the opportunity to ask their most pressing questions.

**Track:**

Public Information Officers Section

**Topic:**

Management

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

College/University

Local Perspective

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

Tribal

**Families and Support Systems: a Missing Component to Effective Early Intervention Strategies**

8:00 AM - 9:30 AM

**Session No:**

3858

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*William Walsh*

Voorhees Police Department - Lieutenant

**Secondary Presenter(s):**

*Jennifer Kelly*

Private Practice, Haddonfield, NJ (USA) - Ph.D., ABPP

**Description:**

An officer's support system often knows the emotional, psychological, and physical wellness baselines for their loved ones more than any coworker, supervisor, or EWS. As leaders continue to make great strides towards improving officer health and wellness in their organizations, the missing link in many sustainable early intervention programs may be the family. Efforts designed to include and empower families and support systems in program design, on-boarding, training, preventative initiatives, and interventions will lead to a more holistic approach. This course will explore topics including resiliency-building, positive coping skills, warning signs, police suicides, resources available, and multi-disciplinary wellness efforts.

**Track:**

Companion

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Ethics

Mental Health

Officer Safety and Wellness/Officer Suicide

Other - Early Warning Systems

Police Culture and Morale

**Audience - Primary:**

Companion

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Physicians

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

Tribal

**How Does Trauma Impact Police Officers, Crime Victims, and Solving Cases?**

8:00 AM - 9:30 AM

**Session No:**

3668

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Kate McNamee*

U.S. Department of Justice, Bureau of Justice Assistance - Senior Policy Advisor

**Secondary Presenter(s):**

*Rebecca Campbell*

Michigan State University - Professor of Psychology

*Mai Fernandez*

National Center for Victims of Crime - Executive Director

*Shila Hawk*

Applied Research Services Corporation - Research Associate

*Altovise Love-Craighead*

Philadelphia Police Department - Captain

*Kimberly Messina*

Commerce City Police Department - Victim Services Coordinator

**Description:**

This panel will discuss the importance of providing law enforcement officers with the tools they need to use trauma-informed policing practices to effectively de-escalate crisis situations, support victims, engage and leverage witnesses, and increase professional satisfaction.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Critical Incident Stress Management

Domestic Violence

Employee Mental Health Services

Evidence Based Practices

Management

Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Other - Trauma Informed Policing  
Police Culture and Morale  
Police-Citizen Contacts  
Policies & Procedures  
Public Trust  
Research  
Sexual Gender Violence  
Social Justice  
Unbiased Policing  
Victims of Crime  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Local Perspective

Major City

Mid-Size Agency

Physicians

Psychologists

Smaller Agency

State Agency

Tribal

**Human Trafficking in Rural and Mid-Size America: Activate Collaborative Defense**

8:00 AM - 9:30 AM

**Session No:**

3929

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**  
W190a

**Presenter(s):**

*Lou Longhitano*

Cook County State's Attorney Office - Supervisor - Human Trafficking Unit

**Secondary Presenter(s):**

*Kimberly Adams*

Flying Bridges - Founder

*Adam Cortese (TBC)*

Manchester Police Department - Detective, Cyber Crime Unit

*Summar Ghias*

Salvation Army - Stop-IT Program Director & Cook County Human Trafficking Task Force Coordinator

**Description:**

Traffickers operate in rural areas where they feel they can operate with impunity because the national police aren't as active. These areas have distinct characteristics: geographical isolation can contribute to a delay in intervention and lack of opportunities to identify victims; fewer jobs can make people more vulnerable; and more truck stops help traffickers sell their victims to a new group of customers.

All agencies have one thing in common: Law enforcement professionals are the eyes and ears of the community and will come into contact with trafficking victims. It is essential that officers understand human trafficking identifiers and undertake a proactive collaborative response despite limited human and financial resources.

**Track:**

Smaller Agency

**Topic:**

Human Trafficking

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Mid-Size Agency

**Leadership Training on Improving a Police Department's Climate and Culture**

8:00 AM - 9:30 AM

**Session No:**

3329

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):***Chief David Kurz*

Durham Police Department - Chief

**Secondary Presenter(s):***David Kaye*

University of New Hampshire - Professor

**Description:**

A hands-on interactive workshop that will offer current and emerging leaders the opportunity to examine interactions with officers and support staff that effect a police department's culture and climate. The workshop will specifically examine how cases of explicit and implicate bias can be better addressed by police leadership in an effort to improve the overall working and policing environment.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Harassment and Discrimination  
Management  
Police Culture and Morale  
Police-Citizen Contacts  
Social Justice  
Unbiased Policing

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
International  
Legal  
Major City

Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Tribal

## **Leveraging Technology to Enhance Public Safety in Our Neighborhoods & Schools**

8:00 AM - 9:30 AM

**Session No:**

4245

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*John Donohue*

NYPD - Chief of Strategic Initiatives

**Secondary Presenter(s):**

*David Eddy*

Michigan State Police - D/F/Lieutenant

**Description:**

Creative technology platforms are empowering law enforcement and citizens to play a more active role in crime prevention activities within their communities.

Presenters from the Michigan State Police and New York City Department will discuss two such initiatives: Michigan's OK2SAY program, a prevention-based reporting system for students to help keep their schools safe; and NYPD's neighborhood policing tool that allows officers to collaborate on addressing long-term neighborhood problems. Whether used to enhance neighborhood policing or make schools safer by providing students with confidential means to report threatening behavior, technological solutions are helping law enforcement collaborate with each other, community services, schools, and other vested public and private organizations to resolve public safety concerns.

**Track:**

Technology and Information Sharing

**Topic:**

Community-Police Relations  
Emerging Technology  
Police-Citizen Contacts

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Technologists

**Now Trending: Hot Topics for Police Foundations**

8:00 AM - 9:30 AM

**Session No:**

4201

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W195

**Presenter(s):**

*Alexandra Nigolian 4200326*

NCPDF - Executive Director

*Ms. Amanda Wroten*

Newport News Police Foundation - Executive Director

*Randy Fincham*

Vancouver Police Department - Staff Sergeant

**Description:**

Police foundations are playing a significant role in developing strategic partnerships between business and law enforcement agencies to engage the private sector in building safer communities. This session will delve into how police foundations are helping their departments use social media and technology to communicate more effectively with community residents to improve relationships and develop effective recruitment tools.

**Track:**

Police Foundations/Philanthropy

**Topic:**

## Philanthropic Community Outreach

**Audience - Primary:**

Philanthropy

**Audience - Secondary:**

Police Executives

## Recruiting, Hiring and other Labor Law Pitfalls

8:00 AM - 9:30 AM

**Session No:**

4239

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Jack Collins*

- - Policy Legal Advisor

**Description:**

Attracting a sufficient number of potential candidates is becoming increasingly challenging. This workshop will discuss the many legal pitfalls Chiefs face in advertising openings and in performing background checks, conducting interviews and screening applicants. The requirements to involve unions will also be reviewed.

**Track:**

Legal Officers Section

**Topic:**

Police Recruitment and Retention

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

# Terrorism Prevention Through Community Policing: Mistakes Made and Lessons Learned

8:00 AM - 9:30 AM

**Session No:**

3925

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Aisha Qureshi*

NIJ / U.S. Department of Justice - Social Science Analyst

**Secondary Presenter(s):**

*David Eisenman*

UCLA - Professor

*Sarah Estill*

COPS / DOJ - Analyst

*Ronald Haddad*

Dearborn (MI) Police Department - Chief

*Seamus Hughes*

George Washington University Program on Extremism - Deputy Director

*Luther Reynolds*

Charleston (SC) Police Department - Chief

**Description:**

Prevention and intervention programs at the community level to counter violent extremism are starting to gain momentum. This approach to detecting individuals vulnerable to radicalization requires constant research and strong partnerships. While many such programs across the country have come to fruition and established roots within police agencies/local communities, these programs (and their less successful counterparts) have not evolved without mistakes and lessons learned for improving future programming. The goal of this presentation will be to dissect the mistakes made and discuss the lessons that have been learned to ensure stronger future programming and better relationships with communities.

**Track:**

Leadership

**Topic:**

Mass Casualties and Violent Attacks

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Mid-Size Agency

**The Chicago Police Department Area Technology Center**

8:00 AM - 9:30 AM

**Session No:**

4257

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Michael Chiocca*

Chicago Police Department - Program Manager - Video Surveillance Project

*Patrick Kinney*

Chicago Police Department - Sergeant

*Anthony Berglund*

UChicago Crime Lab - Senior Research Manager

**Description:**

The increasing prevalence of technology in our daily lives has produced an obvious coloration as to its involvement in criminal investigations. This rapidly changing environment causes significant challenges to law enforcement agencies when attempting to obtain this sometimes time critical evidence. In the face of these difficult tasks, the Chicago Police Department (CPD) has created an Area Technology Center, a physical space where forensically trained practitioners have access to innovative technology in order to expeditiously process various types of digital evidence. Area Technology Center personnel respond to active violent crime scenes as well as serve a technological resource for the Area detectives. The University of Chicago Crime Lab and the Detective Division of the Chicago Police Department have partnered to develop and evaluate this new digital forensic initiative from the ground up.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Forensics

Other - Technology

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

Major City

Mid-Size Agency

Smaller Agency

State Agency

Technologists

**Use of Force and De-escalation: Innovations in Policy and Training**

8:00 AM - 9:30 AM

**Session No:**

4015

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Robin Engel*

IACP/UC Center for Police Research and Policy - Professor, University of Cincinnati; Director, IACP/UC Center for Police Research and Policy

**Secondary Presenter(s):**

*Todd Axtell*

Saint Paul Police Department - Chief of Police

*Maris Herold*

University of Cincinnati Police Division - Chief of Police

*Michael Sullivan*

Louisville Metro Police Department - Deputy Chief

*Michael White*

Arizona State University - BWC TTA Co-Director

**Description:**

Effective policies, training, and equipment for responding to suspect resistance are essential for law enforcement officers. Incidents involving combative unarmed suspects and those experiencing emotional or mental health crisis are especially challenging. This panel provides an opportunity to hear from police executives who developed new use of force policies, implemented changes in de-escalation training, and deployed less lethal technologies in their agencies. They will describe the opportunities and challenges experienced while implementing innovative approaches to reduce the frequency and severity of use of force incidents. Researchers will review evidence on the effectiveness of de-escalation training and less lethal force options.

**Track:**

Leadership

**Topic:**

Evaluation

Evidence Based Practices

Research

Use of Force

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Local Perspective

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**When Saving Lives Damages Your Own**

8:00 AM - 9:30 AM

**Session No:**

3434

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):**

*Elizabeth Tow*

The Innocent Justice Foundation - Program Manager

**Secondary Presenter(s):**

*Anthony Maez*

The Innocent Justice Foundation - Special Agent In Charge

*Beth Medina*

The Innocent Justice Foundation - CEO

**Description:**

Exposure to traumatic materials can have widespread and serious negative effects on professionals. Helping exposed individuals learn how to recognize and cope with problems, before they become severe or permanent, is the main priority of the SHIFT Program. 'Wellness' will be the main focus, including acknowledging negative effects of chronic exposure to traumatic material and building resiliency to cope with the stress your job entails.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Critical Incident Stress Management

Employee Mental Health Services

Ethics

Line-of-Duty Deaths and Serious Injury

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Culture and Morale

Police Recruitment and Retention

Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Legal  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Psychologists  
Smaller Agency  
State Agency  
Tribal

## **Navigating Asset Forfeiture: Myths, Challenges, and Opportunities**

8:20 AM - 8:40 AM

**Session No:**

3801

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Alice Dery*

USDOJ MLARS - Chief, Program Operations and Training

**Description:**

The Department of Justice Assets Forfeiture Program remains committed to our law enforcement partners and compensating victims of crime. To date, more than \$7 billion has been returned to victims of crime and more than \$300 million is shared annually with our law enforcement partners. Funds awarded through the Equitable Sharing Program to state, local, and tribal law enforcement agencies provide valuable training and resources and life-saving equipment to law enforcement agencies without burdening tax payer dollars. This workshop covers recent policy and legislative updates, debunks common myths, provides insight to handling challenges, and highlights valuable opportunities provided by this Program.

**Track:**

Quick Hits

**Topic:**

Community-Police Relations

Ethics  
Management  
Policies & Procedures  
Political/Legislative Issues  
Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal  
Major City  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Tribal

**Lessons Learned: Commonalities of Homeland Attackers**

9:00 AM - 9:20 AM

**Session No:**

3869

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Michael McGarrity*  
FBI/CTD - Assitant Director

**Secondary Presenter(s):**

*Michael Machtinger*  
FBI - Unit Chief

**Description:**

In late 2018, the FBI completed an exhaustive review of the international terrorism Homeland attacks which have occurred since 2015. This review-which was based on comprehensive interviews of investigative personnel as well as independent research-identified pre-incident commonalities among attackers which may provide

valuable insight which will allow the identification of future attack plotters. This panel-style presentation will feature an in-depth look at the nine commonalities discovered among the attackers, an explanation of how the FBI has altered its investigative posture to identify future plotters, and suggestions on how foreign, federal, state, and local law enforcement can do the same.

**Track:**

Quick Hits

**Topic:**

Mass Casualties and Violent Attacks

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Combating Human Trafficking : Prosecution, Prevention & Protection Perspective Bangladesh**

12:30 PM - 12:50 PM

**Session No:**

3310

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Mst. Shahala Pervin*

Bangladesh Police - Superintendent of Police

**Description:**

Abstract:

Combating Human Trafficking: Prosecution, Prevention & Protection Perspective

## Bangladesh

Bangladesh is a source, transit and destination country for human trafficking .The current severity, Statistics, Causes, effort of Bangladesh government and recommend.

### Objectives

1. Prosecution
2. Prevention
3. Victims Protection

### Causes of the problem

#### 1. Push Factors

#### 2. Pull Factors

### Current severity

In last 3 years 2015, 2016, 2017 Victim trafficked 1815, 770, 770 and Victim recovered 1306, 523, 546 respectively and Human trafficking cases instituted 2483, cases ended with conviction only 4, and cases ended with acquittal 55.

### Conviction rate

Human trafficking cases conviction rate is not up-to-the mark and it is only 6.7%.

### **Track:**

Quick Hits

### **Topic:**

Human Trafficking

### **Audience - Primary:**

International

### **Audience - Secondary:**

Police Executives

## **Brady and Giglio: Implications and Requirements for Law Enforcement**

1:00 PM - 2:30 PM

### **Session No:**

4240

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

Jackson Park (CC10)

**Presenter(s):**

*Aaron Jones*

Cincinnati Police Department - District Two Commander/Police Law Liaison

**Secondary Presenter(s):**

*Bill Amato*

Edwards & Amato - Police Legal Advisor

**Description:**

Brady/Giglio obligations have serious ramifications for law enforcement officers and prosecutors. Because prosecutors have an affirmative duty to seek out exculpatory evidence, law enforcement has a duty to collect all Brady/Giglio material and provide it to the prosecution. Due to the complexities surrounding Brady/Giglio material, many law enforcement agencies struggle with what exculpatory evidence is "material" and what evidence can/should be turned over to prosecutors because of its impeachment potential.

**Track:**

Legal Officers Section

**Topic:**

Other - Legal

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

**Fitness-for-Duty Evaluations: What Chiefs Need to Know**

1:00 PM - 2:30 PM

**Session No:**

3746

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):**

*Fabrice Czarnecki*

Transportation Security Administration - Chief Medical Officer

**Secondary Presenter(s):**

*Jo Linda Johnson*

FEMA - Director, Office of Equal Rights

**Description:**

This session will show participants when and how to order medical fitness-for duty evaluations (including for mental health issues) as well as what to expect from the outcome of the evaluations. Common pitfalls and compliance issues will be addressed. We will review the roles and duties of police supervisors, legal advisors and physicians throughout the fitness of duty process and present the foundations of a policy.

**Track:**

Police Physicians Section

**Topic:**

Employee Mental Health Services

Evaluation

Evidence Based Practices

Harassment and Discrimination

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Legal

Major City

Mid-Size Agency

Physicians

Psychologists

Smaller Agency

State Agency

**I Am a Police Chief: How Can a Police Foundation Help My Department?**

1:00 PM - 2:30 PM

**Session No:**

4235

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W195

**Presenter(s):**

*TBD TBD*

TBD

**Description:**

Several police chiefs will discuss the benefits to their respective police departments regarding support from Police foundations (Tax-exempt 501(c)(3)). Learn about their unique experiences and perspectives regarding these public/private partnerships supporting various activities and initiatives that may not be possible through normal budgeting resource allocation.

**Track:**

Police Foundations/Philanthropy

**Topic:**

Community-Police Relations  
Philanthropic Community Outreach  
Police-Citizen Contacts  
Police-Media Relations  
Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Philanthropy

**Identifying and Preparing Your Leaders of Tomorrow**

1:00 PM - 2:30 PM

**Session No:**

4228

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*James Baker*

Vermont State Police - Retired Colonel

**Secondary Presenter(s):**

*John Coppedge*

Denver Police Department - Lieutenant

*Andrew Pankov*

IACP - Senior Program Manager

**Description:**

Do your promotional candidates prepare for a generalized test instead of contributing to their professional development? Are your organizational values and desired skill sets reflected in your current promotional testing process? How do you prepare officers for promotion to first-line supervisors and facilitate their success as leaders after promotion? Join us to learn about the customized IACP services available to your agency, to include the First-Line Leadership (FLL) training and IACP's customized promotional testing and assessment center process. Early and continued investment in your officers' professional development is integral to success capacity and the future of your agency.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evaluation

Management

Police Culture and Morale

Police Recruitment and Retention

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

International  
Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Tribal

## **Police Youth Engagement: Trauma Responsive Approach**

1:00 PM - 2:30 PM

**Session No:**

3797

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Christopher Leusner*

Middle Township Police Department - Chief of Police

**Secondary Presenter(s):**

*Michael McKnight*

New Jersey Department of Education - Educational Specialist

**Description:**

The science is clear about the significant impacts and risks to children who experience traumatic events. Children who experience significant amounts of toxic stress as a result of adverse childhood experiences are more likely to have poor health, educational, and social outcomes. Police are in a unique position to play a pivotal role to mitigate these impacts through trauma informed and responsive police practices and making referrals to partners to help these children build resiliency. If a community can reduce the impact of adverse childhood experiences, it can reduce the risk of poor social outcomes and divert youth from the criminal justice system in the future.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Police Executives

Smaller Agency

**Public/Private Collaboration in Responding to a Potential Mass Casualty Incident - YouTube Debrief**

1:00 PM - 2:30 PM

**Session No:**

3569

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Ed Barberini*

San Bruno Police Department - Chief of Police

**Secondary Presenter(s):**

*Ryan Johansen*

San Bruno Police Department - Lieutenant

**Description:**

A holistic and constructively critical review of an active shooter incident at YouTube Headquarters in San Bruno, CA will demonstrate the value of public / private partnerships in responding to active violent threats. While conventional wisdom might make this a difficult concept to comprehend, welcoming private partner decision makers into the response, incident management, and decision making process has proved to be critical in enhancing an overall response to a critical incident and saves lives. This presentation will illustrate how a large scale critical incident was successfully managed due to training and preparation among both

public and private responders. Similar efforts have resulted with additional private partners.

**Track:**

Smaller Agency

**Topic:**

Active Shooter

Body Armor

Body-Worn Cameras

Critical Incident Stress Management

Evaluation

Mass Casualties and Violent Attacks

Police-Media Relations

Social Media

Violent Crime

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

Police Executives

**Reframing Implicit Bias Programs: Challenges & Opportunities for Department-Wide Training**

1:00 PM - 2:30 PM

**Session No:**

3819

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Jonesta Nolan*

Grand Prairie Police Department - Crime Scene Response Section Manager

**Secondary Presenter(s):**

*Jennifer Davis-Lamm*

Caruth Police Institute - Interim Executive Director

*James Lewis*

Dallas Police Department - Lieutenant, Director of Special Projects, Office of the Chief of Police

*Joli Robinson*

Dallas Police Department - Manager, Office of Community Affairs, Youth Outreach Unit

**Description:**

Implicit bias training is a powerful tool for police departments as they work to improve police/community relations in today's social climate. But training is just part of a larger conversation about police culture, self-reflection & critical thinking about the ways that bias affects everyone's decisions & interactions. The Dallas Police Department & the Caruth Police Institute have partnered in the design & implementation of an interactive, department-wide implicit bias program using a train-the-trainer model; it emphasizes that mitigating bias is a complex, holistic endeavor. Our presentation will address practical ways that proper bias training can improve both internal & external procedural justice, as well as officer wellness/safety.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Police Culture and Morale

Public Trust

Social Justice

Unbiased Policing

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Releasing Bodycam Footage: Why it Must Become Standard Operating Procedure**

1:00 PM - 2:30 PM

**Session No:**

3396

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Laura Cole*

Pittsburg Police Department/Cole Pro Media - Consultant

**Secondary Presenter(s):***Brian Addington*

Pittsburg Police Department - Chief

**Description:**

To release or not to release, it's really not a question anymore. Why body-worn camera footage must be released to build trust and legitimacy with the public during a deadly officer involved shooting and how police culture must adapt to a world where some question our tactics and training.

**Track:**

Leadership

**Topic:**

Body-Worn Cameras

Community-Police Relations

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police-Media Relations

Public Trust

Social Media

Use of Force

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

## Responding to the Growing Challenge of Online Harassment

1:00 PM - 2:30 PM

**Session No:**

3808

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Oren Segal*

ADL - Director, Center on Extremism

**Secondary Presenter(s):**

*Eric Carter*

Chicago Police Department - Deputy Chief, Special Functions Division

*Danielle Citron*

University of Maryland Carey School of Law - Morton & Sophia Macht Professor of Law

*Dipayan Ghosh*

Politics and Public Policy at the Harvard Kennedy School - Pozen Fellow at the Shorenstein Center on Media

*John Jimenez*

Federal Bureau of Investigation - Section Chief, Public Corruption/Civil Rights Section

*Thomas Sobocinski*

Federal Bureau of Investigation - Section Chief, Domestic Terrorism Operations Section, Counterterrorism Division

**Description:**

This session will feature a conversation about the scope of online harassment, what tools law enforcement have to respond to the issue in their communities and what tools they need. The discussion will include examples of how extremists exploit various types of technology to target communities and provide perspectives from both federal and local law enforcement on the topic, as well as from leading authorities in the field of online harassment. Audience participation will be encouraged.

**Track:**

Leadership

**Topic:**

Harassment and Discrimination

Hate Crimes

Other - Online Harassment

Police-Citizen Contacts

Social Media

Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Psychologists

Smaller Agency

State Agency

Technologists

Tribal

**Straight from the Horse's Mouth: A Chief's Blog**

1:00 PM - 2:30 PM

**Session No:**

3743

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):***Sarah Boyd*

Kansas City Missouri Police Department - Public Relations Specialist

**Secondary Presenter(s):***Richard Smith*

Kansas City Missouri Police Department - Chief

**Description:**

A blog from the Chief of Police offers the community a unique take on what the leader of their police department feels about issues in the community and his or her priorities. This session will share how the Chief of the Kansas City Missouri Police Department and his public relations specialist work together to draft and share blogs that address everything from how the department handled a controversial incident to clarifying media reports to sharing crime-fighting successes.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Police Executives

**Taking Care of Our Own, Creating an In-House Counseling and EAP Program**

1:00 PM - 2:30 PM

**Session No:**

4262

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Dr. Robert Sobo*

Chicago Police Department - Director, Employee Assistance Program

**Description:**

Many law enforcement personnel suffer from crippling emotional distress often related to on the job experiences. The Professional Counseling Service/EAP would like to present how the Chicago Police Department has created an in-house EAP that

is responsible for the protection, maintenance, and restoration of the emotional well-being of its Department members and their families. Programs that are designed to deal with addiction, anxiety, depression, PTSD, and suicide, etc. will be discussed. This includes how the CPD has created mandatory trauma debriefings to help ensure that officers recover from traumatic experiences. Access to treatment programs for law enforcement is both crucial and responsible.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Employee Mental Health Services

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Police Executives

**Ten Years After the Passage of the Shepard-Byrd Hate Crime Law:  
Did We Need it?**

1:00 PM - 2:30 PM

**Session No:**

3570

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Ms. Cynthia Deitle*

Matthew Shepard Foundation - Director, Programs and Operations

**Secondary Presenter(s):**

*Edward Chung*

Center for American Progress - Vice President, Criminal Justice Reform, Center for American Progress

*Nazmia Comrie*

U.S. Department of Justice, Office of Community Oriented Policing Services  
- Senior Program Specialist

*Robert Moossy*

U.S. Department of Justice, Civil Rights Division, Criminal Section - Deputy  
Assistant Attorney General

*Winford Phillips*

Arkansas State Police - Director

**Description:**

In 2009, President Obama signed the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act into law. This statute gave the FBI and DOJ authority to investigate bias-motivated violence based on the perpetrator's actual or perceived gender, disability, sexual orientation or gender identity of any person, in certain cases. A decade and over fifty indictments later, did we need the law? How did the government's use of the law and promotion of it overseas effect hate crimes enforcement? This seminar will focus on how state, local, and federal law enforcement officials collaborated to apply the law to address bias-motivated violence committed against vulnerable victims and DOJ hate crime resources for state and local law enforcement.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Crime Analytics

Hate Crimes

Police-Citizen Contacts

Social Justice

Unbiased Policing

Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Legal

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

**The Next Generation of Intelligence Gathering - No Matter the Size  
of Your Agency**

1:00 PM - 2:30 PM

**Session No:**

4060

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Donald Kennedy*

Regional Information Sharing Systems (RISS) - Chair

**Secondary Presenter(s):**

*Julie Humphrey*

Regional Information Sharing Systems (RISS) - Chief Technology Officer

*David Lewis*

USDOJ, BJA - Senior Policy Advisor

*Jeff Lybarger*

NW3C - Director of Training

*Mike Sena*

National Fusion Center Association - President

**Description:**

Regardless of a law enforcement agency's size, information sharing is a vital component in helping solve cases and ensuring officers and citizens are safe. With the rapid and constantly evolving landscape of technology, new opportunities and challenges arise that impact law enforcement efforts. This panel will discuss the availability and sharing of new and diverse data and resources, the evolution of intelligence data and advanced technology solutions, using technology to improve efficiencies, complying with information sharing rules and regulations, and will provide examples of shared successes and strategies that agencies can use in the field to enhance their ability to disrupt and solve crimes while maximizing resources.

**Track:**

Technology and Information Sharing

**Topic:**

Crime Analytics

Emerging Technology

Management  
Other - Application of current and emerging intelligence  
Privacy

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Technologists

**The Police Use of Drones and Response to Malicious sUAS Threats**

1:00 PM - 2:30 PM

**Session No:**

4124

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Brendan Groves*

Department of Justice - Senior Counsel to the Deputy Attorney General

**Secondary Presenter(s):**

*David Maitlen*

Torrance Police Department - Sergeant

*Michael O'Shea*

Federal Aviation Administration - UAS Integration Office Program Manager

*Anderson Shawn*

Las Vegas Metropolitan Police Department - Assistant Sheriff

*Anthony Zucaro*

Virginia Beach Police Department - Deputy Chief

**Description:**

The use of drones in law enforcement is growing dramatically, presenting opportunities to enhance public safety, crime response, events management, and officer safety. However there is also exponential growth in civilian drone use, creating many issues and challenges for law enforcement. This workshop will bring together senior practitioners on the cutting-edge of drone program development and implementation, who can speak to lessons learned and operational considerations related to public acceptance, policies and procedures, and training. It will also feature senior DOJ and DHS policymakers discussing drone threats to public safety, the need to develop detection, deterrence, and mitigation plans and policy considerations, and regulatory.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Emerging Technology

Political/Legislative Issues

Privacy

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal

Major City

Mid-Size Agency

Public Information

State Agency

**Women in Policing - Breaking Barriers and Blazing a Path**

1:00 PM - 2:30 PM

**Session No:**

4014

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Moderator(s):**

*Angela Moore*

National Institute of Justice - Division Director, Justice Systems Research Division

**Secondary Presenter(s):**

*Ivonne Roman*

Newark Police Department - Captain

*Natalie Todak*

University of Alabama at Birmingham - Assistant Professor

*Paige Valenta*

Madison Police Department - Assistant Chief

*Danielle Outlaw*

Portland Police Bureau - Chief of Police

**Description:**

Women make up approximately 12% of law enforcement in the US, a number that has remained stagnant in recent decades despite an increase in targeted recruitment. Women are even further underrepresented in leadership positions. The USDOJ's National Institute of Justice recently hosted a Summit on Women in Policing to explore why numbers in the US have remained so low and what research is necessary to inform improvements in the representation and experiences of women in US policing. Law enforcement leaders on this panel will build on that discussion, exploring the importance and value of increased diversity, and sharing promising practices for recruiting, retaining, and fostering the development of exceptional women officers.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evidence Based Practices

Harassment and Discrimination

Management

Police Culture and Morale

Police Recruitment and Retention

Police-Citizen Contacts

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Mid-Size Agency

**Implicit Bias Workshop: Understanding and Managing Our Biases**

1:20 PM - 1:40 PM

**Session No:**

3934

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Mrs Arquella Hargrove*

Epic Collaborative Advisors, LLC - President/CEO

**Secondary Presenter(s):**

*Carlecia Wright*

City of Houston - Chief Diversity Officer

**Description:**

"Not everything that is faced can be changed, but nothing can be changed until it is faced."-James Baldwin

During this engaging and interactive workshop, you will explore how we naturally perceive, categorize, and draw inferences about the world, including other people. There will be further exploration when the bias is likely to occur and how to disrupt it. We will discuss practical steps and strategies to manage our biases. This workshop is focused on law enforcement, including studies related to bias and policing.

**Track:**

Quick Hits

**Topic:**

Unbiased Policing

**Audience - Primary:**

Local Perspective

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

## **Protests, 1st Amendment Auditors and Agitators**

2:45 PM - 4:00 PM

**Session No:**

4237

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Jackson Park (CC10)

**Presenter(s):**

*Robert Faigin*

San Diego County Sheriff's Department - Chief Legal Advisor/Director of Legal Affairs

**Secondary Presenter(s):**

*Eric Daigle*

Daigle Law Group LLC - Attorney

**Description:**

This training will discuss legal issues surrounding law enforcement's interaction with protesters and 1st Amendment auditors and agitators.

**Track:**

Legal Officers Section

**Topic:**

Other

**Audience - Primary:**

Legal

**Audience - Secondary:**

Police Executives

## **An 8-Hour Crisis Intervention Training for Police That Works**

3:00 PM - 4:00 PM

**Session No:**

3179

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Jillian Peterson Ph.D.*

Hamline University - Professor of Criminal Justice

**Secondary Presenter(s):**

*James Densley*

Metropolitan State University - Professor of Criminal Justice

**Description:**

For many smaller agencies, the cost and time commitment of CIT training is difficult to manage. Last year, researchers partnered with a mid-sized law enforcement agency to develop a new, one-day crisis intervention training for officers. The 8-hour protocol, developed through interviews, ride-alongs, and research, focuses on mental illness, de-escalation skills, trauma, officer wellness, and identifies local mental health resources. The training was delivered to 70 officers and staff in-house. After collecting data for one year, including reviewing all of the agency's crisis call records, the program was shown to be effective at improving knowledge of community resources and reducing the number of repeat crisis calls over time.

**Track:**

Smaller Agency

**Topic:**

CITs

Evidence Based Practices

Mental Health

Officer Safety and Wellness/Officer Suicide

Research

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

College/University

Mid-Size Agency

Police Executives

Psychologists

## **Cold Case Sexual Assault Teams/Units: After the Sexual Assault Evidence Kits are Tested**

3:00 PM - 4:00 PM

**Session No:**

4226

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Amy Durall*

IACP - Project Manager

**Secondary Presenter(s):**

*Richard Bell*

Cuyahoga County Office of the Prosecutor - Special Investigations Chief

*James Markey*

RTI International - Senior Law Enforcement Specialist

*Kevin Strom PhD*

RTI International - Director, Center for Policing Research and Investigative Science

**Description:**

Through the National Sexual Assault Kit Initiative (SAKI), funded by BJA, thousands of unsubmitted and untested sexual assault evidence kits (SAEKs) are being examined by crime laboratories and the DNA analysis results are being submitted to police departments. Law enforcement must address managing multiple DNA and CODIS hit reports while investigating these cold cases. How do agencies identify next steps and resources to manage this challenge? How can law enforcement, advocates and others effectively partner to reengage victims and enhance outcomes? This panel will convey the impact of testing previously unsubmitted SEAKs on case investigation with the goal of delivering a sustainable enhanced response to cold case sexual assaults.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Crime Analytics  
Evidence Control  
Forensics  
Sexual Gender Violence  
Victims of Crime  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
IMPACT  
International  
Mid-Size Agency  
Smaller Agency  
State Agency  
Tribal

**Combating Trafficking and Armed Criminal Groups in Colombia**

3:00 PM - 4:00 PM

**Session No:**

3564

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

Hyde Park (CC11)

**Presenter(s):**

*Robert Lucas*

Drug Enforcement Administration - Field Intelligence Manager

**Secondary Presenter(s):**

*Chadd Calkins*

Drug Enforcement Administration - Group Supervisor

**Description:**

The presentation will explain the current status of global law enforcement's efforts against the criminal groups that are the foremost providers of cocaine in the world and the hemisphere's longest running terrorist groups. The majority of the world believes that the "war on drugs" is lost and that legalization is inevitable. The presentation will educate the attendee on the leadership and relationship successes that law enforcement has had in combating the "war on drugs" in Colombia. Colombia, a nation that was on the point of being a failed state two decades ago, is now a vibrant, flourishing country and the US's closest ally in the region as well as our most valuable law enforcement partner.

**Track:**

Leadership

**Topic:**

Corruption Prevention

Drugs

Violent Crime

**Audience - Primary:**

International

**Curriculum Development and Instruction with Outside Partners**

3:00 PM - 4:00 PM

**Session No:**

4269

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):***Alexa James*

National Alliance on Mental Illness Chicago - Executive Director

**Secondary Presenter(s):***Kim Fountain*

Center on Halsted - Chief Operating Officer

*Antoinette Ursitti*

Chicago Police Department - CIT Program Coordinator

**Description:**

The Education and training Division would lead a panel discussion comprised of both Department members and our outside partners. This might include persons from the University of Chicago Crime Lab, the Anixter Center, the National Alliance on Mental Illness, the Center on Halsted, the Illinois Holocaust Museum and Education Center, or the Anti-Defamation League, to name a few. The above listed persons have already confirmed their willingness and availability to be on the panel. The discussion would center on the collaborative process in development, review, and instruction. Different approaches will be contrasted. For example the ADL has done all of the Managing Implicit Bias training without any CPD instructors, whereas in CIT training NAMI and the Anixter group instruct alongside CPD personnel, and in the case of Force Mitigation NAMI and the Anixter group played a role in development, but all instruction is done by CPD personnel. Forthcoming efforts will also be highlighted.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Other - Training

**Audience - Primary:**

Police Executives

**Hidden Psychiatric and Developmental Disabilities: Improving Officer and Community Safety**

3:00 PM - 4:00 PM

**Session No:**

3629

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):**

*Melissa Bradley*

DOJ/COPS Office - Policy Analyst

**Secondary Presenter(s):**

*Leigh Ann Davis*

The Arc's National Center on Criminal Justice and Disability - Director

*Will Johnson*

Arlington (TX) Police Department - Chief

*Rebecca Neusteter*

Vera Institute of Justice - Policing Program Director

**Description:**

Police officers often receive little or no training about disabilities like psychiatric (also referred to as mental illness, mental health disorders or behavioral health) and intellectual or developmental disabilities. When a disability is not quickly recognizable, it can endanger both officer and citizen. This poses a challenge to law enforcement as they struggle with how to understand and better communicate with citizens, victims, and suspects who have these disabilities. This session will discuss current research on this topic, officer and community safety, examples of ways to confidently and effectively interact with this population, and exciting new developments in the field.

**Track:**

Leadership

**Topic:**

CITs

Community-Police Relations

Police-Citizen Contacts

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**How Genetic Genealogy is Revolutionizing Criminal Investigations Using Non-traditional Methods**

3:00 PM - 4:00 PM

**Session No:**

3579

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*Michael Fields 2462979*

Orlando Police Department - Homicide Detective

**Description:**

Recent advances in DNA technology and genetic genealogy have opened up a new and exciting way of investigating and solving cold cases. During this presentation you will be taken, step-by-step, through the complex process of solving the seventeen-year-old cold case murder of a college student named Christine Franke in Orlando, Florida using DNA and genetic genealogy. You will see how the suspect's relatives became genetic confidential informants and how investigators connected the DNA to the suspect's family tree. Managers and administrators will learn everything they need to know to enable the investigators in their agencies to use this cutting-edge and non-traditional methodology to solve cold cases.

**Track:**

Leadership

**Topic:**

Emerging Technology

Evidence Based Practices

Forensics

Victims of Crime

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Legal

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

Technologists

Tribal

## **How to Overcome Content Fatigue and Keep Your Social Media Accounts Fresh, Relevant and Engaging**

3:00 PM - 4:00 PM

**Session No:**

3617

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Mr. Jeremy Warnick*

Cambridge Police Department - Director of Communications & Media Relations

**Secondary Presenter(s):**

*Mark Economou*

Boca Raton Police - Public Information Manager

**Description:**

For those tasked with managing an agency's social media accounts, ensuring that content is consistently fresh and engaging can become burdensome and a real challenge. Not only that, stale or repetitive content can potentially result in a community tuning out an agency's page, which can be real harmful particularly as agencies seek to establish trust and inform in times of crisis. The presenters will highlight the most popular posts from mainstream brands and agencies around the country, as well as the most engaged posts within their own agencies, to provide department PIOs and Executives inspiration for future content creation and ways to rejuvenate content fatigue. Additionally, they will provide insight into various best practices.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Police-Media Relations

Public Trust

## Social Media

### **Audience - Primary:**

Public Information

### **Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Police Executives

Public Information

Smaller Agency

State Agency

## **In Their Own Words: What Are the Impacts of Leadership on Police Employees?**

3:00 PM - 4:00 PM

### **Session No:**

3238

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W190b

### **Presenter(s):**

*Chris D. Lewis*

Ontario Provincial Police - Commissioner (retired)

### **Description:**

We all remember what we were taught about leadership while on training courses at the various levels of our careers. We also recall great and poor examples of leadership that we experienced over the years. But how does all of that dovetail with the expectations of the employees we now proudly lead? Have we ever asked them what is important to them? Commissioner (Ret.) Lewis did.

What did they say? How will that synch with your leadership style? Are you and all of the supervisors and managers under your command doing you can to exemplify these critical qualities with the people you lead 24/7?

Regardless of your rank or experience, you will walk away from this presentation a better leader.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Ethics

Management

Police Culture and Morale

Police Recruitment and Retention

Police-Citizen Contacts

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Companion

International

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

## **Lessons Learned from Crash Investigations Involving Self Driving Cars**

3:00 PM - 4:00 PM

**Session No:**

3950

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*John Brophy*

US DOT NHTSA - Chief- Special Crash Investigations

**Secondary Presenter(s):**

*Augustus "Chip" Chidester*

US DOT NHTSA - Director- Office of Data Acquisition

*Jeffrey Glover*

Tempe, Arizona Police Department - Commander

**Description:**

With an increasing number of vehicles being operated on our roadways that have self driving features, there are increasing numbers of incidents involving these cars that are changing the nature of how crashes are investigated. In serious and fatal crashes, the probability of multiple agencies becoming involved is very high and requires a level of coordination not ordinarily seen in such incidents. The workshop will focus on the lessons learned from investigations involving self driving vehicles, and how local, State, Federal, and private entities can obtain critical information, conduct thorough investigations, navigate the complexities of potential charges, and deal with internal communications as well as the media.

**Track:**

Leadership

**Topic:**

Emerging Technology

Traffic Safety

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Technologists

Tribal

**Mitigating Large-Scale Violence: Police Leadership Considerations and the Role of Police**

3:00 PM - 4:00 PM

**Session No:**

3964

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):***Linda Mayberry*

U.S. Department of State - Senior Police Advisor

**Secondary Presenter(s):***Jennifer Ciardelli*

U.S. Holocaust Memorial Museum - Director, Leadership Programs

*Kathleen Coogan*

U.S. Department of State - Senior Advisor for Atrocities Prevention and Gender

*TBD TBD*

TBD - International Police leader

**Description:**

Police can deter, mitigate or stop large-scale violence (or atrocities). The international community has increasingly recognized the security interests in preventing and effectively responding to mass atrocities. Police play an integral role. Starting with the lessons from the Holocaust and modern-day case studies, this workshop will explore how police behavior and strategies can either safeguard or threaten society, examine the factors that influence decision making and emphasize circumstances that can often lead to mass violence. Takeaways include early warning indicators and guidance on what to incorporate into curriculum and protocols for police and criminal justice training institutions in countries at risk.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Hate Crimes

**Audience - Primary:**

International

**Audience - Secondary:**

IMPACT

## Stopping School Shootings: A Different Approach

3:00 PM - 4:00 PM

**Session No:**

3600

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Dr. Mark Harrington*

Fairfax County Public Schools - Security Specialist

**Secondary Presenter(s):**

*Thomas McWeeney*

California State University - Professor

*Dale Watson*

FBI - Assistant Director (RET)

**Description:**

Abstract

Like many contemporary matters, the overwhelming media response to school shootings often engenders a debate about alternative policies. The debate almost always takes place in a political context in which alternative policies are strongly advocated by political opponents in an environment in which winning or losing often seems as important the end result.

We suggest that rather than advocating policy options that reflect their political disposition, and spending millions on untested equipment of questionable need, public officials should all agree to speak frankly and with total candor about our capabilities, our performance, and the nature of the continued threat. Currently, we fear they are not.

“Stopping School Shoot

**Track:**

Leadership

**Topic:**

Active Shooter

Crime Analytics  
Critical Incident Stress Management  
Emerging Technology  
Evaluation  
Evidence Based Practices  
Management  
Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Police-Citizen Contacts  
Policies & Procedures  
Research  
Social Media  
Victims of Crime  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Local Perspective

Major City

Mid-Size Agency

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

**The 2021 National Incident-Based Reporting System (NIBRS)  
Transition**

3:00 PM - 4:00 PM

**Session No:**

3841

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**  
W192ab

**Presenter(s):**  
*Scott Trent*  
FBI/CJIS - Program Manager

**Description:**  
The panel will also consist of members from the FBI, BJS, UCR, and academia. The National Incident-Based Reporting System (NIBRS) improves the nation's Uniform Crime Reporting (UCR) crime statistics for reliability, accuracy, accessibility, and timeliness and expands the depth and breadth of data collected. The FBI will provide an update on the transition of local, state, academic institution, tribal, and federal law enforcement agencies from the Summary Reporting System (SRS) of crime data to the more detailed and comprehensive NIBRS. The Bureau of Justice Statistics (BJS) will provide a status update on the states and local agencies that have received National Crime Statistics Exchange (NCS-X) funding since Fiscal Year 2015.

**Track:**  
Technology and Information Sharing

**Topic:**  
Crime Analytics  
Research

**Audience - Primary:**  
Police Executives

**Audience - Secondary:**  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

## **Trends in Public Safety Communications Technology**

3:00 PM - 4:00 PM

**Session No:**  
4255

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Nick Nilan*

Verizon - Director of Product Development for Public Sector

**Description:**

Please join Nick Nilan, Verizon Director of Product Development for Public Sector, for an in-depth discussion of the emerging technologies and capabilities that will enable Public Safety agencies to more effectively complete their missions of protecting and serving the public. Both near term and long term trends and visions will be presented as well as a frank discussion of what is really of key concern to Public Safety and what is little more than hype.

**Track:**

Leadership

**Topic:**

Body-Worn Cameras  
Cyber Security/Cyber Crime  
Emerging Technology  
Management  
Policies & Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University  
IMPACT  
International  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Technologists

Tribal

## **Writing Successful Private and Public Grant Applications**

3:00 PM - 4:00 PM

**Session No:**

4101

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W195

**Presenter(s):**

*JOAN BRODY*

John L. Brody Grant Writing & Development - President

**Secondary Presenter(s):**

*Wesley Barden*

Motorola Solutions Foundation - Manager, Evaluation & Grantmaking

*Kristen Mahoney*

U.S. Department of Justice, Bureau of Justice Assistance - Deputy Director, Policy Division

**Description:**

Learn tips for preparing and writing successful grant applications for private and public grant funding. This session will provide an introduction to and an overview of the grant writing process. Presenters from a private foundation and a government funder will also offer recommendations for a submitting a successful application.

**Track:**

Police Foundations/Philanthropy

**Topic:**

Active Shooter

Alcohol Impairment

Biometrics

Body Armor

Body-Worn Cameras

CITs

Community-Police Relations

Corruption Prevention

Crime Analytics  
Critical Incident Stress Management  
Cyber Security/Cyber Crime  
Domestic Violence  
Drugs  
Emerging Technology  
Employee Mental Health Services  
Encryption  
Ethics  
Evaluation  
Evidence Based Practices  
Evidence Control  
Forensics  
Harassment and Discrimination  
Hate Crimes  
Homelessness  
Human Trafficking  
Juvenile Enforcement and Custody  
Line-of-Duty Deaths and Serious Injury  
Management  
Mass Casualties and Violent Attacks  
Mental Health  
Officer Safety and Wellness/Officer Suicide  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Other - Grant Writing covers all topics  
Philanthropic Community Outreach  
Police Culture and Morale  
Police Recruitment and Retention  
Police-Citizen Contacts  
Police-Media Relations  
Policies & Procedures  
Political/Legislative Issues  
Post-Shooting Personnel Support  
Privacy  
Public Trust  
Research  
Sexual Gender Violence  
Social Justice  
Social Media  
Tactical Medicine  
Traffic Safety  
Unbiased Policing  
Use of Force

Victims of Crime  
Violent Crime

**Audience - Primary:**  
Philanthropy

**Audience - Secondary:**  
College/University  
Local Perspective  
Major City  
Mid-Size Agency  
Physicians  
Police Executives  
Psychologists  
Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

**Tuesday, October 29**

**Approaches to Investigating OIS from Law Enforcement and  
Prosecutor Perspectives**

8:00 AM - 9:30 AM

**Session No:**  
3686

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W193

**Presenter(s):**  
*Cornelia Sigworth*  
Bureau of Justice Assistance - Associate Deputy Director, USDOJ

**Secondary Presenter(s):**

*Art Acevedo*

Houston PD - Chief

*Carmen Best*

Seattle PD - Chief

*George Gascon*

San Francisco District Attorney's Office - San Francisco District Attorney

*Kim Ogg*

Harris County District Attorney - Harris County District Attorney

**Description:**

The national discussion and debate around use of force and the ensuing investigations has been robust. This conversation has occurred simultaneously within law enforcement and prosecutors professional associations. At the local level, some departments use outside investigatory bodies, while others retain investigations in house. Legal guidance and practices vary widely from state to state and jurisdiction to jurisdiction. This panel will focus on varied means and practices for investigations, and the potential benefits and pitfalls of those options.

**Track:**

Leadership

**Topic:**

Management

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police-Citizen Contacts

Policies & Procedures

Public Trust

Use of Force

**Audience - Primary:**

Major City

**Audience - Secondary:**

Legal

**Citizen Academies: Building Trust, Increasing Legitimacy,  
Correcting Misconceptions**

8:00 AM - 9:30 AM

**Session No:**

3832

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*William Walsh*

Voorhees Police Department - Lieutenant

**Description:**

In 2016, the Voorhees Police Department Citizen Police Academy was introduced in response to the enhanced scrutiny of police by the media and the public in response to high-profile officer-involved shootings and in-custody deaths in the US.

This presentation will discuss how the topics instructed to the class were identified, use of reality-based training in conjunction with education on policies, concerns officers expressed during the program's development, on-boarding personnel to participate, the application/selection process, and how to maintain relationships with participants after graduation.

The perceptions of police will be explored by reviewing data collected via self-reporting surveys both pre and post-program.

**Track:**

Smaller Agency

**Topic:**

Community-Police Relations  
Other - Citizen Police Academies  
Philanthropic Community Outreach  
Police Culture and Morale  
Police Recruitment and Retention  
Police-Citizen Contacts  
Police-Media Relations  
Public Trust

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

College/University  
Mid-Size Agency  
Police Executives  
Public Information

Smaller Agency  
State Agency

## **Democratization of video Evidence - Developing Video Literacy for Every Investigator**

8:00 AM - 9:30 AM

**Session No:**  
3577

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W192ab

**Presenter(s):**  
*Grant Fredericks*  
Forensic Video Solutions - Certified Forensic Video Analyst

**Secondary Presenter(s):**  
*Darryl Branker*  
Toronto Police Service - Detective Constable  
*Michael Chiocca*  
Chicago Police Department - Program Manager - Video Surveillance Project

**Description:**  
The most prolific source of evidence available to police comes from video images. Whether from body worn, in-car, private or public CCTV, or from social media sources, video evidence plays a critical role in most major crime investigations today. This workshop explores new strategic methodologies designed to develop a successful rapid response for the recovery and examination of video, improving the 'time to evidence' for serious criminal investigations. Attendees are exposed to a new seismic change in investigator video-literacy, witnessing how two of North America's largest police departments are leading the way to putting the power of video examination into the hands of every investigator.

**Track:**  
Technology and Information Sharing

**Topic:**  
Body-Worn Cameras

Crime Analytics  
Emerging Technology  
Evidence Based Practices  
Evidence Control  
Forensics  
Management  
Mass Casualties and Violent Attacks  
Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force  
Other - Video Evidence Processing and Management  
Policies & Procedures  
Use of Force  
Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International  
Local Perspective  
Major City  
Mid-Size Agency  
Public Information  
Smaller Agency  
State Agency  
Technologists  
Tribal

**Enhancing Investigations and Community Trust: Proactive Approaches to Domestic & Sexual Violence**

8:00 AM - 9:30 AM

**Session No:**

4225

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):**

*David Thomas*

IACP - Program Manager II

**Secondary Presenter(s):**

*Tony Jones*

Gainesville FL Police Department - Chief of Police

*Dale Stadler*

Laramie WY Police Dept. - Chief of Police

**Description:**

This presentation will provide an overview of how six law enforcement agencies are assessing their policies, training efforts, and practices to gain insights on enhancing investigations, holding offenders accountable and supporting victims. The presentation will provide details on how law enforcement agencies can utilize information gained through an agency self-assessment process designed by the IACP and its project partners to proactively and constructively enhance and develop best practices in their response to domestic and sexual violence. Chiefs Jones and Chief Stadler will provide an overview of their agencies experience with the project.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Domestic Violence

Evaluation

Management

Police-Citizen Contacts

Policies & Procedures

Sexual Gender Violence

Victims of Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

International

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

## **Herding the Digital Cats: Integrated Video for Response and Investigation**

8:00 AM - 9:30 AM

**Session No:**

3765

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*COL (ret) Donald Zoufal*

Illinois Association of Chiefs of Police - Legal Advisor

**Secondary Presenter(s):**

*Craig Allen*

Illinois Association of Chiefs of Police / Illinois State Police (ret.) - Co-Chair  
Communications and Technology C ommittee

*John Contestabile*

Johns Hopkins University, Applied Physics Laboratory - Program Manger,  
Emergency Response Systems

*Jonathan Lewin*

Chicago Police Department - Chief of Technical Services

*Cuong Luu*

Office of Interoperability and Compatability, Department of Homeland Security,  
Science & Technology - Acting Director

*Jason Zdilla*

Chandler Police Department - Assistant Chief of Police

**Description:**

The incredible growth of digital imagery available to law enforcement present great possibilities for operations and investigations. The sources of that imagery include complex camera systems operated by governmental entities as well as a growing number of video platforms owned by private-sector entities, Available date even includes cameras installed around and as doorbells in individual residences. As the data grows, capabilities for analysis are also increasing, significantly enhance both operational and investigative efforts. However, the necessary integration of that data

from multiple sources present various legal, technical, and policy challenges. This session will examine policies and practices to maximize use of valuable data.

**Track:**

Leadership

**Topic:**

Biometrics

Body-Worn Cameras

Emerging Technology

Evidence Control

Policies & Procedures

Privacy

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Legal

Major City

Mid-Size Agency

Smaller Agency

State Agency

Technologists

Tribal

**Innovations in Violent Crime Reduction Strategies**

8:00 AM - 9:30 AM

**Session No:**

4011

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):**

*Robin Engel*

IACP/UC Center for Police Research and Policy - Professor, University of Cincinnati; Director, IACP/UC Center for Police Research and Policy

**Secondary Presenter(s):**

*Tamara Herold*

University Nevada Las Vegas - Dr.

*Chris Jones*

Las Vegas Metro Police Department - Deputy Chief

*Ronal Serpas*

Loyola University New Orleans - Retired Chief, Professor of Practice

**Description:**

Violent crime in many jurisdictions is driven by gang member involved and gun-related incidents that are concentrated among a small number of offenders and places. Effective strategies to reduce violent crime often rely on analytics, strong investigations, effective management and accountability, partnerships, and community support. This panel provides opportunities to learn from police executives with experience implementing a variety of approaches to reduce violent crime, such as focused deterrence, hot spot policing, place-based investigations of violent offender territories, and new technologies. Attendees will also gain insight from researchers regarding the most effective, evidence-based violence reductions strategies available.

**Track:**

Leadership

**Topic:**

Evaluation

Evidence Based Practices

Research

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

**It's a Bird ...It's a Plane ...It's a Drone: Working with the Media Regarding the Use of UAS**

8:00 AM - 9:30 AM

**Session No:**

3209

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Mickey Osterreicher*

National Press Photographers Association - General Counsel

**Secondary Presenter(s):**

*Don Roby*

Airborne Public Safety Association - Training Program Manager

*Andrew Scott*

USA TODAY NETWORK - Director, Photo & Video News Gathering, Director of Operations, Unmanned Aerial Systems

*Charles Tobin*

Ballard Spahr LLP - Partner

*Christopher Todd*

Airborne Response - President

**Description:**

Journalists and the law enforcement community need to form effective working relationships to help develop a better understanding of how, where and when drones can be safely employed in a variety of situations for newsgathering and other purposes. This presentation will explore ways in which guidelines and cooperative procedures may be established in advance of such uses. A brief overview of current FAA and state regulations will be provided along with a discussion of the benefits and risks posed by drones during emergencies and daily news reporting, as well as best practices and next step in keeping the public and first-responders safe during drone operations. Other topics to be discussed: privacy, ethics and legal issues.

**Track:**

Public Information Officers Section

**Topic:**

Active Shooter

Community-Police Relations

Emerging Technology

Ethics

Evidence Control

Management

Mass Casualties and Violent Attacks

Police Culture and Morale  
Police-Citizen Contacts  
Police-Media Relations  
Policies & Procedures  
Political/Legislative Issues  
Privacy  
Public Trust  
Social Media  
Traffic Safety

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Legal  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Technologists

**Law Enforcement Collaboration in Identifying America's Most Prolific Serial Killer**

8:00 AM - 9:30 AM

**Session No:**

3665

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185b-cd

**Presenter(s):**

*Dr Angela Williamson*

DOJ-BJA - Senior Forensic Policy Advisor/FBI ViCAP Liaison

**Secondary Presenter(s):**

*James Holland*

Texas Rangers - Investigator

*Christine Palazzolo*

FBI-ViCAP - Crime Analyst

**Description:**

Samuel Little was originally arrested in 2013 based on DNA hits to three cold case homicides from the 1980s in Los Angeles, CA. It was suspected that Little had committed many other crimes but he repeatedly refused to speak with law enforcement. In 2018, representatives from BJA, ViCAP and the Texas Rangers formed a collaboration to investigate Little. During a course of interviews, it was discovered that Little committed 93 murders between 1970 and 2005, when he spent nearly four decades driving across the United States as a transient. The collaboration has already confirmed over half of Little's 93 confessed murders, has located numerous additional cases for corroboration, and established Little as America's most prolific serial killer.

**Track:**

Leadership

**Topic:**

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

**RIGHT Care- Innovative Law Enforcement Response to Behavior  
Health Calls**

8:00 AM - 9:30 AM

**Session No:**

3784

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*David Pughes*

Dallas Police Department - Executive Assistant Chief of Police

**Secondary Presenter(s):**

*Daniel Salazar*

Dallas Fire-Rescue Department - Assistant Fire Chief

*Paul Stokes*

Meadows Mental Health Policy institute - Senior Director of Intervention and Diversion Policy

*BJ Wagner*

Meadows Mental Health Policy institute - B. J. Wagner, Senior Director of Smart Justice and Adult Policy

*Kurtis Young*

Parkland Health & Hospital System - Director of Social Services

**Description:**

The Dallas Police Department (DPD), Dallas Fire Rescue Department (DFR), Dallas County Parkland Memorial Hospital (PMH) in collaboration with the Meadows Mental Health Policy Institute (MMHPI) launched the Rapid Integrated Group Health Team (RIGHT) Care on January 29, 2018. RIGHT Care is a multidisciplinary team composed of a law enforcement officer with mental health training, a paramedic, and a behavioral health clinician. The team has the capability to mobilize as a single entity and respond immediately to people experiencing a behavioral health crisis in the community. Since the team's full deployment, its operations have been critical to reducing the burden on law enforcement when responding to 911 mental health calls in the Dallas.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Homelessness

Management

Mental Health

Police-Citizen Contacts

Policies & Procedures

Public Trust

Social Justice

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency  
Smaller Agency  
State Agency

## **Risk Driven Community Safety and Well Being: A Paradigm Shift in Policing**

8:00 AM - 9:30 AM

**Session No:**  
3441

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W195

**Presenter(s):**  
*Mr Brent Kalinowski*  
Global Network For Community Safety - Partner

**Secondary Presenter(s):**  
*Dave Batchelor*  
Chelsea Police Department - Captain  
*Dan Cortez*  
Chesea Police Department - Community Engagement Specialist  
*Allie Hunter McDaDe*  
Police Assisted Addiction & Recovery Initiative (PAARI) - Executive Director

**Description:**  
The session will focus on the risk driven collaborative movement and best-practice that started in Canada in 2011, and has now been developed and practiced in Boston and Chelsea MA. The 'Hub' model brings Police agencies and their community partners together to discuss situations of acute risk, and takes steps to mitigate the risks before an emergent response is required. The award winning model has been credited for reducing crime and recidivism, reduced hospital admissions, improved community relationships, and fostering favorable client outcomes. Join leading experts in this area to learn more about this shift in human service delivery and how it can benefit your own agency and community.

**Track:**  
Leadership

**Topic:**

Community-Police Relations  
Crime Analytics  
Drugs  
Evidence Based Practices  
Homelessness  
Mental Health  
Police Culture and Morale  
Privacy  
Public Trust  
Social Justice

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International  
Local Perspective  
Major City  
Mid-Size Agency  
Physicians  
Psychologists  
Smaller Agency  
State Agency

**Sparkly Objects & Eggshells: Overcoming the Negative Impact of Conditioning in Policing**

8:00 AM - 9:30 AM

**Session No:**

4170

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):**

*Cyndi Doyle*

Code 4 Couples - Licensed Professional Counselor

**Description:**

It is not enough for LE couples to understand the cycle of hypervigilance. Officers & spouses need to also understand how associated neuropsychology, conditioning, chronic stress, and exposure to trauma throughout the career impact the officer's behavior and belief. Responses & interactions that can save the life of an officer in the field may become ingrained and negatively impact personal relationships. In this session, participants will identify behaviors and beliefs that are effective in the field but may result in destructive behaviors in their personal life such as debt, affairs, control, addiction, or abuse that may destroy relationships. Research based resilience and connection strategies will be shared to overcome negative impacts.

**Track:**

Companion

**Topic:**

Employee Mental Health Services

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Companion

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Psychologists

Smaller Agency

State Agency

**The Chicago Police Department Officer Support System: A Next Generation Early Intervention System**

8:00 AM - 9:30 AM

**Session No:**

4266

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Greg Stoddard*

University of Chicago Crime Lab - Research Director

*Jonathan Lewin*

Chicago Police Department - Deputy Chief

**Secondary Presenter(s):**

*Maggie Goodrich*

LAPD - Chief Information Officer (Retired)

**Description:**

Early intervention systems (EIS) are a hallmark of police department reform efforts, but most have not been updated with the latest technological or scientific advances. Big data and new statistical methods now allow us to leverage departmental administrative data to identify officers at greatest risk for adverse outcomes, enabling departments to more accurately distribute their limited resources to those officers in greatest need. The Chicago Police Department has partnered with the University of Chicago Crime Lab to develop and implement a next generation EIS. The panelists will explain the improvements of the system over other EIS efforts, and explore implementation challenges in a large urban department. Participants will understand why a data driven approach to EIS improves upon classic threshold-based systems implemented in nearly all other departments.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Policies & Procedures

**Audience - Primary:**

Police Executives

**The Incidence of Compassion Fatigue in Police Officers: Results & Recommendations**

8:00 AM - 9:30 AM

**Session No:**

3405

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):***Cathryn Lavery*

Iona College - Dr.

**Secondary Presenter(s):***John DeCarlo*

University of New Haven - Dr.

*Heath Grant*

John Jay College/CUNY - Dr.

*Paul O'Connell*

Iona College - PhD, JD

**Description:**

It is estimated the total number of police suicides in the United States to be more than 160 for 2018-having risen for the third straight year. These disturbing numbers are nearly 3x the rate of officers killed in the line of duty. This should be a very significant concern for police executives. The policing profession is at a crossroads, as many officers routinely feel despair & dissatisfaction, without reliable and effective means of addressing or rebounding from internal and external stressors related to their work. As this is a nationwide problem, the entire profession is threatened. Chronically high levels of stress are leading many officers to partake in self-harm or to leave the profession. Steps should be taken to prevent this.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Critical Incident Stress Management

Employee Mental Health Services

Evidence Based Practices

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Police Recruitment and Retention

Policies &amp; Procedures

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

IMPACT

Legal  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency

## **The Science of Learning: Getting the Most Out of Officers and Your Training Budget**

8:00 AM - 9:30 AM

**Session No:**

3750

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196c

**Presenter(s):**

*William Lewinsky*

Force Science Institute - Executive Director FSI

**Secondary Presenter(s):**

*John Bostain*

Command Presence- IACP PTO - Co-director

*Staci Heintzman-Yutzie*

Oregon Department of Public Safety Standards and Training (DPSST) - Program Director

**Description:**

The sole purpose of training is to improve employee performance. However, studies indicate that 95% of training dollars are allocated to learning methodologies that don't improve performance. This session examines traditional learning and contrasts it with evidence-based methods that are founded upon the neuroscience of how people learn. Together we will answer the questions: Is training always the answer? What methods are proven to enhance performance? How can we make everyday a training day? We'll also present a training model that has been successfully rolled out in one state adhering to brain-based learning methodologies. It's time to think differently about how we are conducting training and spending our training dollars.

**Track:**

Leadership

**Topic:**

Evidence Based Practices

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**Trends from the FBI on Assaults Against Police and Anatomy of an Active Shooting Rampage by the VPD**

8:00 AM - 9:30 AM

**Session No:**

4246

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):***Philip Wright*

FBI/CJIS - Liaison Specialist

**Secondary Presenter(s):***Rom Ranallo*

Vancouver Police Department - Sergeant

*John Roberts*

Force Options Training Unit

**Description:**

This block of instruction will be presented by the FBI Law Enforcement Officers Killed and Assaulted (LEOKA) Program and the Officer Safety Tactics and Training Team of the Vancouver Police Department. This course will discuss offender motives of those who critically injured and/or killed law enforcement officers. Officer safety concerns will be outlined based on results of four case studies completed by the LEOKA Program over the past 38 years and an active shooter incident in Vancouver, Canada. Officer perceptions and mindsets during these assaults will also be examined. Instructors will provide case examples and outline officer safety recommendations and lessons learned that have been incorporated into officer safety training. Participants will view an innovative VPD Force Options/Odd Squad Productions documentary profile of a Vancouver shooting rampage which canvasses offender mindset, officer perception, and victim feedback and learn how firearms movement and training drills were developed from this shooting.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Line-of-Duty Deaths and Serious Injury

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police Recruitment and Retention

Police-Citizen Contacts

Police-Media Relations

Research

Victims of Crime

Violent Crime

**Audience - Primary:**

IMPACT

**Audience - Secondary:**

College/University

International

Legal

Local Perspective

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

# Community Engagement after a Critical Incident: Evaluating Secondary Trauma in Police Departments.

1:30 PM - 3:00 PM

**Session No:**

3717

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Dr. Shon Barnes*

Salisbury Police Department (NC) - Deputy Chief of Police

**Secondary Presenter(s):**

*Keith Humphrey*

Norman Police Department (OK) - Chief of Police

*LaQuesia Love*

Love Therapy Inc. - Psychologist

*Obed Magny*

Sacramento Police Department (CA) - Sergeant

*Tarrick McGuire*

Arlington Police Department (Texas) - Deputy Chief of Police

*Jerry Stokes*

Salisbury Police Department (NC) - Chief of Police

**Description:**

Since 2014 a magnitude of police critical incidents has been publicized in local and national media. Regardless of the impact of these events, police officers are still expected to be resilient, engage the community. As a result, officer activity has been called into question, seeking a desire to understand if police officers are not engaging due to secondary trauma. Secondary trauma is defined as the emotional duress that results when an individual hears about or sees the trauma experienced by another. This session will educate participants on the relationship of secondary secondary trauma and performance in police departments. Speakers will present findings of a police-led mixed methods study on secondary trauma in two police departments.

**Track:**

## Leadership

### **Topic:**

CITs

Community-Police Relations

Critical Incident Stress Management

Employee Mental Health Services

Evidence Based Practices

Officer Safety and Wellness/Officer Suicide

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Other - secondary trauma

Police Culture and Morale

Public Trust

Research

### **Audience - Primary:**

Police Executives

### **Audience - Secondary:**

College/University

Local Perspective

Major City

Mid-Size Agency

Police Executives

Psychologists

Public Information

Smaller Agency

State Agency

## **CompStat360: Measuring What Matters, the Next Generation of CompStat**

1:30 PM - 3:00 PM

### **Session No:**

3936

### **Type:**

Educational Session

### **Location:**

McCormick Place - West

### **Room:**

W194

**Presenter(s):**

*Rebecca Neusteter*

Vera Institute of Justice - Policing Program Director

**Secondary Presenter(s):**

*Jim Burch*

National Police Foundation - Interim President

*Patrick Griffin*

MacArthur Foundation - Senior Program Officer

*Will Johnson*

Arlington (TX) Police Department - Chief

*kristen mahoney*

Bureau of Justice Assistance, United States Department of Justice - Deputy Director

**Description:**

As the adage goes, what gets measured matters. But community metrics-key to ensuring that police respond to community safety needs-are not measured to the same extent as crime. CompStat has proven to be a valuable tool, yet the lack of community measures can impair full adoption of community policing and impede the co-production of public safety. Agency leaders want tools to promote accountability for responding to these problems in ways that support community vitality and safety. CompStat360, a public/private venture, offers an opportunity for police agencies to focus on crime as well as community engagement and organizational effectiveness. This presentation highlights lessons learned from CompStat360 pilot sites and future directions.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Evaluation

Management

Philanthropic Community Outreach

Police Culture and Morale

Public Trust

Research

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Local Perspective

Major City

Mid-Size Agency

Philanthropy  
Smaller Agency

## **How to Do More With Less for Fighting Violent Crime: Addressing Resource Constraints**

1:30 PM - 3:00 PM

**Session No:**  
3690

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W196c

**Presenter(s):**  
*Kristie Brackens*  
US Department of Justice - Sr. Policy Advisor

**Secondary Presenter(s):**  
*Joseph Baker*  
West Memphis Police Department - Captain  
*Donald Crowe*  
Memphis Police Department - Deputy Chief  
*James Davis*  
Jackson Police Department - Chief  
*Bryan Roach*  
Indianapolis Police Department - Chief

**Description:**  
Police departments across the nation are struggling with limited personnel and funding. In this constrained environment, departments need to think creatively about how to source additional support. This panel will discuss how various PSP police departments have increased their available resources and capacities through non-pecuniary means. The panelists represent a spectrum of agencies-from large to small, from various geographical areas of the nation, and with varying shortfalls in resources and funding.

**Track:**  
Leadership

**Topic:**

Body-Worn Cameras  
Community-Police Relations  
Crime Analytics  
Emerging Technology  
Evidence Based Practices  
Homelessness  
Management  
Police-Citizen Contacts  
Policies & Procedures  
Violent Crime

**Audience - Primary:**

Major City

**Audience - Secondary:**

Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency

**Psychological, Performance and PR Issues Related to Returning to Duty After an OIS**

1:30 PM - 3:00 PM

**Session No:**

3654

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196b

**Presenter(s):**

*Dr. JOHN NICOLETTI*

Nicoletti-Flater Associates - Police Psychologist

**Secondary Presenter(s):**

*AJ DeAndrea*

Arvada Police Department - Deputy Chief

*Katherine Kuhlman*

Nicoletti-Flater Associates - Police Psychologist

*Robert Waidler*

Denver Police Department - Sergeant Resiliency and Wellness Program

**Description:**

Officer involved shootings have a large psychological footprint on the officers, their families, the department as well as the community. The effects of an OIS can intensify if the officer involved in the shooting had also been part of a previous OIS. Deputy Chief DeAndrea will discuss how the Arvada Police Department re-shaped its responses to OIS in order to minimize the trauma and improve officer resiliency. Sergeant Waidler will discuss Denver Police Department's innovative strategy to assist officers in navigating the recovery and investigative process with specific alternative duty assignments and psychological interventions. Drs Nicoletti and Kuhlman will discuss psychological options for facilitating symptom mitigation.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Critical Incident Stress Management

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Post-Shooting Personnel Support

**Audience - Primary:**

Mid-Size Agency

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Psychologists

Smaller Agency

**Responding to the Opioid Crisis in Rural America: Police and Treatment Partnerships**

1:30 PM - 3:00 PM

**Session No:**

3937

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190a

**Presenter(s):**

*Tara Kunkel*

Bureau of Justice Assistance - Senior Drug Policy Officer

**Secondary Presenter(s):**

*TBD TBD*

Rural Police Chiefs and Treatment Providers - Chief and Provider

*Michelle White*

Institute for Intergovernmental Research - Senior Project Coordinator

**Description:**

Rural communities in America have been significantly impacted by the opioid crisis. Small police departments in those communities are often called upon to respond albeit with few resources. This presentation will include a brief overview of the challenges that rural police departments face in their response to the opioid epidemic, as well as successful partnerships between police and treatment agencies in rural communities. The panel will include representatives from rural police agencies as well as treatment agencies.

**Track:**

Smaller Agency

**Topic:**

Drugs

Other - Opioids

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Police Executives

**Speaking Their Language: Discussing Cybersecurity Needs and Resources with IT Staff**

1:30 PM - 3:00 PM

**Session No:**

4244

**Type:**

## Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Scott Vantrease*

HHS/OIG/OI - Assistant Special Agent in Charge

**Secondary Presenter(s):**

*Stacey Wright 2663469*

MS-ISAC - Director of Partnerships

**Description:**

Conveying unique law enforcement cybersecurity requirements to IT administrators, especially when the IT staff is separate from the agency, demands that law enforcement leaders be equipped to have an informed discussion with IT staff about the landscape of cybersecurity challenges and resources. This session will prepare law enforcement leaders with the right questions to ask of their IT administrators and introduce more than 50 free or heavily discounted cybersecurity resources that have been vetted and recommended by their peers. Explaining why the cybersecurity needs of law enforcement are different than other municipal agencies can go a long way to achieving cooperation and results.

**Track:**

Technology and Information Sharing

**Topic:**

Community-Police Relations

Cyber Security/Cyber Crime

Emerging Technology

Evidence Control

Management

Policies & Procedures

Privacy

Public Trust

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Mid-Size Agency

Police Executives  
Smaller Agency  
State Agency  
Technologists  
Tribal

## **Strategic Communication: Creating a Public Affairs Team**

1:30 PM - 3:00 PM

**Session No:**

3419

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*Jeffrey Mori*

Washington County Sheriff's Office - Undersheriff

**Secondary Presenter(s):**

*Annabelle Carlos*

Washington County Sheriff's Office - Public Affairs Manager

**Description:**

Many law enforcement agencies struggle with negative rhetoric, creating successful systems and workflows to humanize their brand and communicating with employees and the community. Creating an effective public affairs team requires careful planning in the areas of brand identification, marketing, personnel recruitment and resource allocation. We will share our lessons learned and transformation from a reactive, uncoordinated public information group to a strategic, focused and professionally managed Public Affairs Team. Regardless the size of your agency, this session will provide you with tools and ideas to improve how you communicate with your employees, community and the media.

**Track:**

Public Information Officers Section

**Topic:**

Management

Police Culture and Morale

Police-Media Relations  
Public Trust

**Audience - Primary:**  
Police Executives

**Audience - Secondary:**  
Public Information

## Talking through the Crises

1:30 PM - 3:00 PM

**Session No:**  
4268

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W187a

**Moderator(s):**  
*Robin Robinson*  
Chicago Police Department - Special Advisor to the Superintendent for Community Affairs

**Secondary Presenter(s):**  
*Deidre White*  
CBS-Chicago, WBBM-TV, (retired) - News Planning Editor  
*Anthony Guglielmi*  
Chicago Police Department - Chief Communications Officer  
*Kristen Ziman*  
Aurora Police Dept - Chief of Police

**Description:**  
Nothing has changed more rapidly in the last 10 years than the ways in which we communicate. New devices and platforms matched with new voices and expectations make it more true than ever that what your agency says is nearly as important as what it does. Crisis communication skills ideally evolve with the times, yet recognize the value of retaining or even renewing the art of authentic story sharing. The Chicago Police Department has faced the traditional unpredictable catastrophes involving law enforcement, as well as the modern challenge of a severe crisis of trust. Learn how the department employs a range of models both during and

in-between crises. Participants will hear what worked best and how decisions were made as the Aurora Police Department dealt with the active shooter tragedy at a workplace in February of this year and gain the perspective of a veteran member of the media.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

IMPACT

International

Major City

Mid-Size Agency

Public Information

Smaller Agency

State Agency

**The Challenges of Building and Re-Building a Police Organization:  
Lessons Learned**

1:30 PM - 3:00 PM

**Session No:**

3338

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Daniel Brown*

Winslow Police Department - Chief of Police

**Description:**

One of the most difficult endeavors a police executive can encounter during the course of their career are the challenges, pitfalls and successes of building and/or rebuilding a police organization. This presentation is geared towards small and mid-size police agency leaders that are starting a police organization from inception, or are rebuilding a law enforcement organization left in disrepair. This training is presented by an instructor who has actually experienced the challenges of both, and will share the positive and negative lessons learned of undertaking such a task.

**Track:**

Leadership

**Topic:**

Community-Police Relations  
Management  
Police Culture and Morale  
Policies & Procedures  
Public Trust

**Audience - Primary:**

Smaller Agency

**Audience - Secondary:**

Police Executives

**Unconscious Bias - It's More than Just a Gender Issue**

1:30 PM - 3:00 PM

**Session No:**

3835

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W185a

**Presenter(s):**

*Marcia Thompson Esq.*

University Of Chicago - Director, UCPD Support Services

**Secondary Presenter(s):**

*Larry Cappa*

Texas A & M - Master of Jurisprudence

*Lianne Tuomey*

University of Vermont Police - Chief of Police

*John Violanti*

University of Buffalo - Research Professor School of Social and Preventative  
Medicine

*Williamson Walla*

Grand Valley State Univeristy - Director of Criminal Justice Training

**Description:**

There has been a fair amount of research on unconscious bias and how it helps to create artificial barriers to the recruitment, hiring, training, retention, and promotion of police officers. However, these same biases can negatively impact the way we police our communities by relying on stereotypes when interacting with the public and crime victims. Maybe, even more importantly, is the concept that these biases may even contribute to the health and resiliency issues experienced by law enforcement today by creating an unrealistic stereotype of what a police officer should be by creating a police subculture. Managing these issues is the Chief who needs to balance the continuing need to meet the public's expectations and find ways to support

**Track:**

Leadership

**Topic:**

Community-Police Relations

Employee Mental Health Services

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

Unbiased Policing

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Major City

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Tribal

# Understanding Physical Fitness and Employment Standards

1:30 PM - 3:00 PM

**Session No:**

3275

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W180

**Presenter(s):**

*Dr Robin Orr*

Tactical Research Unit, Bond University - Associate Professor

**Secondary Presenter(s):**

*Jay Dawes*

Oklahoma State university - Associate Professor

*Joe Dulla*

Los Angeles County Sheriff's Department - LT

*Robert Lockie*

California State University, Fullerton - Dr

**Description:**

Physical screening and testing is a contested requirement amongst law enforcement personnel with a disconnect between requirement and intent often exacerbated by the failure of parties to fully understand the purpose of the measures. This session will examine four key intents behind physical screening and testing and provide research supporting their use (inclusive of graded versus neutral sex/age standards). Offering multiple case studies to provide examples, the development, implementation and downstream effects of some programs will be examined with subsequent approaches to optimize the implementation of screening and testing programs presented. Finally, three showcases, drawn from US agencies, will provide unique and specific insights.

**Track:**

International Managers of Police Academies and College Trainers (IMPACT)

**Topic:**

Body Armor

Evidence Based Practices

Management

Officer Safety and Wellness/Officer Suicide  
Other - Fitness and screening assessments  
Police Recruitment and Retention  
Research

**Audience - Primary:**  
IMPACT

**Audience - Secondary:**  
College/University  
International  
Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency

## **How Science and the Use of Data Contribute to Reductions in Traffic Fatalities on Rural Roadways**

3:30 PM - 4:30 PM

**Session No:**  
3799

**Type:**  
Educational Session

**Location:**  
McCormick Place - West

**Room:**  
W196b

**Presenter(s):**  
*Kenneth Clary*  
Iowa State Patrol - Captain

**Secondary Presenter(s):**  
*Patrick Hoyer*  
Iowa Governors Traffic Safety Bureau - Director  
*Christopher Koper*  
George Mason University - Professor  
*Cynthia Lum*  
George Mason University - Professor

**Description:**

The Center for Evidence-Based Crime Policy (CEBCP) at George Mason University (GMU), and the Iowa State Patrol (ISP) have developed an evidence-based, data-driven, patrol strategy to significantly reduce serious vehicle crashes on rural roadways. Patrols and pro-active community contacts targeting high-risk road segments support interventions and countermeasures based on scientifically validated strategies for changing human behavior, and implementing these methods to improve quality of life in communities through an improvement of traffic safety by reducing serious injury and fatality crashes.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Research

Traffic Safety

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

Smaller Agency

**Implementing CIT in Your Community: Improving Officer and Community Safety**

3:30 PM - 4:30 PM

**Session No:**

4222

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W186

**Presenter(s):***Jon Adler*

Bureau of Justice Assistance/ DOJ - Director

**Secondary Presenter(s):***Susan Ballard*

Honolulu Police Department

*Brian Case*

PRA

*Mark McMurray*

Huntsville Police Department

*Chan Noether*

PRA

*Brian Peete*

Alamogordo Police Department - Chief of Police

*Randy Smith*

St. Tammany Parish Sherriff's Office, Louisiana - Sheriff

**Description:**

Crisis Intervention Team (CIT) programs have been in existence since Memphis first developed the model in 1988. However, until now, there has not been a national model for implementing CIT programs. In 2017, the Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice partnered with Policy Research Associates (PRA) and their partners; the International Association of Chiefs of Police, CIT International, and the National Alliance on Mental Illness, to develop and implement the BJA VALOR CIT Program in four communities around the country. This workshop will bring together police leaders from the pilot agencies to discuss how the implementation of the BJA VALOR CIT Program in their communities increased officer and

**Track:**

Leadership

**Topic:**

CITs

Community-Police Relations

Mental Health

Officer Safety and Wellness/Officer Suicide

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

IMPACT

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**Improving Homicide Clearance Rates in Chicago**

3:30 PM - 4:30 PM

**Session No:**

4265

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W187a

**Presenter(s):**

*Ashna Arora*

UChicago Crime Lab - Research Director

**Secondary Presenter(s):**

*Brendan Deenihan*

Chicago Police Department - Deputy Chief

*Melissa Staples*

Chicago Police Department - Chief

*Anthony Berglund*

UChicago Crime Lab - Senior Research Manager

**Description:**

Following an historic increase in homicides in 2016, the clearance rates for murders in Chicago reached a low point. Low clearance rates can undermine public confidence in the criminal justice system leaving families without closure and encouraging some in the community to resort to retaliation. In the face of such challenges CPD has partnered with the UChicago Crime Lab to improve clearance rates in the city. This initiative aims to improve investigation outcomes by a) providing better technology and training to the Chicago Police Department, primarily through a pilot "Area Technology Center"; b) encouraging better coordination between CPD and external stakeholders, and c) assisting with research and development projects. Presenters will discuss lessons learned and identify best practices from other jurisdictions that Chicago plan to implement.

**Track:**

Host Department (Chicago Police Department)

**Topic:**

Community-Police Relations

Violent Crime

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Major City

Mid-Size Agency

Smaller Agency

State Agency

**Mythbusters: Get Answers to Your Questions about the FirstNet Network**

3:30 PM - 4:30 PM

**Session No:**

4000

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192ab

**Presenter(s):**

*Jennifer Harder*

FirstNet - Senior Director of Product

**Secondary Presenter(s):**

*Brian Hobson*

FirstNet - Director Enterprise Strategy

**Description:**

New broadband and Internet of Life Saving Things (IoLST) services, solutions, and products are coming on the market every day. Many of them are being specifically developed for law enforcement and public safety. The FirstNet Network is just one of these services that have been designed specifically to improve public safety and law enforcement communications and operations. Come learn from the FirstNet Authority about the most common questions and misconceptions to help you understand how the FirstNet Network can help your agency's operations. Also, bring your questions, concerns, and even rumors to discuss with the FirstNet Authority to get facts directly from the government authority as the network continues to grow and evolve.

**Track:**

Technology and Information Sharing

**Topic:**

Cyber Security/Cyber Crime  
Emerging Technology  
Management

**Audience - Primary:**

Local Perspective

**Audience - Secondary:**

College/University  
Major City  
Mid-Size Agency  
Police Executives  
Smaller Agency  
State Agency  
Technologists  
Tribal

**Partnering Up: How to Create a Culture of Wellness that Lasts**

3:30 PM - 4:30 PM

**Session No:**

4046

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W190b

**Presenter(s):**

*Dr. Julie Snyder*

LAPD- Los Angeles Police Department - Police Psychologist I

**Secondary Presenter(s):**

*Stephanie Barone-McKenny*

LAPD- Los Angeles Police Department - Police Psychologist I

*Dennis Kato*

LAPD- Los Angeles Police Department - Deputy Chief

*Louis Paglialonga*

LAPD- Los Angeles Police Department - Captain III

**Description:**

Police work takes its toll on the mind, body, and spirit, causing overuse of sick time, injuries, and mistakes. Just as we maintain our equipment or vehicle fleet, diligence must be applied in leading and maintaining our force. Join the efforts to shift stigma on self-care and wellness to a culture where resiliency building is a part of everyday work. Hear from a Deputy Chief, a Commanding Officer, and Police Psychologists in how they have partnered together to implement intentional excitement around wellness in a high crime, impoverished area. Don't reinvent the wheel; learn from our successes and mistakes! Take away hard-earned tools and strategies you can implement as a leader in your agency to promote the resiliency of your personnel.

**Track:**

Leadership

**Topic:**

Critical Incident Stress Management

Employee Mental Health Services

Management

Mental Health

Officer Safety and Wellness/Officer Suicide

Police Culture and Morale

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Companion

Local Perspective

Major City

Mid-Size Agency

Physicians

Psychologists

Public Information

Smaller Agency

State Agency

**Permission to Push Back - How to Effectively Stand Your Ground  
In the Midst of a Media Storm**

3:30 PM - 4:30 PM

**Session No:**

4184

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W192c

**Presenter(s):***Jennifer Donelan*

Prince George's County Police - Director Media Relations Division

**Secondary Presenter(s):***Hank Stawinski*

Prince George's County Police - Chief

**Description:**

On February 21st, 2018, Prince George's County Police Sergeant Mujahid Ramzziddin was off-duty recovering from shoulder surgery at home when a neighbor knocked at the door. Afraid her estranged husband might cause her harm, she is asked if Sergeant Ramzziddin would standby outside while locksmiths changed the lock on the door to her home. Sgt. Ramzziddin gave his life that day to protect another.

The minutes, hours and days that followed his ultimate sacrifice were marred by disrespect, lies, and sensational reporting. While grieving the loss of a hero, the Prince George's County Police Department, armed with facts, engaged in a fevered and methodical "push-back."

**Track:**

Leadership

**Topic:**

Community-Police Relations

Domestic Violence

Line-of-Duty Deaths and Serious Injury

Officer-Involved Shootings, In-Custody Deaths, and Serious Uses of Force

Police-Media Relations

Social Media

**Audience - Primary:**

Public Information

**Audience - Secondary:**

Major City

**Radicalization and Mobilization to Violence: Data Driven Risk Analysis in Counterterrorism**

3:30 PM - 4:30 PM

**Session No:**

3870

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W193

**Presenter(s):**

*Michael Machtinger*

FBI - Unit Chief

**Secondary Presenter(s):**

*Michael McGarrity*

FBI/CTD - Assitant Director

*Justin Zuccolotto*

FBI/CTD - Supervisory Special Agent

**Description:**

This presentation will focus on FBI, Intelligence Community (IC), and foreign partner efforts to identify potential terrorist actors, specifically homegrown violent extremists, through data driven analysis and partner outreach. In order to identify and disrupt potential terrorist actors, the FBI relies on its partnerships to both help identify these actors in their communities and work together to leverage available data to understand what factors are most indicative of radicalization and mobilization.

**Track:**

Leadership

**Topic:**

Mass Casualties and Violent Attacks

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

International

Major City

Mid-Size Agency

Smaller Agency

State Agency

Tribal

**Recruiting: What's Working? What's Not?**

3:30 PM - 4:30 PM

**Session No:**

3548

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**

W194

**Presenter(s):***Eriks Gabliks*

Department of Public Safety Standards and Training - Director

**Secondary Presenter(s):***Jim Ferraris*

City of Woodburn Police Department - Chief of Police

*Jeffrey Mori*

Washington County Sheriff's Office - Undersheriff

*Jim Porter*

City of Bend Police Department - Chief of Police

*Chris Skinner*

City of Eugene Police Department - Police Chief

**Description:**

Are you struggling to find applicants? Applicants don't successfully finish your hiring process? Join our session as you are not alone. Law enforcement agencies around the nation are experiencing the same issue and so is the private sector. Our recruiting efforts of the past aren't working anymore. As we look to diversify our workforces, it's time we embrace technology and new strategies to find qualified men and women looking to keep our communities safe. We will share changes in our recruitment strategies, marketing, reducing background investigations without

sacrificing quality, hiring veterans, and many other efforts we have successfully implemented. Regardless of your agency size this presentation will give you new ideas.

**Track:**

Leadership

**Topic:**

Community-Police Relations

Ethics

Evaluation

Harassment and Discrimination

Management

Philanthropic Community Outreach

Police Culture and Morale

Police Recruitment and Retention

Police-Media Relations

Public Trust

Social Media

**Audience - Primary:**

Police Executives

**Audience - Secondary:**

College/University

Mid-Size Agency

Police Executives

Smaller Agency

State Agency

Technologists

Tribal

**Unmanned Aerial Systems: Taking Your Program from Zero to Flying**

3:30 PM - 4:30 PM

**Session No:**

3789

**Type:**

Educational Session

**Location:**

McCormick Place - West

**Room:**  
W190a

**Presenter(s):**  
*Brook Rollins*  
City of Arlington (TX) Police Department - Lieutenant

**Secondary Presenter(s):**  
*Neal Landfield*  
City of Arlington (TX) Police Department - Sergeant

**Description:**  
As Unmanned Aerial Systems (UAS) become more prevalent in the world and in law enforcement, police leaders are faced with a myriad of considerations about how to start and grow an effective UAS program. UAS equipment and laws change quickly and frequently. The Arlington Texas Police Department Aviation Unit was one of the first municipal police departments to work through the federal approval process and has since grown a successful UAS program in a congested airspace. This presentation will introduce law enforcement leaders to the field of UAS and discuss lessons learned from a tenured program as they consider starting and growing a program of their own.

**Track:**  
Smaller Agency

**Topic:**  
Emerging Technology

**Audience - Primary:**  
Smaller Agency

**Audience - Secondary:**  
Major City  
Mid-Size Agency  
Police Executives

## **Using Your Agency's NIBRS Transition to Increase Transparency and Promote Public Trust**

3:30 PM - 4:30 PM

**Session No:**  
4030

**Type:**  
Educational Session

**Location:**

McCormick Place - West

**Room:**

W196a

**Presenter(s):**

*K. Lissy*

RTI - Research Social Scientist

**Secondary Presenter(s):**

*Christopher Cook*

Arlington Police Dept - Public Information Officer

*Andrea Gardner*

Bureau of Justice Statistics - Statistician

*Julie Parker*

IACP - Consultant

*Sean Whitcomb*

Seattle Police Dept - Public Information Officer

**Description:**

The FBI has announced that it will only accept UCR data via its National Incident-Based Reporting System (NIBRS) beginning Jan 2021. Many agencies are preparing to transition from traditional crime reporting via Summary Reporting to NIBRS. Transitioning to NIBRS can be an opportunity for agencies to showcase their commitment to transparency and increase public trust. Public Information Officers need to be aware of this transition and how their agency can manage the optics so that officials, media, and the community understand and support it. Drawing on lessons from agencies that have recently transitioned to NIBRS, this panel will provide strategies for messaging the switch, along with examples & suggestions to garner positive headlines.

**Track:**

Public Information Officers Section

**Topic:**

Community-Police Relations

Ethics

Evaluation

Philanthropic Community Outreach

Police-Citizen Contacts

Police-Media Relations

Political/Legislative Issues

Public Trust

Social Media

Unbiased Policing  
Victims of Crime

**Audience - Primary:**  
Public Information

**Audience - Secondary:**  
College/University  
Local Perspective  
Major City  
Mid-Size Agency  
Police Executives  
Public Information  
Smaller Agency  
State Agency  
Tribal