



2021 National Annual Training Conference

Summary of Sessions and Speakers

Breakout Sessions

Education and Training Trends

Sergeant EJ Diaz, Tactical Operations and Training Unit, Tampa International Airport Police Department; FBINA Graduate, Session 278

This session discusses training philosophies and strategies learned in 30 years of service as a police trainer and Master Chief Martial Arts Instructor. Most training programs and role play scenarios are taught by instructors that are just mimicking the techniques they have learned from their instructors. These instructors know what to do, but not why. This session teaches strategies and techniques that provide foundation for a new instructor and polish a veteran Instructor. The session is presented as a basic lecture and features role play design and interactive, "lessons learned". It is designed to involve the instructor in a way that they understand the concepts and will be able to apply to methods. The theory and philosophy are consistent with providing instruction to the new and old generations.

Managing Your School Based Law Enforcement Program in a Changing Social Landscape

Curtis S. Lavarello, Executive Director, School Safety Advocacy Council
Lt. Sean Burke, President, School Safety Advocacy Council; FBINA Graduate Session 239

With the changing climate within the educational arena, law enforcement leadership must continually monitor and keep abreast of continued changes strategies designed to keep students and staff safe. This session will include lecture by two of the nation's leading school safety experts and will culminate with an open dialogue discussion panel. The panel will include both law enforcement and education leaders, to provide a balanced look at current school safety strategies and national best practices. Topics includes building the foundation of a successful school-based law enforcement initiative, identifying new and emerging threats to school safety, selection and training the right personnel within your school safety program, establishing clear and effective MOUs with your education partners, measuring and documenting your success, and engaging the community in the school safety process.

Need for Policy-Based Automatic Recording in Today's Body-Worn Camera Programs

Chief Jason Dombkowski, Director of Law Enforcement Relations, BodyWorn by Utility; Former Chief, Lafayette PD (IN); FBINA Graduate Session 245

Law enforcement technology continues to evolve and become more intelligent, which has allowed for policy-based automatic recording to now be available to law enforcement as a solution to many issues with standard body-worn cameras. Today's software-driven body-worn camera recording systems can be configured to automatically start or stop recording based on a law enforcement agency's specific recording policy. Chief Jason Dombkowski, a U.S. Dept. of Justice Body-Worn Camera Subject Matter Expert, will explain how policy-based recording systems utilize automated activation trigger technology to guarantee reliable video recordings. Now, more than ever, citizens, community stakeholders and political leaders expect transparency and accountability from their law enforcement leaders. Policy-based automatic recording has quickly become the new standard of body-worn camera programs for policy compliance, eliminating human error and implicit bias.

Below 100

Tom Dirlam, Below 100 National Core Instructor; Former Assistant Deputy Director of Administrative Services Bureau, Michigan State Police; FBINA Graduate Session 225

Below 100 is a nationwide initiative to lower line-of-duty deaths to a level "below 100". The program is based on five core tenets, all within the officer's control; 1) Wear your belt. 2) Wear Your Vest. 3) Watch Your Speed. 4) W.I.N. - What's Important Now and 5) Remember-Complacency Kills. In the majority of line-of-duty deaths at least one of these five core tenets are violated. This session focuses on the potential benefits of this 100% FREE training and the positive impact it can have on officer safety within organizations. Attendees will gain knowledge of the Below 100 initiative and will preview specific case examples of the cause and effect of actions being taken by some officers leading to serious injuries and deaths in our profession. Attendees will be offered FREE officer safety training that meets the requirements to fulfill mandatory in-service training obligations and gain knowledge on how to make officers within their agency safer.

Effectively Addressing Active Shooter Incidents

SSA John P. Skillestad, FBI, Office of Partner Engagement, Violence Reduction Unit, Active Shooter Program

This session will focus on the FBI's Active Shooter Program and will highlight the facts and figures of twenty years of studying active shooters; the history and lessons learned from these incidents; and efforts to help first responders and communities plan and prepare for Active Shooter situations and develop strategies to limit the casualties. This training will stress prevention through community awareness and reporting methods, options-based responses by civilians when faced with an active shooter, law enforcement response, recovery and reunification efforts by the community, and how law enforcement can play a positive role in the process. The FBI's Office of Partner Engagement – Violence Reduction Unit will provide copies of their productions pertaining to active shooters – *The Coming Storm*; *Active Shooter: Managing the Mass Casualty Threat*; *Echoes of Columbine*; and *In The Aftermath*. The FBI will also be providing other active shooter resources for the conference attendees.

Match Recruiting to Your Mission

Sheriff Michael T. McIntosh, Founder, Integrity Leadership Development; Sheriff (Ret), Adams County (CO); FBINA Graduate Session 237
Jennifer Baessler, Recruiting Manager, Adams County (CO)

It's no secret there's room for improvement in law enforcement hiring practices. Discover how to attract a diverse pool of top candidates then retain them to develop strong, reliable leaders within your organization. This session discusses how to invest in your recruiting process and implement contemporary hiring practices and the benefits of employee retention, and how it can impact leadership in your agency.

Our Noble Profession: A Refresher Needed Now More than Ever

Chief Neal A. Rossow (Ret), Director of Professional Development for the Michigan Association of Chiefs of Police; Former Chief, Flat Rock (MI); FBINA Graduate Session 212

Leaders have a duty to care for our subordinates' morale and emotional needs. America's police are under attack by anti-police organizations, the media, politicians, and their community. Yet, we continue to be courageous, selfless, and pay the ultimate sacrifice for the communities we serve. Our officers need to be reminded of the values and beliefs that brought them to this noble profession. We must return officers to the time in their lives when something in their heart and soul, said "I want to be a cop." We serve our communities based on principles such as honor, integrity, and duty. They ring from our souls. This is needed now more than ever because of the organizations that are attacking the us and talking about "defunding" the police. Remember, we have all made our communities a better place to live and raise a family because of our sacrifices.

Personal Finance During Crisis-Aligning Priorities

Judy Pollard, CCUFC, Business Development Officer and Certified Credit Union Financial Counselor, JFCU

Changes to our financial lives can often result in stress and mental fatigue, making financial decisions even more challenging. It is even common to avoid choices that feel like we are giving something up. When the 2008 economic crisis happened over 40% of adults gave themselves a C or D rating when it came to their own finances; even stating they wished that they had been better prepared and had more knowledge of finances. This session will discuss what the #1 thing you must do in the midst of a personal financial crisis, how a personal financial crisis can make you wiser about money, actions to take that give you a greater sense of control, seven steps and application in aligning your priorities, and how you might you find flexibility. This session is intended to give participants a greater sense of ease and control when making choices of how you spend the money that you have and gain the confidence over your money choices as you reflect on what has the most meaning to you through dialogue and application.

Officer Readiness: Past, Present, and Future Operations Through the Lens of Wellness

Mike Bostic, Director of Public Safety Strategy and Policy, FirstNet

Dr. Anna Fitch Courie, DNP, RN, PHNA-BC, Director, Responder Wellness, FirstNet Program at AT&T

Officer wellness is growing in awareness and adoption across first responder professions. First Responders face threats at a rate that far exceeds the general population. Post-Traumatic Stress Disorder (PTSD) is one of the most common impacts that face officers today. This requires action on behalf of leadership to address the trend. However, the nomenclature of “post-traumatic stress disorder” emphasizes something that is “out of order” rather than an opportunity to embrace events as drivers towards personal growth. If we begin to shift our thoughts on post-traumatic stress as an opportunity rather than a disorder, officers can utilize traumatic events as an opportunity to grow and build resilience. The American Psychological Association (APA) defines resilience as “the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.” When we adapt, we face adversity; learn and grow from the experience; adopt the learned principals into our new behaviors; and then face new threats with our capabilities derived from experience. This presentation will address historical perceptions of officer wellness from the perspective of Mr. Mike Bostic, Retired LAPD Assistant Chief and a graduate of the 141ST Session of the FBI National Academy. Dr. Anna Courie, DNP, RN, PHNA-BC, Director of Responder Wellness for AT&T/FirstNet, will then delve into the role of resilience in officer readiness and address current and future opportunities to enhance officer wellness.

Public Communication Best Practices in the Age of Civil Unrest

Gail Pennybacker, Senior Instructor of Communications, Executive Programs Instruction Unit, FBI Academy

Ken White, Senior Instructor of Communications, Executive Programs Instruction Unit, FBI Academy

Session description to be announced.

Transparency in Policing (TIP): The Key to Building and Keeping the Community’s Trust

Chief Ron Camacho, M.S.C.J., Chambersburg Borough PD (PA); FBINA Graduate Session 239

Traditionally, police departments are often secretive and misunderstood by the public and media. Combining those factors with the current anti-police sentiment displayed across the country will lead to a volatile “powder keg” of protests, riots, and disturbances. Law enforcement organizations are at risk of losing the public trust when they are slow to or do not respond to severe or continuous incidents with timely and accurate information. Transparency is the number one way to combat rumors, false narratives, and anti-police propaganda. Transparency is also the most effective way to build or rebuild trust with your community. This

class will show multiple strategies and tactics to develop an effective transparency program within your department.

Facial Recognition Policy and Practice: Balancing Privacy and Security

Assistant Chief Armando R. Aguilar, Criminal Investigations Division, Miami PD (FL); FBINA Graduate Session 263
Sergeant Ivonne Valdes, MBA, Criminal Investigations Division, Miami PD (FL)

The Miami (FL) Police Department's (MPD) facial recognition technology (FRT) policy has been praised a model policy which balances privacy interests with public safety. In developing the MPD's FRT policy, Assistant Chief Armando Aguilar and Sergeant Ivonne Valdes engaged community stakeholders through news media interviews, virtual town hall meetings in English and Spanish, and through presentations of the technology to our City's elected officials and representatives from the ACLU. The MPD's FRT platforms have been used to identify and arrest suspects in murder, sexual battery, robbery, and burglary cases, as well as violent protestors engaged in crimes against persons and property. Conference attendees will learn how to successfully do the following: obtain stakeholder buy-in for their agency's FRT policy, employ best practices which will ensure criminal investigations and prosecutions are not compromised, implement safeguards against abuse and unauthorized access, and conduct agency-wide training in the proper use of FRT.

How Trauma-Informed Principles Can Improve Crisis Intervention

SAC Christopher Freeze (Ret), Former Executive Director of the Mississippi Department of Human Services (MDHS)

Everyday police officers respond to a call of a person in crisis. Whether the crisis involves mental health or domestic violence, officers must protect not only innocent victims, but protect themselves and the individual in crisis. While de-escalation techniques and discussions are not new, few combine the science behind adverse childhood experiences (ACEs), crisis intervention models, and leadership principles to provide important insights for every officer who responds to a person in need. In this presentation, you'll learn how ACEs form the foundation of trauma, how ACEs can improve your crisis intervention model, and how trauma-informed leadership principles guide an officer's and department's response to crises.

Surviving Suicide

Agent Doug Monda (Ret), Cocoa PD (FL)

Surviving Suicide is a raw and in-depth walk through Agent Monda's career, the factors that took him down the wrong path. Agent Doug Monda was a SWAT Team leader, sniper and drug agent in Florida. After years of suffering physical trauma and life changing injuries, Agent Monda attempted suicide; not just once, but twice. The failures of the first event, cascaded to a second attempt while on the job. Surviving Suicide shows the real-life challenges and struggles first responder experience, often silently with PTSD and depression. From start to finish you will be involved on how this happened, the journey to recovery and how a Police Chief and others took the proper steps that resulted in a success story for the Department and Agent Monda, and the formation of Survive First Foundation.

FBI National Academy Update

Howard Cook, Executive Director, FBI National Academy Associates; FBINA Graduate Session 224
Dr. John Jarvis, Academic Dean, Training Division, FBI Academy

This session will highlight the present state and the future directions of the FBI National Academy Program. Discussion of recent achievements as well as expected near and long term directions of the National Academy Program will be shared and discussed. These include, but are not limited to, programmatic considerations, curriculum growth and change, current and future partnerships, as well

as evolving post graduate opportunities. Lastly, input from attendees will be sought as to possible avenues that both the FBI and the FBINAA may wish to consider in the future.

Getting the Truth – Unlocking the Secrets of Communication

Joe Koenig, CFE and Forensic Linguist, KMI Investigations, LLC; Michigan State Police (Ret)

Getting the truth isn't easy. We learn at an early age to tell partial truths to avoid telling complete lies. Precise communication prevents and uncovers partial truths. Imprecise communication nurtures deception and poor decision-making. Developing special skills in interpreting communications and constructing questions will help get the truth and lead to better ethical decision-making. The attendee will learn to recognize and interpret partial truths, understand the ethical importance of proper question structure to ascertain the whole truth, acquire the truth through proper questioning and analysis, and unlock and understand the hidden meanings of responses.

Unified Awareness: Building a Future-Proof Real-Time Crime Center

Chief Peter Gauntlett, Public Safety Director, St. Cloud PD (FL); FBINA Graduate Session 209

Chris Lindenau, CEO, Fūsus

Law Enforcement agencies are continually adopting new technologies to enhance operational effectiveness, fight crime, and positively engage their communities. A critical component that has thus far eluded most departments is the ability to unify all video and data feeds to create an effective force multiplier. By creating a unified stream of video and data from all sources, including UAVs, aircraft, public and private cameras, gunfire detectors, and officer locations, and integrating them into the 911-CAD feed, departments can create highly efficient situational awareness networks for their command staff, officers, and investigators. Join us for an interactive session to learn how agencies can unify public and private video sources and technology into an affordable Real-Time Crime Center, enabling a common operating picture for all personnel.

Life After Law Enforcement

Fresh Pursuits: The Journey from Cop to Corporate

John Manning, Worldwide Public Safety and National Security, Microsoft; FBINA Graduate Session 240

Making the decision to leave law enforcement to pursue a new career is a large one. The process has changed drastically over the years. The advent of on-line job searching sites and professional and social networking sites, has completely changed the way people find and get jobs. Understanding the new norm, complexities, and avoiding the pitfalls will both reduce frustration and lead to new opportunities. This talk track will help pass on the lessons learned from more than the speaker. John Manning's experience in helping numerous former officers move to the private sector has given me a wealth of advice that would greatly benefit our law enforcement community.

Officer Safety Through Mental Wellness and Psychological Resiliency

Chief Laura King, McHenry County Conservation District Police (IL); FBINA Graduate Session 265

This presentation is the cornerstone block of the BJA's VALOR officer safety and wellness program. In this powerful presentation the psychological threats to officer safety, which are just as real and can be just as deadly as physical threats, are exposed and addressed. Officer suicides continue to track at near the same number as line of duty deaths each year. We need to prepare our police handle the risk factors associated with suicide, alcohol abuse and depression. This program confronts these issue with not only a clear explanation of the factors known to be contributing to these phenomenon, but also offers action steps each officer can incorporate into his/her daily life to start working toward a solution. Attendees will learn how repeated critical incident exposure is impacting the psychological health of police professionals and discuss topics such as stress management, emotional control, and recognizing warning signs in others.

Answers to the Recruitment Dilemma from 2020 Forward

Deputy Chief James Dudley (Ret), San Francisco PD (CA); Faculty Lecturer, San Francisco State University, Criminal Justice Studies; FBINA Graduate Session 192

Robert Cate, Co-Founder, Interview Now

This session is intended to help recruiters and agencies understand the types of today's current applicant pool through research and participation in recruitment efforts. It will also focus on learning to navigate tools to reach a national audience, solicit applications and how to retain the individuals through the testing, background and hiring process. Lastly, the session will show a streamlined process to attract and retain better applicants and ensure success, with fewer attrition numbers, thus economizing efforts and being more effective in higher successful graduates.

Trust and the Comprehensive Approach to Community Policing

T. Neil Moore, Ed.D., Director Curriculum and Instruction, FBI-LEEDA

Presented by FBI-LEEDA

The current unrest on the U.S. policing landscape has the potential to visit all agency in our nation. At the core of this unrest is a seeming lack of trust between the police and the citizens they serve. By understanding the basics of how to create a trusting environment through a comprehensive approach to community policing, U.S. police agencies can put themselves in a better position to mitigate or avoid the loss of life and property damage that comes with the social unrest we have experienced in many parts of our nation. This session will discuss the four P's of community policing and the findings of one study related to citizen participation with the police in two police jurisdictions. Citizens reported a need for partners, community education, neighborhood associations, involvement with government, problem solving, occasional frustration with government and strong communication to manage the community policing effort.

Verizon Crisis Response: Providing Mission-Critical Communications 24/7/365 for Public Safety

Cory Davis, Director of Public Safety Operations and Crisis Response, Verizon

Presentation description to be announced.

Life After Law Enforcement

What You Need to Know about Managing Money and Life

Lieutenant Jim Kalinowski, Burglary and Theft Division, Houston PD (TX); Author "Balancing the Badge to Make a Difference"; FBINA Graduate Session 176

Police departments across the country train police officers through academy training and years of in-service schools to perform their police duties; however their common challenge is that they do not de-program employees for retirement. The presentation is about preparing attendees for life after law enforcement financially, emotionally and relationally. The presentation is about transforming law enforcement personnel to embrace the concept of Balancing the Badge, because a purpose driven retirement is critical for life after law enforcement in addressing issues such as police divorce and suicide. This session will also provide tools for law enforcement personnel to test drive their retirement and develop a life plan to retire with a purpose and live a balanced life by focusing on mental, physical, social, spiritual and financial wellness. Lieutenant Kalinowski is the author of the book "Balancing the Badge to Make a Difference: What every law enforcement professional should know about managing money and life."

Reimagining Police Officer Recruitment in the Pandemic and Post-Pandemic World

Jon Walters, Founder/CEO, Public Safety Testing, Inc.; FBINA Graduate Session 171

In recent years, we believed the challenges related to recruitment and hiring had never been greater for our profession. Then we suffered a pandemic, an economic downturn, social unrest, and a loud narrative to defund (and loathe) the police. A perfect storm that poses even more recruitment challenges – and opportunities! This engaging session will address how to develop and implement an effective recruitment plan during these extraordinary times. We will examine how recruitment has changed and what it will look like post-pandemic. Participants will hear about proven and new strategies that work to attract quality and diverse candidates, including how to appeal to experienced officers that are leaving departments where they feel politically unsupported. We will also discuss recent research on why candidates are – or are not – attracted to the policing profession in the current environment and why incumbent police officers are leaving their agency or the profession altogether.

After It Happens: Mass Shooting Response Training for Police Officers, Departments and Communities

Captain Eric Di Lorenzo, Special Operations Division Commander, Myrtle Beach PD (FL); FBINA Graduate Session 268

Due to the high potential threat to an officer's safety and life as well as seeing deaths among the protected population, an officer's psychological integrity is greatly threatened after responding to a Mass Shooting. A Mass Shooting in a community has far reaching implications to include disruption of services and a reduction in workforce within a Law Enforcement Agency. This session identifies the impacts on an officer, the department and the community it serves while providing solutions to get officers and agencies back to their "new normal" after a Mass Shooting incident. This session will explore a road map to recovery as well as resources and a plan should "it" happen in their community.

Crisis Messaging Plans

Judy Pal, 10-8 Communications LLC; Former Assistant Commissioner, NYPD

This session explains how to create narrative-framing messaging plans in advance of a crisis. It is important for agencies to frame a narrative of a crisis within the first 3-5 minutes of a critical incident. What can you say when you don't have a lot of facts? A crisis messaging plan, created in advance of significant events, can help set the tone of messaging for the agency, before traditional and social media do it for them. Participants will be provided with a messaging template to take back to their agency.

Evidence-Based Policing: Promises and Perils of Leveraging Big Data to Make Policing Decisions

Dr. John Jarvis, Academic Dean, Training Division, FBI Academy

Maureen McGough, Chief of Staff, Policing Project, New York University

Wendy Regoeczi, Director, Criminology Research Center; Associate Dean and Professor, Cleveland State University

Geoff Alpert, Professor, Criminology and Criminal Justice, University of South Carolina

Are your departmental policies based on evidence or anecdotes? Evidence-based strategies help answer policy-related questions and proper data allow managers to justify their decisions. While there is growing support for evidence-based policing strategies, few resources exist to assist officers and police leaders integrate research and data analysis into policies and practices. Moreover, existing data sets and metrics used to measure police performance are limited in scope and often do not capture the true impact of police operations on public safety. This panel will discuss some recent developments in the world of evidence-based policing and identify

available resources to assist agencies to measure their impact and potentially improve and expand their use of data and analysis. Identification of the limits of such an approach for grounding policies and practices in the best available scientific evidence will also be discussed.

Life After Law Enforcement

Warrior to Guardian: Veterans Returning to Civilian Law Enforcement

Lieutenant Harold Bozeman, Wilmington PD (DE)

This presentation will equip peers and supervisors with the knowledge to recognize and address the specific needs of men and women transitioning to, or back to, civilian law enforcement after serving active deployments in the military. These groups each have unique challenges, and each is exposed to a multitude of traumatic experiences. Combining these experiences creates a unique set of challenges. This presentation will prepare peer supporters, supervisors, and managers to recognize and assist with those challenges. We will discuss the issues specific to each of these cultures and the special consideration for those officers living in both worlds. While the course is designed as an enhancement to officers with training and experience in Critical Incident Stress Management, the information being presented stands on its own and can be applied regardless of one's level of CISM experience. In this session, attendees will examine the veteran population and identify some of the challenges of military service, learn to recognize the unique mental health challenges experienced by police officers who are returning or transitioning to law enforcement from active duty military deployments by comparing and contrasting the professions, and discuss critical incident stress, post-traumatic stress, and risk factors for development of PTSD among our personnel who are in this crossover population and learn how to identify resources.