

**NATIONAL BLACK POLICE ASSOCIATION
47TH ANNUAL TRAINING & EDUCATION CONFERENCE
BROCHURE**

**PHILADELPHIA, PENNSYLVANIA
AUGUST 18-24, 2019**

THEME: "POLICE & COMMUNITY: SERVING AS ONE"



**NBPA NATIONAL OFFICE
320 South RL Thornton Frwy, Suite 230
Dallas, Texas 75203
Toll Free (855) 879-6272
Website: www.blackpolice.org
E-mail: nationaloffice@blackpolice.org**

NATIONAL BLACK POLICE ASSOCIATION PROFILE

NBPA HISTORY

In November 1972, the National Black Police Association (NBPA) was chartered as a not-for-profit corporation in the state of Illinois following a historic meeting in St. Louis, Missouri. There were 13 African American Peace Associations present at the meeting, with 109 representatives from the host city. In addition, representatives attended from New York City and Buffalo, New York; Flint and Detroit, Michigan; Richmond, Virginia; San Francisco and Los Angeles, California; Cincinnati, Akron, Dayton, and Cleveland, Ohio; Chicago, Illinois; Philadelphia and Pittsburgh, Pennsylvania; New Orleans, Louisiana; Baltimore, Maryland; Newark, New Jersey; Bridgeport, Connecticut; Louisville, Kentucky; and Denver, Colorado.

The National Black Police Association was established

- To improve the relationship between Police Departments as institutions and the Black community;
- To evaluate the effect of the policies and programs within the Criminal Justice System upon the Black community;
- To serve as a mechanism to recruit Black police officers on a national scale;
- To work toward police reform in order to eliminate police corruption, police brutality and racial discrimination; and
- To educate police officers to perform with professionalism and compassion.

The NBPA is established by three geographical regions throughout the United States. Each region elects an Executive Committee that represents all of the NBPA chapters and individual members in their respective regions. The regions are comprised of the following states...

- **REGION 1**
Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming
- **REGION 2**
Alabama, Arkansas, Florida, Illinois, Iowa, Kansas, Georgia, Louisiana, Minnesota, Mississippi, Missouri, Nebraska, North Dakota, Oklahoma, South Dakota, Texas, Wisconsin
- **REGION 3**
Connecticut, Delaware, Indiana, Kentucky, Maine, Maryland, Massachusetts, Michigan, New Hampshire, North Carolina, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont, South Carolina, Tennessee, Virginia, West Virginia

The NBPA is governed by a National Board of Directors. The formulation of policy and operations of the NBPA are the sole responsibility of the Board of Directors. The NBPA National Officers are elected from members of the Board of Directors.

The NBPA maintains and operates a National Office in Dallas, Texas. The NBPA National Office formulates, coordinates and monitors nationally funded projects and programs. The National Office is the administrative arm of the National Board of Directors.

The NBPA hosts an Annual Education and Training Conference for its members and others interested in law enforcement. The conference is designed to provide workshops, discussion groups, and the dissemination of pertinent information to those who attend. The conference also provides an opportunity to network with fellow officers and public safety officials from across the country.

The organizational imperative of the NBPA is to bridge the gap – both real and perceptual - between law enforcement as institutions and the Black community, through empowerment, mutual cooperation, trust, and positive interaction.

NBPA MISSION STATEMENT

To increase the awareness of the community;
To be the conscience of the Criminal Justice System; and
To enhance the quality of life in the African-American Community

NBPA POSITIONS

COMMUNITY POLICING - The NBPA supports the philosophy of true Community Policing that calls for a cooperative partnership between the community and the police for building and maintaining safer and sustainable communities.

CONTROL of ILLEGAL NARCOTICS - The NBPA believes that the influx of illegal narcotics into this country can only be controlled by a joint effort between the supplying country and our federal government. The NBPA supports a domestic policy that embraces proactive prevention, lawful interdiction and on-demand treatment.

THE LEGALIZATION OF MARIJUANA - The NBPA supports States' Rights in the decision to legalize marijuana.

CRIME PREVENTION - The NBPA supports the equitable allocation and distribution of national and local crime fighting resources toward the prevention and abatement of crime.

DEATH PENALTY - The NBPA protests the inequitable application of the death penalty, where it effects disadvantaged communities and people of color.

HANDGUN CONTROL - The NBPA supports restrictive national handgun and assault weapon legislation, as well as comprehensive background checks.

POLICE BRUTALITY - The NBPA believes that police brutality must be confronted, controlled, and outlawed by all police departments throughout the United States.

WOMEN IN PUBLIC SAFETY - The NBPA supports women as equal and equitable partners in the field of law enforcement and also believes their performance is equitable to that of their male counterparts.

INCLUSION AND EQUITY OF OFFICERS OF COLOR - The NBPA supports actions to correct workplace inequities borne out of historical and institutional discrimination and disparate treatment, in the hiring, training, assignment, and promotion, and discipline of peace officers of color and more specifically, African American peace officers.

RACIAL PROFILING - The NBPA supports federal racial profiling legislation that...

- Mandates the collection of statistical data to determine frequency and adverse impact; and
- Imposes joint liability on agencies and their employees who show patterns and practices of using race-based profiles exclusively – without sufficient cause – to stop, detain, harass, search, arrest, and prosecute citizens and seize property.

21ST CENTURY POLICING - The NBPA supports the application and integration of the recommendations from President Barack Obama's Task Force on 21ST Century Policing:

- Building Trust and Legitimacy
- Adequate Policy and Oversight
- Use of Effective Technology and Social Media
- Community Policing and Crime Reduction
- Officer Training and Education
- Officer Safety and Wellness

NBPA PUBLICATION WHAT TO DO WHEN STOPPED BY THE POLICE

For free copies of this publication,
please call toll free (855) 879-6272



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CONFERENCE REGISTRATION

Includes one (1) ticket to:

- PRAYER BREAKFAST
- THEMED SCHOLARSHIP DANCE/FUNDRAISER
- CHAIRWOMAN'S AWARDS BALL

...and entry into all conference events, sessions, workshops, and the exhibition hall.

The Conference Registration Badge is required to enter all non-ticket events - NO EXCEPTIONS!

CONFERENCE REGISTRATION FEES

- NBPA MEMBERS are Individual Members in good standing
- NBPA SENIORS are Individual Members of 65+ years
- NBPA STUDENTS are members of NBPA Student Chapters

The conference rates will be extended to all members in good standing with NBPA-UK, ABLE-Canada, ABLE-Bermuda, and POPCRU South Africa.

Early Registration MUST be postmarked by July 14, 2019

| 2019 ATTENDEE | BEFORE JULY 14 TH | AFTER JULY 14 TH |
|----------------------------|------------------------------|-----------------------------|
| NBPA MEMBER | \$325 | \$375 |
| NON-MEMBER | \$375 | \$425 |
| NBPA SENIOR (65+) | \$295 | \$295 |
| NBPA STUDENT | \$250 | \$275 |
| NBPA NATIONAL BOARD MEMBER | \$295 | \$295 |

CONFERENCE EVENT TICKETS

Event tickets are based on availability. The NBPA recommends that you purchase tickets during advanced conference registration. Tickets may not be available on-site.

| EVENT | BEFORE JULY 14 TH | ON/AFTER JULY 14 TH AND ON-SITE |
|------------------------------|------------------------------|--------------------------------------------|
| PRAYER BREAKFAST | \$55 | \$65 |
| SCHOLARSHIP DANCE/FUNDRAISER | \$15 | \$20 |
| CHAIRWOMAN'S BALL | \$75 | \$85 |

ACCEPTED FORMS OF PAYMENT

REGISTRATION FEES MUST ACCOMPANY ALL REGISTRATION FORMS

PERSONAL CHECKS are accepted for Early Registration. No Personal checks are accepted after July 14, 2019 nor on-site. Early Registration **MUST** be postmarked by July 14, 2019

PURCHASE ORDERS - The NBPA accepts agency purchase orders. Purchase orders **MUST** accompany registration form.

CASHIER'S CHECKS and MONEY ORDERS accepted - NO CASH

CREDIT CARDS - NBPA accepts the following credit cards:



NSF checks will assess a \$25 administrative fee and all associated bank fees.

Registration can also be completed by PayPal, online at the NBPA Website at www.blackpolice.org



MAIL CONFERENCE REGISTRATION CORRESPONDENCE AND PAYMENTS TO:

NBPA FISCAL OFFICER
c/o Ana Hester
PO. Box 83073
Gaithersburg, MD 20883

REGISTRATION CONFIRMATION

In approximately ten (10) business days upon receipt of conference registration payment, a receipt will be mailed/e-mailed to the address on your form. Attendees who register in advance should bring this receipt when picking up your registration package. Receipts for any registration processed after July 14, 2019 can be picked up at the Registration Desk at the Conference. Receipts not picked up will be forwarded to the mailing/e-mail address on the registration form.

CONFERENCE REGISTRATION INSTRUCTIONS

TYPE or PRINT all information on the form. Names will be printed on conference badges based on your registration form.

CREDIT CARD submissions require the cardholder to sign the registration form.

PURCHASE ORDERS must accompany the registration form.

CONFERENCE FEES must accompany the registration form.

CONFERENCE DEADLINES

- Last Day for Advance Conference Registration - **July 14, 2019**
- Last Day for Hotel Reservation (Conference Rate) - **July 19, 2019**
- Last Day for Ad Journal Submissions - **July 20, 2019**
- Last Day for Exhibitor/Vendor Submissions - **July 20, 2019**

ON-SITE REGISTRATION SCHEDULE

| DAY | DATE | TIMES |
|-----------|-----------------|------------|
| SUNDAY | AUGUST 18, 2019 | 12pm - 5pm |
| MONDAY | AUGUST 19, 2019 | 9am - 5pm |
| TUESDAY | AUGUST 20, 2019 | 9am - 12pm |
| WEDNESDAY | AUGUST 21, 2019 | 9am - 12pm |

CONFERENCE ATTIRE

WORKSHOPS - Business casual (includes ethnic attire)

PRAYER BREAKFAST/OPENING SESSION - Departmental Uniform for Active Sworn Personnel/Business casual all others

CHAIRWOMAN'S BALL - Semi-formal/Black tie

DANCE/FUNDRAISER - Themed costume

MEMORIAL MARCH - Departmental Uniform

PLEASE! NO WEAPONS!

Changes, Cancellations, & Refunds

ANY CHANGES to your registration **MUST** be submitted in writing and received no later than July 14, 2019.

ALL REFUNDS are subject to a 25% administrative fee.

NO REFUNDS after July 14, 2019.

SUBSTITUTIONS are permitted - request must be made in writing.

SPECIAL ACCOMMODATIONS

The NBPA is acutely aware of the special needs of our members and guests. If special accommodations are required, please contact the NBPA National Office at (855) 879-6272 or address these needs upon arrival with the Conference Registration staff. Every consideration will be given attention.

NBPA 2019 CONFERENCE HOTEL



Warwick Rittenhouse Square - Philadelphia
220 S. 17th Street
Philadelphia, PA 19103

www.warwickrittenhouse.com
Telephone: (215) 735-6000
CODE: NBPA

Reservations can also be made online at
www.blackpolice.org

\$159 (King/Double + Tax)

Conference rates are good from
Saturday, August 17 through Saturday, August 24
Hotel Registration Deadline is July 14, 2019

Memorial March & Service



Wednesday
August 21st

5:15pm
Depart

5:45pm
Photos

6:15pm
March

7:00pm
Service

On Wednesday 21, 2019, the NBPA will host its Memorial March and Service at a local venue in Philadelphia. NBPA members are asked to wear their respective Departmental uniforms.

- NO WEAPONS PLEASE -

Immediately after the last workshops of the day, attendees will meet and then be transported to the Memorial March staging site. Attendees will march to the venue and assemble for the Roll Call of Honor and ecumenical service. Repast will follow.



NBPA SCHOLARSHIP FUNDRAISER Trip to ATLANTIC CITY!

Come ready for a great time! Buses will be provided for the trip.
Details to follow.



2019 CONFERENCE REGISTRATION

| | | | |
|----------------------------------------------|--|----------------------------------------------|------------|
| <input type="checkbox"/> FIRST TIME ATTENDEE | | <input type="checkbox"/> CENTURY CLUB MEMBER | |
| | | | |
| FIRST NAME | | M.I. | LAST NAME |
| | | | |
| STREET NO. | | STREET NAME | APT-STE-RM |
| | | | |
| CITY | | STATE | ZIP CODE |
| | | | |
| TELEPHONE | | E-MAIL | |
| | | | |
| REGION | | CHAPTER | TITLE/RANK |

REGISTRATION

| ATTENDEE CLASS | EARLY BY 07/14/19 | LATE AFTER 07/14/19 | TOTAL FEE |
|----------------------------|-------------------|---------------------|-----------|
| NBPA MEMBER | \$325 | \$375 | |
| NON-MEMBER | \$375 | \$425 | |
| NBPA SENIOR | \$295 | \$295 | |
| NBPA STUDENT | \$250 | \$275 | |
| NBPA NATIONAL BOARD MEMBER | \$295 | \$295 | |
| TOTAL | | | |

ADDITIONAL EVENT TICKETS

| EVENTS | EARLY/ ON-SITE | NO. TKTS | TOTAL FEE |
|-------------------|----------------|----------|-----------|
| BREAKFAST | \$55 / \$65 | | |
| DANCE | \$15 / \$20 | | |
| CHAIRWOMAN'S BALL | \$75 / \$85 | | |
| TOTAL | | | |
| GRAND TOTAL | | | |

SHIRT SIZE (must pre-register)

S M L XL 2X 3X 4X

NBPA SIGNATURE WORKSHOP

LIMITED TO THE FIRST 30 REGISTRANTS

Promotion & Professional Development
Boot Camp

See Conference Schedule for Dates/Times

CONFERENCE REGISTRATION STAFF ONLY

| Payment | <input type="checkbox"/> Credit | <input type="checkbox"/> Check | <input type="checkbox"/> P.O. |
|----------|---------------------------------|--------------------------------|-------------------------------|
| Received | Deposited | Receipt | Notes |
| | | | |
| | | | |

ATTENTION CREDIT CARD PAYEES

To Register by Credit Card and for immediate payment and registration, please utilize Pay Pal on the NBPA National Website at www.blackpolice.org.

WORKSHOP ATTENDANCE POLICY

WORKSHOP BREAK-OUT LOCATIONS will be...

- Published in the Conference Ad Journal
- Posted near the Conference Registration Desk
- Posted outside meeting areas
- On the Attendify conference app

TIME - Workshops and accredited seminars will start on time.

WORKSHOP MONITOR'S RESPONSIBILITY

- Admit **ONLY** those attendees wearing or possessing conference badges - **NO EXCEPTIONS!**
- Ensure breakout seating and audio-visual needs of presenter(s) are met.
- Provide general overview of workshop subject matter and introduce presenter(s).
- Monitors will collect Workshop Attendance Cards at the beginning of the workshop. Cards will not be initialed until attendees are participating in the evaluation portion of the workshop. Attendees failing to complete 90% of the workshop will not receive credit.

LOST CARDS - An attendee may be issued one (1) Temporary Workshop Attendance Card by a monitor should the original be misplaced or lost.

NBPA WORKSHOP EVALUATION FORMS

At the conclusion of each workshop, attendees will be given an opportunity to evaluate the workshop subject matter and presentation on the following dynamics:

- Clearly stated objectives
- Content consistent with stated objectives
- Objectives met
- Well-prepared training materials
- Presenters'/facilitators' presentation skill/knowledge
- Personal and professional reflections
- Utility of information

Your feedback is critical to the continued success of NBPA education and training offerings. Leaving contact info for the moderator is optional.

NBPA STORE

NBPA promotional items can be found at the command center/registration desk and selected displays in the exhibitor/vendor area.

Order shirts, mugs, challenge coins and more!



FLORENCE TAYLOR RETIRED OFFICERS ALLIANCE

NBPA retired officers are encouraged to participate in the Retired Officers Alliance. This effort is being led by retired NBPA board member, Valerie Cummings. She can be reached at mslioness@yahoo.com or 305-331-7632. Stay tuned for more information!

CHARLES 'CHUCK' TAYLOR CENTURY CLUB

The Century Club was conceived in 1981 by former National Chairman, the late Shelby Lanier, President of the Louisville Black Police Association. The organization was nurtured by the late Charles "Chuck" Taylor. The purpose of the Century Club is to offer an additional source of support for the NBPA.

The Century Club is made up of individual members of the NBPA, who wish to show an additional commitment to the organization. Century Club members pay a one-time fee of \$300 for entry into this exclusive club. It is an obligation of all National Board members to join the Century Club, but all NBPA members are welcome to join.

The NBPA hosts a Century Club Luncheon at the National Education and Training Conference to acknowledge and celebrate Century Club members who have demonstrated support.

Century Club & Alumni benefits include

- Century Club Certificate
- Century Club Medallion
- Preferred seating at all conference events
- Annual National Conference Luncheon
- Special acknowledgements at Annual Chairwoman's Ball
- Century Club Alumni Hall of Fame Induction Ceremony

Century Club applications and promotional items can be found at the Century Club table, located near conference registration, and online at www.blackpolice.org.





CONFERENCE WORKSHOPS

- NBPA SIGNATURE WORKSHOP: PROMOTION & PROFESSIONAL DEVELOPMENT BOOT CAMP
- THE FREDDIE GRAY TRIAL: LESSONS LEARNED
- BLACK WOMEN & THE SEARCH FOR RESPECTABLE POLICING
- "AFTER THE BANG" – REVIEW OF A DEADLY FORCE ENCOUNTER
- SEXUAL HARASSMENT IN THE WORKPLACE
- KEEPING KIDS IN SCHOOL AND OUT OF COURT: PHILADELPHIA POLICE SCHOOL DIVERSION PROGRAM
- POWER OF "THE D": A CONVERSATION ABOUT POLICE LEADERSHIP
- WALK IN MY SHOES: COMMUNITY AND POLICE EXPLORE SOCIETAL WOUNDS
- ANALYZING LAWFUL BUT AWFUL POLICE SHOOTINGS
- INTERSECTIONALITY BETWEEN RACE AND POLICING
- FRAUD AND IDENTITY THEFT: HOW TO MINIMIZE YOUR RISK AND REPORT IT
- COURT SERVICES AND OFFENDER SUPERVISION
- ANATOMY OF THE BLACK LAW ENFORCEMENT FRATERNAL ORGANIZATION
- FINANCIAL LITERACY AND PLANNING
- THE NEW FACE OF FRAUD AND ITS NEXUS TO TERRORISM
- THE LANGUAGE WE SPEAK – CIVILIAN VS. SWORN

47th NATIONAL BLACK POLICE ASSOCIATION
ANNUAL NATIONAL EDUCATION & TRAINING CONFERENCE
2019 CONFERENCE SCHEDULE
SCHEDULE/TIMES SUBJECT TO CHANGE

SUNDAY - AUGUST 18, 2019

Arrival of National Board and Delegates

1:00pm – 5:00pm Conference Registration
7:00pm – 9:00pm NBPA Reception

MONDAY - AUGUST 19, 2019

9:00am – 4:00pm Command Center
Registration/Exhibits set-up

9:00AM – 12:00pm WORKSHOPS
▪ The New Face of Fraud and Its Nexus to Terrorism
▪ Financial Literacy and Planning

10:00AM – 12:00pm PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 1

12:00pm – 1:00pm LUNCH (Open)

2:00pm – 4:00pm PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 2

1:00pm – 5:00pm WORKSHOPS
▪ Analyzing Lawful but Awful Police Shootings
▪ Fraud & Identity Theft: How to Minimize Your Risk and Report It

9:00am – 5:00pm NBPA BOARD OF DIRECTORS MEETING (MEDIA DAY/PRESS RELEASE)
BOARD TRAINING: ORGANIZATIONAL LEADERSHIP

7:00 pm – until Hospitality Suite

TUESDAY - AUGUST 20, 2019

8:30AM – 10:30am PRAYER BREAKFAST (In Uniform)

9:00am – 12:00pm Command Center
Registration/Exhibits set-up

11:00AM – 12:00pm OPENING SESSION

12:00pm – 1:00pm LUNCH (Open)

1:00pm – 4:00pm PLENARY SESSION: **"BLACK TO THE FUTURE"**

7:00pm – 9:00pm Host City Reception

7:00 pm – until Hospitality Suite

WEDNESDAY - AUGUST 21, 2019

9:00am – 12:00pm Command Center
Registration/Exhibits set-up
Last Day of Registration

9:00am – 12:00pm WORKSHOPS
▪ Human Trafficking/DSO Nicole Craig/Dallas County Sheriff Department
▪ Court Services and Offender Supervision
▪ Intersectionality Between Race and Policing

10:00AM – 12:00pm PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 3

12:00pm – 1:00pm Lunch (Open)

Century Club Luncheon

1:00pm – 5:00pm WORKSHOPS
▪ The Freddie Gray Trial: Lessons Learned
▪ Anatomy of the Black Law Enforcement Fraternal Organization
▪ Financial Literacy and Planning

**47th NATIONAL BLACK POLICE ASSOCIATION
ANNUAL NATIONAL EDUCATION & TRAINING CONFERENCE
2019 CONFERENCE SCHEDULE
*SCHEDULE/TIMES SUBJECT TO CHANGE***

WEDNESDAY - AUGUST 21, 2019 (CONTINUED)

2:00pm – 4:00pm **PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 4**
5:15pm DEPART FOR MARCH STAGING AREA
7:00pm – 8pm MEMORIAL SERVICE – LOCATION TBA
7:00pm – until Hospitality Suite

THURSDAY - AUGUST 22, 2019

9:00am – 5:00pm Command Center/Exhibitions
10:00AM – 12:00pm **PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 5**
10:30am – 12:30pm WORKSHOPS
 ▪ “After the Bang”: Review of a Deadly Force Encounter/James Scott/Albert Magnus College
 ▪ Power of the “D”: A Conversation About Police Leadership
 ▪ The Language We Speak – Civilian vs. Sworn
12:30pm – 1:30pm Lunch (Open)
1:30pm – 4:30pm WORKSHOPS
 ▪ Black Women and The Search for Respectable Policing
 ▪ Financial Literacy and Planning
2:00pm – 4:00pm **PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Pt. 6**
6:00pm – until TRIP TO ATLANTIC CITY/SCHOLARSHIP FUNDRAISER
7:00 pm – until Hospitality Suite

FRIDAY - AUGUST 23, 2019

8:00AM – 12:00pm **PROMOTION & PROFESSIONAL DEVELOPMENT BOOTCAMP – Final Session**
9:00am – 5:00pm Command Center/P/U WORKSHOP CERTIFICATES
9:00am – 5:00pm Exhibitions (Breakdown)
9:00am – 12:00pm WORKSHOPS
 ▪ Keeping Kids in School and Out of Court: Philadelphia Police School Diversion Program
 ▪ Financial Literacy and Planning
 ▪ Sexual Harassment in the Workplace
12:00pm – 1:30pm Lunch (Open) – Chapter Presidents Take Your Members To Lunch!
1:30pm – 3:00pm NBPA REGIONAL MEETINGS
 RETIREE MEETING
3:00pm – 5:00pm GENERAL SESSION (WRAP-UP AND ORGANIZATIONAL BUSINESS)
7:00pm – 11:00pm NBPA CHAIRWOMAN’S AWARDS BALL (Feel free to display your African Wear!)
7:00 pm – until Hospitality Suite

SATURDAY - AUGUST 24, 2019

 OPEN DAY
7:00 pm – until Hospitality Suite

SUNDAY - AUGUST 25, 2019 Delegate Departure

PROMOTION & PROFESSIONAL DEVELOPMENT BOOT CAMP

National Black Police Association
47th Annual Education and Training Conference
Philadelphia, PA
August 18-24, 2019

**Don't count
the days, make
the days count.**

~ Muhammad Ali

Check conference schedule for dates and times
Limited to the first 30 registrants, so register early!

PRESENTED BY

Richard Williams, Ph.D., M.P.A. and Simon Hargrove, M.B.A.

Training Mission

To provide officers and supervisors with the knowledge, skills, and abilities required of first line supervisors and managers during promotional assessment centers and examinations.

Attendees will:

1. Create and present their oral resume
2. Achieve Employee Performance Success
3. Apply performance management techniques
4. Conduct performance evaluations
5. Correct Employee Deficiencies
6. Conduct a counseling session and performance improvement plan
7. Create, coordinate and supervise crime fighting strategies
8. Coordinate and conduct community meetings
9. Assure unit compliance with constitutional policing pillars
10. Manage and complete an in-basket exercise
11. Apply appropriate test taking strategies and techniques
12. Receive individual and group feedback on all practical exercises

The Boot Camp coaches have over 20 years of supervision, management, promotional training, and testing success.

Hands-on, intense, fast-paced, practical, and realistic!



ABOUT CSOSA



MISSION

The Court Services and Offender Supervision Agency is a federal agency with a distinctly local directive to supervise adults on probation, parole, and supervised release in the District of Columbia.

Effectively supervise adults under our jurisdiction to enhance public safety, reduce recidivism, support the fair administration of justice, and promote accountability, inclusion and success through the implementation of evidence-based practices in close collaboration with our criminal justice partners and the community.



STRATEGIC GOALS

REDUCE RECIDIVISM

Reduce recidivism by targeting criminogenic risk and needs using innovative and evidence-based strategies.



INTEGRATION

Integrate offenders into the community by connecting them with resources and interventions.



ACCOUNTABILITY

Strengthen and promote accountability by ensuring offender compliance and cultivating a culture of continuous measurement and improvement.



FAIR ADMINISTRATION OF JUSTICE

Support the fair administration of justice by providing timely and accurate information to criminal justice decision-makers.



Connect with CSOSA

visit  | www.csosa.gov

follow  | [@DC_CSOSA](https://twitter.com/DC_CSOSA)

like  | [/DCCSOSA](https://www.facebook.com/DCCSOSA)



CSOSA BY THE NUMBERS

Fiscal Year 2018

Supervision Types

Probation* 69%

Supervised Release 23%

Parole 8%

* Probation percentage includes individuals who are subject to a Civil Protection Order or a Deferred Sentencing Agreement.

Risk Levels

Intensive (13%)

Maximum (30%)

Medium (23%)

Minimum (28%)

Successful Completions

Not Successful

Successful

In FY2018, more than six out of every 10 supervision cases were completed successfully. Ninety percent (90%) of the unsuccessful cases ended in revocation.



Housing

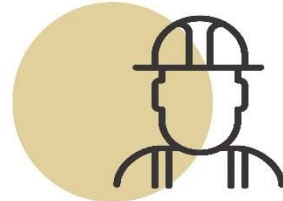
Approximately **12%** of our supervised population reside in unstable housing.

Individuals with unstable housing were **nearly twice as likely** to exit supervision unsuccessfully than those with stable housing.

Employment

Half of our employable supervised population is unemployed.

An "employable" person is someone who is not retired, disabled, suffering from a debilitating medical condition, or participating in a school or training program.



Behavioral Health

About **30%** of those entering supervision in FY2018 were identified as having mental health needs.

Approximately **57%** of individuals who were drug tested in FY2018 tested positive for an illicit drug at least once during the year.

Education

About **31%** of those under CSOSA supervision have not earned a high school diploma or GED. Approximately **48%** of supervisees have earned a high school diploma or GED. Around **17%** have completed some post-secondary study.



All data is based on total supervised population as of September 30, 2018.

MR. ERIC A. PETTUS
&
MS. AMY M. DAWKINS
SALUTE

THE NATIONAL BLACK POLICE ASSOCIATION

FOR HOSTING ITS 47TH ANNUAL
TRAINING & EDUCATION CONFERENCE
IN PHILADELPHIA, PENNSYLVANIA



SPECIALIZING IN FINANCIAL PLANNING & CONSULTING IN THE AREAS OF:

CASH MANAGEMENT

PROTECTION PLANNING (INSURANCE)

INVESTMENT PLANNING

EDUCATION PLANNING

RETIREMENT PLANNING

TAX PLANNING

ESTATE PLANNING

SMALL BUSINESS PLANNING

ORGANIZATIONAL PLANNING & DEVELOPMENT

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SYMBOLARTS

THE LEADER IN CUSTOM RECOGNITION ITEMS



SymbolArts is proud to partner with
The National Black Police Association
in the creation of their 2019 association coin.



BADGES | PATCHES | COINS | PINS | PROMOTIONAL | APPAREL