

National Organization of Black Law Enforcement Executives

41st Annual Training Conference and Exhibition

July 27 - August 2, 2017
Atlanta, GA

About the Conference

The National Organization of Black Law Enforcement Executives (NOBLE) hosted their 41st Annual Training Conference and Exhibition from July 27th to August 2nd, 2017 in Atlanta, Georgia. During the conference, NOBLE organized dozens of workshops on a broad range of policing issues. NOBLE partnered with My90 to collect feedback on these workshops throughout the conference. This report provides an overview of the feedback collected during the conference and highlights comments on individual workshops.

Collecting Feedback

My90 collected feedback throughout the conference via its anonymous text messaging platform. Attendees were encouraged to give feedback following each workshop. The moderators of each workshop encouraged feedback and My90 staff distributed flyers like the one to the right during the conference. Attendees gave feedback by texting the number "72803." After completing a brief registration, attendees were encouraged to respond to a series of statements assessing the workshop. They also had the opportunity to give free-response feedback at the end of the survey. These statements have been used by NOBLE at past conferences to collect feedback. A full list can be found on the following page.

We want to hear what you think.
Send a text message that says "NOBLE" to

72803

NOBLE is using My90 to collect your feedback about the 2017 Annual Conference & Exhibition. Please text My90 after each session to share your thoughts. NOBLE says thanks, using text messages will save them lots of time and money this year.

www.textmy90.com
Standard text message rates apply,
My90 is not an emergency service.

my90
21st Century Community Policing

Workshop Feedback

1. Please respond with how much you agree with the following statement. Reply by texting the number of your response. First: The workshop objectives were clearly explained

- 1) Strongly Agree
- 2) Agree
- 3) Disagree
- 4) Strongly Disagree

2. Second: The course objectives were accomplished

Options same as statement one

3. The workshop was well structured and easy to follow

Options same as statement one

4. This workshop strengthened my knowledge of the subject

Options same as statement one

5. This workshop met my expectations

Options same as statement one

6. The presenter(s) held the interest of the class

Options same as statement one

7. What is your overall rating of the presenters?

- 1) Outstanding
- 2) Excellent
- 3) Good
- 4) Satisfactory
- 5) Poor

8. What is your overall rating of the workshop

Options same as statement seven

9. Should this workshop be repeated in the future?

- 1) Yes
- 2) No
- 3) No Opinion

10. In your own words, what did you think of the workshop?

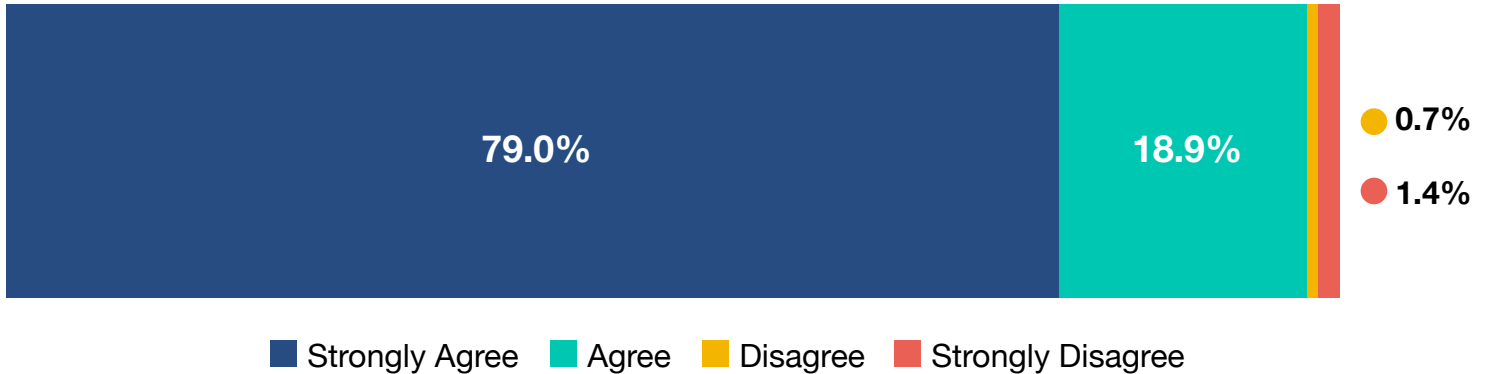
About My90

My90 is an independent communication platform that helps close the gap between community members and police officers. As a co-sponsor of the 41st Annual Training Conference and Exhibition, My90 offered its messaging services for free to NOBLE to collect feedback during the conference. My90's platform has been used by police department and other public safety agencies around the United States. Major partners include the San Jose Police Department and Coffee with a Cop.

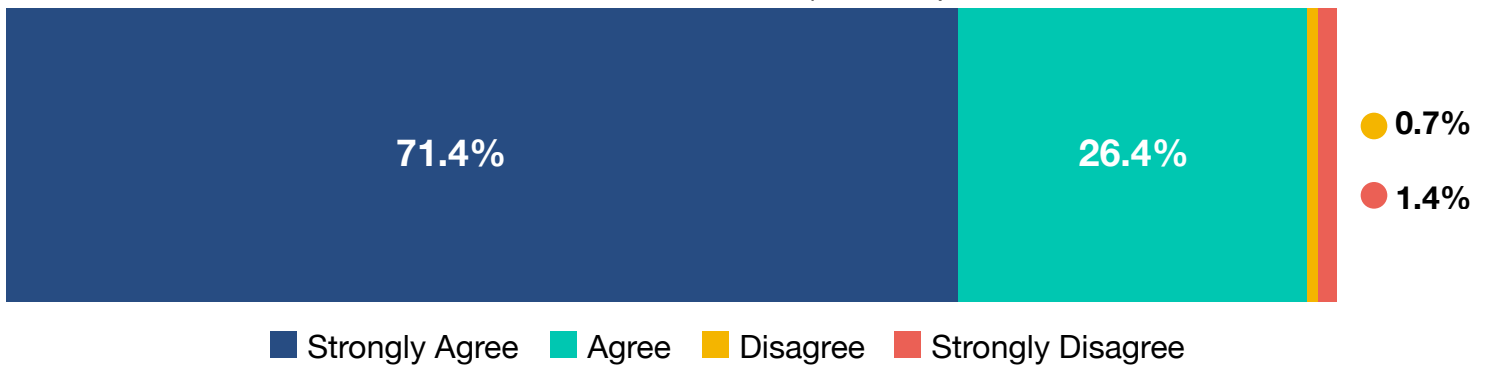
Overall Results

Overall workshop feedback was overwhelmingly positive. On all questions, more than three-quarters of respondents chose “Outstanding,” “Excellent,” “Strongly Agree,” or “Agree” when responding. 91.9% of respondents recommended that the workshop they were in be repeated again in the future. 96.4% of respondents said that the workshop met their expectations. 77.8% of respondents gave an overall rating of “Outstanding” or “Excellent” for their workshop, with just 3.7% rating their workshop “Satisfactory” and 0% rating it “Poor.” Breakdowns of overall feedback can be found below:

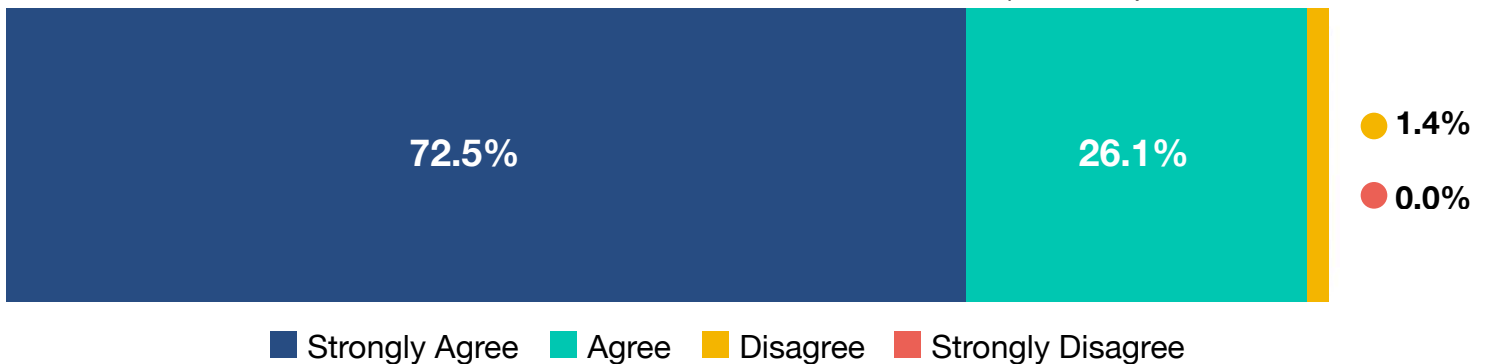
1. The workshop objectives were clearly explained (n = 145)



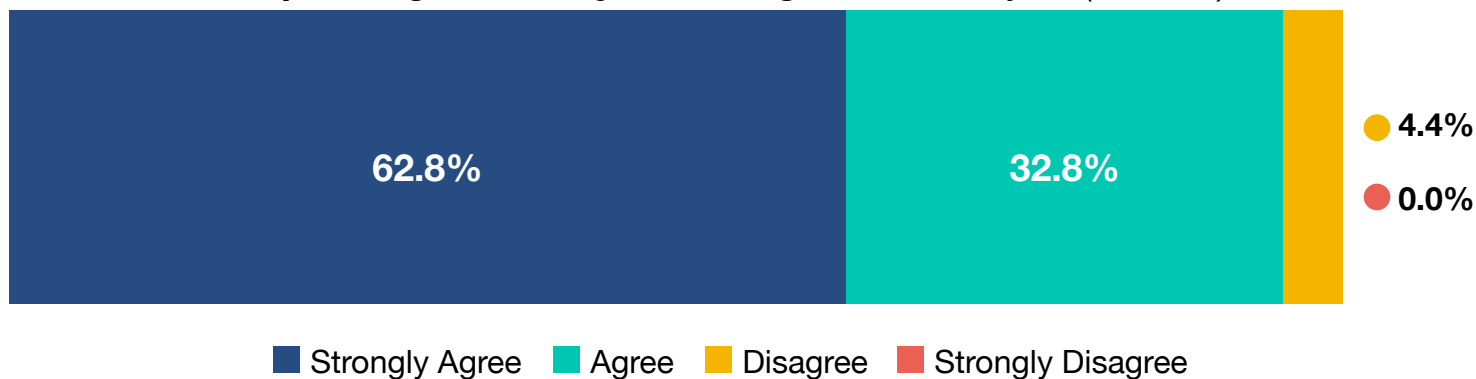
2. The course objectives were accomplished (n = 142)



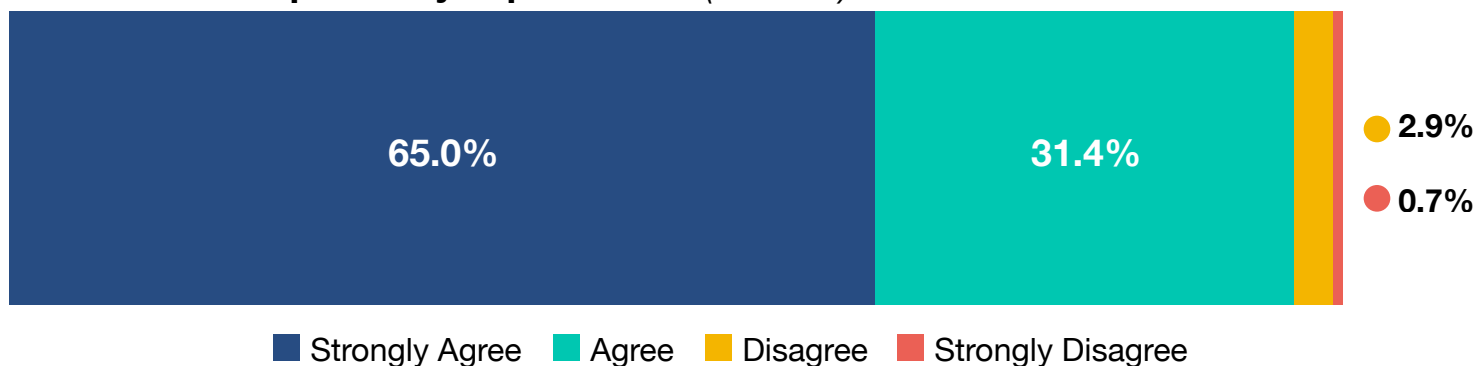
3. The workshop was well structured and easy to follow (n = 139)



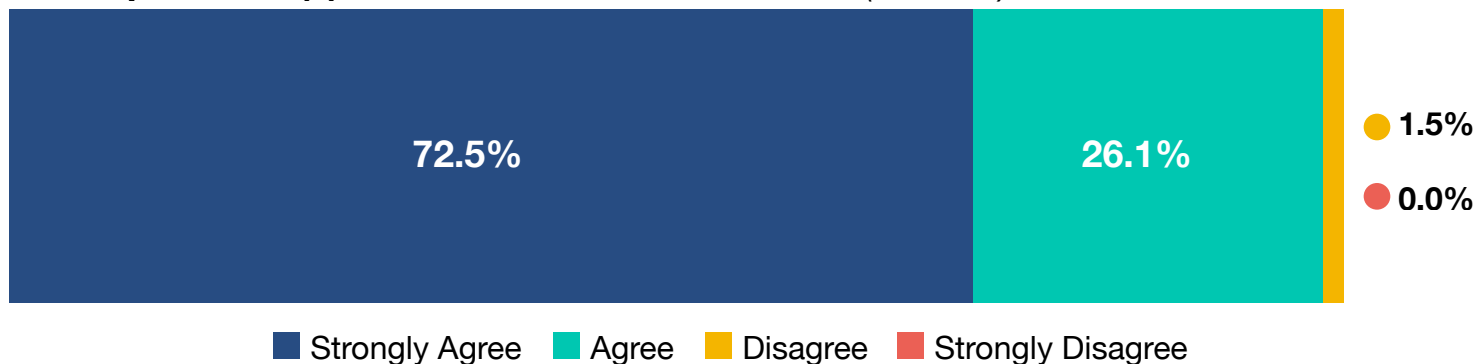
4. The workshop strengthened my knowledge of the subject (n = 137)



5. This workshop met my expectations (n = 137)



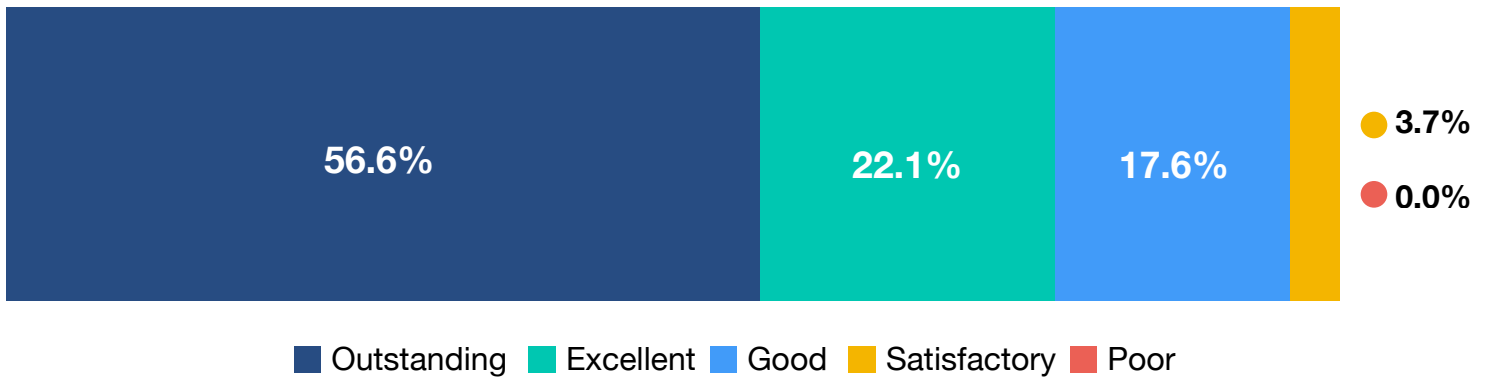
6. The presenter(s) held the interest of the class (n = 137)



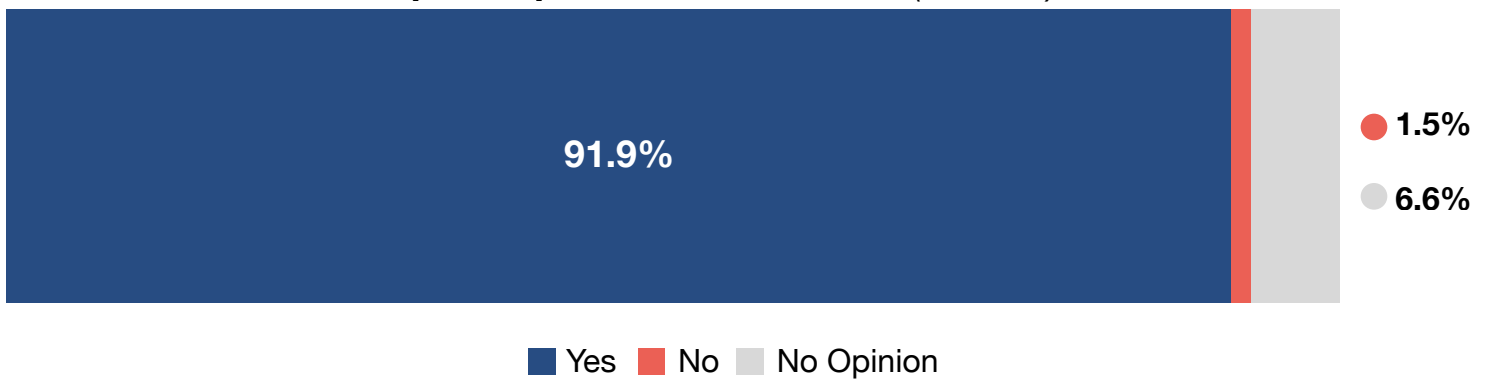
7. What is your overall rating of the presenter(s)? (n = 137)



8. What is your overall rating of the workshop? (n = 136)



9. Should this workshop be repeated in the future? (n = 136)



Qualitative Workshop Feedback

Free-response comments from each workshop are highlighted throughout the remainder of the report. These responses have been lightly edited for clarity. Only sessions which received qualitative feedback are included.

Recommendations

Overall, respondents gave highly positive feedback for the workshops offered at the 41st Annual Training Conference and Exhibition. Negative feedback was rare, but should always be taken into account when planning future workshops. Recurring complaints included a desire for larger spaces and more time for popular workshops.

Feedback collection was inconsistent between workshops, perhaps due to the extent each moderator encouraged attendees to text their feedback. The moderators of “Building Community Trust & Reducing Violent Crime in Richmond, CA” and “Addressing Gun Violence and Gangs” were able to encourage attendees to give the most feedback of any panel throughout the conference. When collecting feedback in the future, these moderators would be good people to consult on strategies to encourage high levels of participation.

From Fruitvale BART Station to Ferguson, MO: The Quest for Fair & Equal Protection Under the Law

Moderator: **Jovita Moore**, Anchor, WSB-TV, Atlanta, GA
Panelists: **Perry Tarrant**, NOBLE National President
Reverend Wanda Johnson, CEO, Oscar Grant Foundation
Benjamin Crump, Civil Rights Attorney, Parks & Crump, LLC

“The structure was not well defined, but the panelists were strong speakers and storytellers. Their message needed to be heard. More importantly, it needs to be heard outside of NOBLE.”

Traumas of Law Enforcement Death

Presenter: **Debbie Geary**, Concerns of Police Survivors (C.O.P.S.)

“I thought it was good information.”

CEO Symposium

Open to Chief Executive Officers only

“I was impressed with the amount of experience and knowledge from police chiefs from around the nation!”

“Outstanding executive level but the networking can not be emphasized enough.”

“The CEO symposium was on target in addressing issues that are current. I would love to see how the problems are handled by small town departments which face the same issues with less resources.”

Responder Safety Through Traffic Incident Management (TIM)

Presenters: **Denise Campbell**, Police Lieutenant, Durham Police Department
Carolyn Logan (Retired NCSHP), Statewide Incident Management Coordinator, SHRP2, NCDOT

“The instructor's explanations and delivery made the topic very interesting. The handouts and videos made the course very interesting. It increased my interest in the topic.”

“This was a very informative class that reviewed ics principals that are used to formulate and plan any large scale event.”

“Very informative with good delivery.”

“Excellent, this was all new to me and now have a great respect for emergency vehicles parking on the highway when there is an accident.”

Law Enforcement Enterprise Portal (LEEP)

Presenter: **Eric White**, LEEP Trainer, FBI/CJIS/OSOU, FBI Support Center

“I thought it would be more direct and hands on regarding the LEEP system. I thought that I would have a better understanding after the class but that wasn't the case.”

“Very informative.”

“More information to be shared with local people on all levels.”

“Major technical difficulties distracted from the overall effectiveness of the class. However, the presenter was awesome.”

Building Community Trust & Reducing Violent Crime in Richmond, CA

Moderator: **Rachel Brushett**, OJP Diagnostic Center, Office of the Assistant Attorney General, Office of Justice Programs, U.S. Department of Justice

Panelists: **Allwyn Brown**, Chief of Police, Richmond Police Department
Michelle Milam, Crime Prevention Manager, Richmond Police Department
Christopher Magnus, Chief, Tucson Police Department
Angela Jackson-Castain, Diagnostic Specialist (Contractor), Office of Justice Programs Diagnostic Center, U.S. Department of Justice

“Flow of information was good. Good information for agencies that may not be on the scale of RPD.”

“Improve sound system. Hard to hear Chief Brown.”

“Examples of what worked in their community.”

“Community policing elements are important so it is great to hear ideas from other jurisdictions and how they implement them.”

“Meaningful and compelling.”

“Very good information.”

Addressing Gun Violence and Gangs

Moderator: **Grayling Williams**, Assistant Chief, Lt. Colonel, Portsmouth, VA PD
Panelists: **Bryant K. Hall**, Gang Unit Supervisor, Sergeant, Portsmouth, VA PD
John F. Butler, Esquire, VA Assistant Attorney General and Special Assistant
Phillip Gautney, Special Agent, Federal Bureau of Investigation

“Good topic that generated good dialogue.”

“Great workshop I learned a lot and I am eager to share information.”

“The topic was relevant with what's going on in most urban areas.”

“Very informative and relevant information.”

“The panel had great informative information.”

“This workshop was very informative of processes as well as showing how relationships between entities can enhance effectiveness of all involved. There were a number of great examples shared.”

Lessons in Leadership: Women at the TOP

Moderator: **Kim Royster**, Assistant Chief, New York Police Department
Panelists: **Wanda Y. Dunham**, Chief, Metropolitan Atlanta Rapid Transit Authority (MARTA) PD
Lynda R. Williams, Deputy Assistant Director, United States Secret Service
Cerelyn “CJ” Davis, Chief, Durham Police Department
Wendy R. McSweeney, Senior VP of Enterprise Inclusion, Sun Trust Banks, Inc.
Lori George Billingsley, VP, Community Relations, Coca-Cola Refreshments USA

“Outstanding - repeat this session and place in a larger room!!!”

“Needed more time and larger room.”

“Excellent, was impressed with the number of women police chiefs nationally.”

“I absolutely loved the entire panel. There was a lot of leadership and informative information shared. The room needs to be extremely larger to be able to capture the very large growing audience.”

Strengthening Relationships Between the Hip Hop Community & Law Enforcement

Special Panel Presentation

“Open questions should have been curtailed to move toward a solutions generating session.”

“Great panelist with robust and powerful subject matter to correct police and community relations... bravo!”

“While the session provided decent information, it did not reflect the title of the session. It more so addressed community policing and not the between law.”

“Wow! I wasn't sure what to expect but this was an eye opening experience! Great perspective from Killer Mike & 21 Savage. Can noble reach out to more hip hop entertainers to facilitate more conversations? I would love for them to come to our police academy & have this conversation. New recruits learn from the beginning what needs to be done. Then incorporate training/scenarios can help weed out those who do not want to work in diverse communities.”

Historical Roots of Policing Meets Pioneers of Law, Justice and Equity in Police Service

Moderator: **Dr. Sophine Charles**, Assistant Professor, John Jay College

Panelists: **Tonya D. Chapman**, Chief of Police, Portsmouth, VA Police Department

Phil Banks III, Chief of Department, New York City Police Department (Retired)

Richard Hite, Commissioner, Indiana Civil Rights Commission

“Less talking from moderator, more allowed from panel members. Moderator did not stick to the course description, which is why I attended the workshop.”

Issues of Trust Between Millennials and Law Enforcement Officers

Moderator: **Gerald Darling**, Chief, Shelby County, TN Dept. of School Safety, Security and Emergency Management

Panelists: **Elsie L. Scott**, Ph.D., Director, Ronald W. Walters Leadership & Public Policy Center, Howard University
Bahiyyah Muhammad, Assistant Professor, Department of Sociology, Howard University

“Great class needed more time.”

“Great.”

The 21st Century Policing Roadmap: Helping Leaders Implement Policies, Engage People, and Create Sustainable Processes

Moderator: **Theron L. Bowman**, Ph.D., Deputy City Manager, Arlington, Texas & Former Police Chief of Arlington Police Department

Panelists: **Marcia K. Thompson**, Esq., Vice President, ADR Vantage
Christi L. Gullion, Vice President, Law Enforcement Consulting, Hillard Heintze
Rick Tanksley, Vice President, Law Enforcement Consulting, Hillard Heintze & former Police Chief of Oak Park Police Department

“The moderator allowed one individual to monopolize the time...with redundant information.”

“The information provided was excellent and much needed. Just wish the room was bigger.”

“Outstanding.”

Response to Trauma in Law Enforcement

Presenter: **Jason Campbell**, Tactical Medical Solutions, Inc.

“The information was important and relevant to today's environment.... they should include more ie... narcan.... chest seals... etc.”

Diversity and Inclusion Panel Discussion

Moderator: **Mary Leftridge Byrd**, Federal Security Director, Hartsfield-Jackson Atlanta International Airport

Panelists: **Karen Shelton Waters**, Assistant Administrator, TSA Office of Human Capital
Melvin Carraway, Region 4 Director, Transportation Security Administration
Dr. Lisa M. Coleman, Chief Diversity Officer and Special Assistant to the President, Harvard University
Arnold Cole, Special Agent in Charge, Federal Air Marshals

“Very informative panelists.”

“Outstanding.”

“Outstanding, a must attend.”

21st Century Policing - Decreasing Your Liability

Moderator: **Lauretta Hill**, Commissioner of Public Safety, Dallas County Community College District

Panelists: **James Hawthorne**, Chief of Police, Cedar Hill Independence School District Police Department
Dexter Williams, Chief of Police, Miramar Police Department

“Lauretta Hill had a superior presentation!”

Inter-Jurisdictional Data Sharing

Presenter: **Daniel Seals**, Industry Expert, Motorola Solutions

“Great that a program exists to share information rapidly amongst agencies.”

Leadership from a Black Chief's Perspective

Presenter: **Mitchell R. Davis III**, Chief, Hazel Crest Police Department

“Great presentation. kept the attendees engaged. Made material relatable to those who aren't in command positions.”

“Great workshop, high demand. The instructor was fantastic.”

“Excellent perspective on how leaders, not just Chief's need to address policing in our communities.”

Promoting Positive Policing Through Building an Effective Body Worn Camera and In-Car Video Program

Presenter: **Marvain Wall**, Assistant Commander, Civil Disturbance Unit, Bowie PD

“The step by step explanation of how the body camera system works was extremely enlightening!”

Acknowledge and Manage Implicit Bias - Implications for Police and the Communities They Serve

Moderator: **Brenda Goss Andrews**, Region IV Vice President, NOBLE

Panelist: **Dr. Bryan T. Marks**, National Trainer, White House 21st Century Policing Program, Morehouse College

“Outstanding presentation and information. I think this would be valuable training for all law enforcement.”

“Outstanding.”

“1 hour 45 minutes was not enough time. This should be a longer class.”

Use of Force - Legal and Contemporary Issues

Presenter: **Eric P. Daigle**, Attorney, Daigle Law Group

“Very helpful.”

“The level of knowledge and experience brought by the instructor was great.”

Cognitive Biases - Recognizing and Addressing Unseen Detractors to Good Decision Making

Presenter: **Anselm Beach**, Director, Privacy and Diversity Office, U.S. Customs and Border Protection, Department of Homeland Security

“I liked the workshop, it was informative.”

“[Suggestion] Panel discussion or scenarios to engage the audience during discussions.”

DEA’s 360 Strategy to Address Prescription Drugs and Heroin Crisis

Moderator: **Karen Dorough-Adams**, Drug Enforcement Administration Staff Coordinator, Congressional & Public Affairs

Panelist: **Sean Fearn**, Chief of Community Outreach, Drug Enforcement Administration

“Presentation was well delivered.”

“She did an awesome job. I would request more time.”

“Good format.”

21st Century Policing - Using President Obama’s Task Force to Develop a Blueprint for Success

Presenter: **Eric P. Daigle**, Attorney, Daigle Law Group

“Very informative and relevant information.”

Cumulative Lessons Learned: From BART, Ferguson, and Cleveland

Moderator: **Lorenzo M. Boyd**, Ph.D., Chairman, Department of Criminal Justice, University of Maryland Eastern Shore

Panelists: **Andre Anderson**, Commander, Glendale Police Department
Kenton Rainey, Chief of Police, University of Chicago Police Department
Calvin Williams, Chief of Police, Cleveland Police Department

“Excellent.”

“Their topic was timely and we got to hear from the executives of the agencies when the events occurred and their unique, original perspectives.”

“Use videos to keep class interesting.”

“This session should be open to all conference attendees at the rank of Lieutenant and above.”

Key Competencies, Qualities, and Attributes that City Mayors are looking for in a Police Chief

Moderator: **Lorenzo M. Boyd**, Ph.D., Chairman, Department of Criminal Justice, University of Maryland Eastern Shore

Panelists: **Cesar Mitchell**, Atlanta City Council President
Hon. Johnny Ford, Founder, World Conference of Mayors
Stephen K. Benjamin, Mayor, Columbia, South Carolina
Michael Thurman, CEO, DeKalb, Georgia

“One presenter talked extensively about his civil rights work and organizations more so than concrete information on what's needed to earn the position.”

Overview of My90

My90's platform helps close the gap between community members and police officers. My90's anonymous, automated messages collect and respond to feedback, questions, and concerns shared by city residents. Our partners are law enforcement and government agencies. Using My90's data analysis, partners track public opinion on current issues like trust, transparency, and public safety. Partners also send outbound messages to address user questions and deepen engagement over time.

Unlike social media and public events, My90 enables police departments to deepen engagement without requiring more staff time. It offers the following value:

- **Anonymous and independent:** My90 engages people the police can't to collect unique data.
- **Easy to use:** My90 saves departments time and doesn't have any IT requirements.
- **Responsive:** My90 can be used during critical incidents to collect and disseminate information.

My90 is a proud partner of:

- National Organization of Black Law Enforcement Executives (NOBLE)
- San Jose Police Department
- Santa Clara Police Department
- Independent Police Auditor of San Jose
- Hawthorne Police Department
- Stockton Police Department
- Indianapolis Metropolitan Police Department
- Irving Police Department
- Pasco Police Department
- Coffee with a Cop
- Silicon Valley Community Foundation

Contact

For questions or comments, including copies of this report or the corresponding data, please contact My90. You can reach My90 by emailing us at contact@textmy90.com or by visiting our website at www.textmy90.com.

For more information on My90's partnership with NOBLE, please visit: www.textmy90.com/noble.