



Conference Training Sessions and Speakers

The **2019 FBINAA National Annual Training Conference** will present the following high value law enforcement education sessions. In all, the Conference will offer 50 hours of training and participants will have the opportunity to attend up to 20 hours total during the conference, based on keynote presentations and selection of concurrent breakout sessions.

This summary is subject to change.

Keynote Presentations

Incident Command: Strategic Planning and Leadership for High Profile Crisis

Chief **Daniel Linskey**, Managing Director, Kroll Security Risk Management; Superintendent-in-Chief (Ret), Boston PD (MA); FBINAA Member (Session #243)

1.5 hours education

On April 15th, 2013 Chief Dan Linskey was the Incident Commander for the Boston Marathon. He oversaw the response to the bombings, including the evacuation of the injured, securing of the scene and the stabilizing of the city while overseeing the investigation which was being conducted by the FBI, Boston Police, and State Police. He was the first commander on scene during the April 19th shootout in Watertown Massachusetts that saw terrorists exchanging gunfire and throwing bombs at responding officers. He was the incident commander who oversaw the unprecedented lockdown of the metropolitan Boston area and the manhunt that led to the arrest and capture of the terrorists responsible for the Marathon bombings, in one of the largest and most complicated law enforcement events ever. Chief Linskey's presentation will take the audience on leadership Journey through the April 15th, 2013 terrorist attack on the Boston Marathon. The presentation starts with the planning and training exercises that helped mitigate the loss of life on Boylston Street.

The presentation will include the leadership, tactical, and logistical challenges in the immediate response to the bombings as well as those developed during the investigation and subsequent manhunt for the terrorists. The program will develop many lessons learned from the Boston Marathon Bombing response and numerous other major critical events that can be used to help prevent loss of life during other catastrophes, while providing the audience insight into the emotional toll suffered by, and the heroic actions of the First Responders.

***Daniel Linskey** is a managing director in Kroll's Security Risk Management practice and is head of the Boston office. As the former Superintendent-in-Chief of the Boston Police Department (BPD) and a 27-year veteran of the force, Dan provided strong leadership through some of the most tragic and contentious events in the city's history, including the Boston Marathon bombings and the Occupy Movement. Dan serves clients in*

diverse industries with uncommon experience in investigations, crisis response, and risk management, as well as personal, physical, and operational security strategies. Widely respected for his knowledge of the complexities inherent in law enforcement and homeland security, Dan has also consulted with numerous national and international government agencies on a broad range of challenges, including large-scale event management, crisis leadership, and preparedness and community engagement strategies. During his long career in law enforcement, Dan developed a strong commitment to translating the lessons learned from large-scale events, crises, and tragedies throughout the country into training and policies aimed at avoiding the mistakes of the past while also replicating successful strategies. For example, Dan contributed to a report produced by the firm of Edward Davis, LLC that reviewed a large-scale disorder event at the University of Massachusetts and presented a set of recommendations to prevent future occurrences. Upon retiring from the Boston Police Department prior to joining Kroll, Dan founded the Linskey Group. In this role, he provided clients with security, law enforcement, and emergency management services, including dignitary protection, cyber security, and confidential investigations, as well as incident reviews and training exercises designed to prepare agencies and facilities for crisis. After joining the BPD in 1986, Dan rose through the ranks before being promoted to Superintendent-in-Chief, the department's highest sworn member. In this role, he managed the day-to-day operations of a 3,000-person department with a budget of over \$300 million while overseeing a 30% reduction in major crimes over seven years. While serving as Superintendent-in-Chief, Dan was also the Jurisdictional Point of Contact for the City of Boston, working with the Mayor's Office of Emergency Management to develop, implement, and oversee a regional homeland security strategy addressing all hazards.

Marjory Stoneman Douglas High School Public Safety Commission Report

Chief **Kevin Lystad**, Miami Shores PD (FL); Vice Chair, Marjory Stoneman Douglas High School Public Safety Commission Report; FBINAA Member (Session 225)

1.5 hours education

On February 14, 2018, a gunman opened fire at Marjory Stoneman Douglas High School in Parkland, Florida, killing seventeen students and staff members and injuring seventeen others. It is the deadliest shooting at a high school in United States history, surpassing the Columbine High School massacre. Chief Lystad will provide a briefing on the incident and the resulting report by the Marjory Stoneman Douglas High School Public Safety Commission, on which he played a key role as Vice-Chair.

*A true South Florida native, **Chief Kevin Lystad** was born and raised in South Florida growing up only miles from the community he serves. Appointed the 9th Chief of the Miami Shores Police Department in March of 2006, he has dedicated his life to his community and the law enforcement profession. Chief Lystad is a past president and current member of the Miami-Dade County Association of Chiefs of Police and serves as a member of the Dade-Miami Criminal Justice Council. Chief Lystad promotes effective partnerships within the law enforcement community, citizen groups, private corporations, and non-profit groups such as Informed Families and M.A.D.D. He also serves on the Executive Board of the Regional Domestic Security Task Force. Chief Lystad holds a Bachelor's Degree in Computer Science from Barry University and a Master's Degree in Criminal Justice from American Military University. He is a graduate of the FBI National Academy, FBI LEEDS (Law Enforcement Executive Executive Development Seminar) program, Southern Police Institute's Command Officer Development Course, and the Florida Police Chiefs Association's Future Police Chiefs training program. Chief Lystad holds active memberships with the International Association of Chiefs of Police, FBI National Academy Associates, Florida Police Chiefs Association, and the Miami-Dade County Association of Chiefs of Police.*

Critical Issues Facing Law Enforcement: Perspectives from the Bureau's Senior Executives

John S. Adams, Executive Assistant Director, FBI Information and Technology Branch

Christopher M. Piehota, Executive Assistant Director, FBI Science and Technology Branch

Joshua D. Skule, Executive Assistant Director, FBI Intelligence Branch

1.5 hours education

The FBINAA is proud to bring together a very rare opportunity to feature the Executive Assistant Directors from all four FBI branches for an up-close powerhouse panel discussing major topics facing law enforcement. The panel will target issues of importance to 1) National Security, 2) Criminal, Cyber, Response, and Services, 3) Intelligence, 4) Science and Technology, and 5) Information and Technology.

Innovation Panel: Law Enforcement Technology-Based Solutions for Strategic Intelligence

Doug Muldoon, Director of Law Enforcement Relations, ecoATM; Chief, Palm Bay PD (FL) (Ret), FBINAA Member (Session 153)

Moderator, **Paul Butler**, Paul Butler Presentations

1.5 hours education

Extended Breakout Sessions

What You Do Matters: Lessons from the Holocaust

Sheila Polk, Yavapai County Attorney; Chair, Arizona Prosecuting Attorneys' Advisory Council

3.5 hours education

The Holocaust was an unspeakable horror from WWII. After a visit to the United States Holocaust Memorial Museum in Washington DC in 2006, law enforcement leaders of Yavapai County recognized that the Holocaust is much more than a chapter from a history book. The Holocaust provides important insight into the consequences when a government shifts the mission of the police from protecting individuals to supporting the abuse of basic human rights. How Germany changed in less than a decade from a free, democratic and scientifically advanced society to a totalitarian regime that systematically targeted and murdered millions of its own citizens is a lesson a free society must learn. In the word of Chief Prosecutor Robert Jackson at the Nuremberg War Crimes Trial in 1945, "Civilization cannot tolerate their being ignored, because it cannot survive their being repeated." Working with the United States Holocaust Memorial Museum and the Jewish Community Foundation, Yavapai County law enforcement leaders offer a powerful curriculum to ensure that the core values of our democracy are upheld. "What You Do Matters" examines policing within the legal and political framework of Nazi Germany - a journey that eventually turned those who should protect life and liberty into those who intimidated, humiliated, deported and eventually murdered millions of innocent people. Using historical images and stories from the Holocaust, trained facilitators engage students in a dialogue about the role of law enforcement in today's communities and the importance of core values in ensuring the integrity and vibrancy of democracy.

Sheila Polk, County Attorney for Yavapai County, is a native Arizonan who received her Bachelor's Degree and Law Degree from Arizona State University in Tempe. After clerking for Arizona Supreme Court Justice Jack Hays, Ms. Polk served in the Arizona Attorney General's Office for eleven years before moving to Yavapai County in 1994. Ms. Polk joined the County Attorney's Office where she specialized in the prosecution of felony crimes,

including elder abuse, sexual offenders and repeat felony offenders. In November of 2000, Ms. Polk became the first woman to be elected to the position of Yavapai County Attorney and is currently serving her fourth term in that position. Despite overseeing a staff of 90 employees, a budget of \$7 million, and active prosecutions, Ms. Polk has found time to be at the forefront of change in the community. Ms. Polk is Co-Chair and founding member of MATFORCE, Chair of APAAC, the Arizona Prosecuting Attorneys' Advisory Council, past president of the Arizona County Attorneys and Sheriffs Association, and the driving stimulus behind the nationally renowned law enforcement course, What You Do Matters. In 2011, the United States Holocaust Memorial Museum recognized Ms. Polk for her accomplishments at a national tribute dinner in Phoenix. In 2012, for her outstanding contributions to the State of Arizona, Ms. Polk was named the recipient of the prestigious Michael C. Cudahy Criminal Justice Award from the Arizona State Bar Association.

Officer Safety and Wellness Instructor Training

Undersheriff Tim Braniff, Thurston County Sheriff's Office (WA); FBINAA Member (Session 226)

Dr. Michael Genovese, Chief Medical Officer, Acadia Healthcare

William "Bill" Mazur, Strategic Account Manager-Public Safety Liaison, Treatment Placement Specialists; FBINAA Member (Session 256)

Bill Reynolds, PA-C, Veteran, U.S. Navy; Director of the First Responder Trauma Recovery Program at Sierra Tucson

Col. Randy Richert, Director of Security (Ret), U.S. Air Force Air Mobility Command, FBINAA Member (Session 186)

Officer Robert Wandrie, Two Rivers PD (WI)

3.0 hours education

Five years ago, the FBINAA created the Officer Safety and Wellness Committee with the mission to save the lives, families, and careers of peace officers around the world. The Committee initiatives include three areas; Awareness, Resources, and Training. This session will update attendees on what the OSW has done during the past five years and where we are going. There will also be dynamic presentations on each of the areas including one of the training lessons taught during the 3-day Resiliency Train-the-Trainer course being held around the country.

***Tim Braniff** was appointed by Sheriff John Snaza to serve as Undersheriff for the Thurston County Sheriff's Office. He is responsible for the overall operations of the Sheriff's Office, which consists of 234 employees and a budget of over \$37 million. Tim is a graduate of the FBI National Academy, Session #226, and was elected in July 2015 to serve on the FBI National Academy Associates Executive Board. Tim grew up in the Yakima Valley and currently holds a Bachelor of Science in Business Administration from City University of Seattle. Tim began his law enforcement career in 1983 with the Zillah Police Department. In March 1986 he started his employment with the Washington State Patrol (WSP) as a trooper cadet and was commissioned as a trooper in January 1987. He worked his way up through the ranks to Captain where he served in various assignments including Field Operations, Technical Services, Professional Standards, and the Investigative Assistance Division.*

***Dr. Michael Genovese** is the chief medical officer of Acadia Healthcare. Acadia operates a network of 585 behavioral health facilities with approximately 17,900 beds in 40 States, the United Kingdom and Puerto Rico. Dr. Genovese is also the Medical Director of the Officer Safety and Wellness Committee of the FBI National Academy Associates. He has served as the Chief Medical Advisor for Acadia Healthcare's Treatment Placement Specialists®, as Assistant Clinical Professor of Medicine at the University of Arizona and Chief Medical Officer of Sierra Tucson. He is a Diplomate of the American Board of Psychiatry and Neurology, a member of the American Medical Association, the American Psychiatric Association, the American Academy of Addiction Psychiatry and the American Society of Addiction Medicine.*

William “Bill” Mazur is a graduate of the FBINAA’s 256th session is currently a Strategic Account Manager for Treatment Placement Specialists within Acadia Healthcare, Bill’s 25 years in a dynamic, urban police department uniquely position him to provide the best possible treatment guidance for public safety personnel and first responders. Bill retired as the Deputy Chief of the Atlantic City Police Department and now also serves as a trainer with the FBINAA’s Officer Safety & Wellness program which works with police leadership to reduce the stigma around PTS among officers and provide solutions for agencies, individuals or family members that find themselves in a personal crisis.

Bill Reynolds, PA-C, is a 30 year Navy veteran who is currently the Director of the First Responder Trauma Recovery Program at Sierra Tucson. He specializes in the treatment in the areas of Post-Traumatic Stress, Family Medicine, Psychiatry, Addiction Recovery, and Psychopharmacology.

Randy Richert is a graduate of the FBINAA’s 186th session, and the University of Eastern Kentucky, Police Administration Graduate Program, Randy Richert is a retired Air Force Colonel who culminated his career as Air Mobility Command’s, Director of Security, responsible for all security and law enforcement for over 1000 of the AF’s airlift, tanker and VIP aircraft, as well as 175,000 military and civilian personnel at 120 locations worldwide. He gained his Master Resiliency Trainer status while commanding the AF’s rapid deployment force, which was designated as the AF’s test unit for implementation of the AF-wide Comprehensive Airmen Fitness resiliency program, followed by the development of the Security Forces (military police) Defender’s Edge resiliency program.

Rob Wandrie serves as a police officer with the Two Rivers Police Department in Wisconsin. He uses the story of his personal struggles with addiction and his road to recovery to bring awareness to the importance of mental health and wellness resources for first responders. He uses his own personal experience with getting treatment to help lead other struggling first responders towards a path of recovery by being a resource for Acadia’s Treatment Placement Specialists and connecting with these individuals one on one. He also aims to instill a culture of wellness and resiliency in the next generation of Law Enforcement Officers by serving as a Police Recruit Academy Instructor for Officer Wellness.

Image Management Strategies for Law Enforcement

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

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

How do you reach a limitless number of people in a crisis using the technology in the palm of your hand? Through detailed case studies, FBI Academy Instructors Ken White and Gail Pennybacker will show how agencies leveraged their social media platforms to command the narrative in high profile events achieving results that include saving lives and closing cases. From the Las Vegas Massacre, the Austin Bombing and Hurricane Harvey, this session will examine the tremendous benefits of making communication a priority through law enforcement social media.

Gail Pennybacker is a senior communications instructor for the FBI. She joined the Bureau in 2013 after a 31 year career as a network affiliate television reporter and anchor, primarily in Washington, DC. Pennybacker covered thousands of high profile news stories including disasters both natural and man-made. Gail reported from the scene on the Columbine massacre, the terrorist attacks at the Pentagon on September 11, 2011, the DC Sniper Shootings and the Virginia Tech tragedy. She also broadcast from the Persian Gulf during Operation Enduring Freedom. Pennybacker received national recognition for many stories, including breaking the story of the arrest of sportscaster Marv Albert. Along with multiple Emmy, Associated Press and Edward R. Murrow awards, Pennybacker is also the recipient of the prestigious Quill and Badge Award from the International Union of Police

Association. She was honored by the U.S. House of Representatives for “distinguished service” during her journalism career. She graduated from Kansas State University with a bachelor’s degree in journalism. She has a master’s degree in criminal justice from Boston University. Pennybacker earned a Master’s Certificate in Adult and Organizational Learning from Northeastern University.

Ken White has 30 years of experience as a crisis communicator, media relations advisor and public affairs practitioner for the Department of Defense and the U.S. Intelligence Community. Prior to his appointment to the faculty of the FBI Academy in 2013, he served in a number of civil service communication roles as the chief of media relations for the National Geospatial Intelligence Agency in Springfield, VA, the chief of public affairs for all U.S. Army installations in Europe, and senior media advisor to the director, National Security Agency/Central Security Service at Fort Meade, MD. Prior to civil service, he spent 20 years as a U.S. Marine public affairs officer and served in a number of assignments from division to the headquarters Marine Corps levels. He held numerous public affairs assignments stateside and abroad, including assignments at the Pentagon and Europe, and deployed to support various contingencies around the globe, culminating with Operation Iraqi Freedom, where he managed crisis communications during the first 6 months of combat operations. He holds a master’s degree in communication from the University of Oklahoma, a graduate certificate in adult and organizational learning from Northeastern University, and a bachelor’s degree in mass communication from the University of New Hampshire. He is a distinguished graduate of the Naval War College’s command and staff program, and the recipient of a number of meritorious civil service and military and campaign awards. He is a graduate of the Defense Information School’s public affairs qualification course, intermediate, joint and senior public affairs courses.

Surviving the Unthinkable: Violently Injured Police Officers

Detective Mario Oliveira, (Ret) Somerville PD (MA); Co-Founder, Violently Injured Police Officers (VIPO); New England State Police Information Network (NESPIN)

Officer Robert DeNapoli, (Ret) Woburn PD (MA); Co-Founder, Violently Injured Police Officers (VIPO)
3.0 hours education

Detective Mario Oliveira and Officer Robert DeNapoli will speak about details surrounding their separate shooting incidents and the aftermath of their incidents and give the audience an eye-opening account of how their lives were impacted post incident(s). Detective Oliveira will talk about the importance of deconfliction, Line of Duty Death policies and procedures, as well as what the benefits are (Federal/state) in Massachusetts. The audience will learn about the current V.I.P.O. legislation (SENATE BILL #1405) at the Massachusetts State House that will provide permanently injured police officers with a benefits package.

Officer Bob DeNapoli is retired from the Woburn Police Department, where he served proudly for 17 years as a patrolman. On September 6, 2011, Officer DeNapoli was shot several times while responding to an armed robbery at jewelry store, he sustained permanent career ending injuries. Officer DeNapoli is CISM trained and has devoted his time as Co-Founder to V.I.P.O. (Violently Injured Police Officers) which provides support to other Police Officers and their families who face the same difficulties, and better prepare Police Officers and departments on how to cope with the dangers of police work.

Detective Mario Oliveira is retired from the Somerville Police Department where he served proudly for 17 years. On November 2, 2010, while assigned to the ATF Boston office as a Task Force Agent, Detective Oliveira was shot six times at point blank range while serving a Federal arrest warrant. The injuries sustained during this incident forced Detective/TFO Oliveira to retire. Since being retired, Detective/TFO Mario Oliveira has dedicated his time to educating and assisting Police departments & law enforcement officers and their families on the inherent dangers of police work and how to cope with the tragedy of being seriously or fatally injured in the line of duty. Detective Oliveira is the Executive Director of New England Chapter of Concerns of Police Survivors. He is also

currently a Co-founder of Violently Injured Police Officers Assoc. (both are 501c3 non-profit organizations) Det. Mario Oliveira is currently employed with New England State Police Information Network (NESPIN) as the Eastern Massachusetts Metro/Boston area Law Enforcement Coordinator.

Breakout Sessions

Drones as First Responder: The Future of Public Safety

Chief **Roxana Kennedy**, Chula Vista PD (CA); FBINAA Member (Session 243)

Chris Rittler, CEO, Cape

1.5 hours education

As one of the nation's first fully operational deployments in the UAS IPP, Cape and Chula Vista PD are pioneering a new approach to drone integration for public safety -- the concept of Drone as a First Responder (DRF). In this session, Cape CEO Chris Rittler and Chula Vista Chief of Police Roxana Kennedy share a real-world case study on integrating drones into daily emergency response operations in a mid-sized city with no traditional in-house air support assets. They'll offer a first-hand perspective on how drones can be used to provide Decision Quality Data, helping drive operational efficiencies and improving the safety of first responders and the communities they serve. The session will offer real results and actionable learnings from CVPD's program, and will also cover how to gain community support, with data from Cape's recent national study on consumer perception of drone use for law enforcement. In this session, participants will learn how to 1) implement a Drone as a First Responder program, and what sets the approach apart from traditional models of drone integration, 2) use drones to uncover Decision Quality Data and hear real-world results from one of the first public safety IPP deployments in the country, including impact on operational efficiency and safety improvements, and 3) gain approval for your drone program with the help of data from a national consumer study, and walk away with actionable tips for gaining and keeping community support.

Roxana Kennedy is the Chief of Police for the City of Chula Vista, California. Kennedy began her law enforcement career in 1992 and rose through the ranks to become the first female Chief of Police for the City of Chula Vista. She has worked various assignments throughout her career including Patrol Officer, Street Team Officer, Field Agent, Background Investigator, Patrol Sergeant, Street Team Sergeant, Watch Commander, Geographic Policing District Commander, and Investigative Division Lieutenant. During her career, she served on both the Crisis Negotiation Team and the Mobile Field Force Unit for 22 years, including 12 years as the Unit Commander for each team. Kennedy has a Bachelor's Degree in Business Management from California Coast University. She is a graduate of the FBI National Academy, Session #243, and serves on the California Chapter of the FBI National Academy Association, Board of Directors.

Chris Rittler is the CEO of Cape, a cloud platform for drone telepresence and data management that law enforcement agencies around the globe rely on for improving operations and the safety of their teams and communities. A seasoned Senior Executive with over 30 years of success in wireless, telecom, digital media, and content distribution, Rittler leverages his product development experience to guide Cape's growth strategy as one of the global leaders in commercial drone software. Before Cape, Rittler served as CEO of ABB Wireless Communications Systems, where he was responsible for leading the global ABB Wireless business unit; Senior Vice President of Sales, Marketing and Business Development for Deluxe Digital Distribution; and executive positions at Tropos Networks, Frontier Communications, Cambia Networks, and Motorola. He holds an MBA from Kellogg Graduate School of Management, Northwestern University, an MSEE from the University of Wisconsin-Madison and a BSEE from Marquette University.

Report to Congress: Law Enforcement Mental Health and Wellness Act of 2017

Phil Keith, Director, US Department of Justice, Office of Community Oriented Policing Services

Deborah Spence, Assistant Director, Partnerships and Technical Assistance, US Department of Justice, Office of Community Oriented Policing Services

Sean Smoot, Managing Principal Consultant, 21st Century Policing Solutions

1.5 hours education

The federal government strengthened its recognition of the effects of occupational stress on law enforcement with its 2018 enactment of the Law Enforcement Mental Health and Wellness Act of 2017. The U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office) recently released Law Enforcement Mental Health and Wellness Act: Report to Congress and Law Enforcement Mental Health and Wellness Programs: Eleven Case Studies in response to the Act. Join the authors of these reports for an overview of the impact of their research along with Q & A with the presenters.

***Phil E. Keith** has more than forty-seven years of experience in the fields of criminal justice, public safety, and business administration. He has held numerous high level policy making positions in law enforcement, public safety, and emergency management preparedness. He has thirty-four years in active law enforcement service, with nearly seventeen years as Chief of Police for the Knoxville, Tennessee Police Department. He gained major policy development experience through his membership on the Tennessee Peace Officer Standards and Training Commission, as a policy advisor to the Tennessee Municipal Advisory Service, as Commissioner of the Commission on Accreditation for Law Enforcement Agencies, as a member of the Senior Advisory Council for Homeland Security from its inception until 2008, and as a participant in the development of the U.S. Department of Homeland Security, as well as numerous other state and national policy advisory groups. Mr. Keith served as the principal project director for the Major Cities Chiefs Association, which is an association of the largest police agencies in North America. He has influenced policy development and implementation in all fifty states, the District of Columbia, and four U.S. territories on a variety of law enforcement issues. He participated in the U.S. Department of Justice's Law Enforcement Ethics Task Force and other federal working groups designated to implement significant change in policing in America. His experience in operational studies and activities include conducting more than fifteen trauma-based victims' roundtables for the U.S. Department of Justice and conducting numerous patrol staffing studies in large and small agencies including Los Angeles, Charlotte, Del Ray Beach, and many others. He served as the principal author for the Bureau of Justice Assistance Law Enforcement Leadership Initiative and published numerous other articles and technical reports. Mr. Keith has also performed more than 150 organizational assessments for law enforcement agencies and conducted the first national survey of best practices and staffing for the U.S. Fire Administration. Mr. Keith earned his undergraduate degree in criminal justice and business administration from East Tennessee State University, and an M.S. degree from the University of Tennessee.*

***Deborah L. Spence** is an Assistant Director at the Office of Community Oriented Policing Services (COPS Office), a grant-making component of the U.S. Department of Justice. She provides strategic leadership and oversight for the development of public-private partnerships, the production of knowledge resources and engagement forums, and the delivery of a \$15M grant portfolio of classroom and online training for law enforcement officers. She previously spent ten years in the COPS Office's Research & Development Division where she led demonstration projects covering topics including officer safety, drug interdiction, public safety consolidation, and domestic violence. She also served as the project manager for President Obama's Task Force on 21st Century Policing, served on a federal interagency task force on drug endangered children, and twice testified before the Organization of American States' Council on Human Rights on policing in the 21st century. Ms. Spence was the founding editor-in-chief of the COPS Office e-newsletter, the Community Policing Dispatch, and is the author of multiple publications, including the recently released Law Enforcement Mental Health and Wellness Act: Report to Congress; Improving Law Enforcement Resilience: Lessons and Recommendations; and American Policing in*

2022: *Essays on the Future of a Profession*. Prior to joining the COPS Office in 2005, she worked for the Institute for Law and Justice in Alexandria, Virginia on a number of national evaluations of programs created by the 1994 Violent Crime Control and Law Enforcement Act, including the STOP, Arrest, and Violence Against Women on Campus grant programs. Ms. Spence holds a MSci in Justice, Law, and Society from American University as well as a MA(Honours) in Modern European History from the University of St. Andrews in Scotland.

Sean Michael Smoot is the Managing Principal Consultant of 21st Century Policing, LLC - 21CP Solutions, LLC. He currently serves as a member of the Cleveland and Baltimore City Police Department federal consent decree monitoring teams. Mr. Smoot received his Bachelor of Science degree in Criminal Justice Sciences from Illinois State University and his Juris Doctor degree from the Southern Illinois University School of Law, where he served as the Business Editor of the SIU Law Journal. In addition to his work related to 21st Century Policing, Mr. Smoot serves as Director and Chief Counsel for the Police Benevolent & Protective Association of Illinois ("PB&PA") and the Police Benevolent Labor Committee ("PBLC"). In those capacities he is responsible for administering the provision of legal services for over 7,500 legal defense plan participants. He also serves as an Area Vice President of the National Association of Police Organizations ("NAPO"), a national law enforcement advocacy group representing over 250,000 police officers. He has served on the Advisory Committee for the National Law Enforcement Officers' Rights Center in Washington, D.C. since 1996. Mr. Smoot is a nationally recognized subject matter expert regarding police related topics and speaks regularly at state, national, and international forums regarding community policing, public safety, and public employee labor issues. He has written several articles for police publications, newsletters, and scholarly journals. He co-authored "Police Leadership Challenges in a Changing World" published in July, 2012, and authored a contribution to the Special Report titled "Mending Justice: Sentinel Event Reviews" published in September 2014, both by the US Department of Justice, National Institute of Justice. Mr. Smoot was a Member of the Executive Session on Policing and Public Safety at the Kennedy School of Government, Harvard University 2008-2014. He is an Advisor to the American Law Institute - Principles of the Law - Policing project and to the Policing Project at the NYU School of Law. In Illinois, Mr. Smoot serves on the Use of Force Advisory Committee, the Police Pursuit Advisory Committee, the Racial Profiling Advisory Committee, and the Task Force on Police Integrity for the Illinois Law Enforcement Training and Standards Board. On November 13, 2015, Governor Bruce Rauner appointed him to serve on the Illinois Commission on Police Professionalism. Mr. Smoot holds several Certificates in Police Leadership from the Harvard Law School. He has been repeatedly selected for inclusion in Super Lawyers & Rising Stars and has been recognized as one of the "Top Employment & Labor Attorneys in Illinois" by the publishers of Chicago magazine. He was admitted to practice before the United States Supreme Court in June of 2011. He is very honored to have served as a police and public safety policy advisor to the Obama-Biden Presidential Transition Team and as an appointed Member of the President's Task Force on 21st Century Policing.

Combatting Human Trafficking: Partnerships and Advancements in Technology

Sgt. Mark Doty, Phoenix PD (AZ), HEaT Unit

Sgt. Nick Lien, Mesa PD (AZ), HEaT Unit

Chief John Meza, Mesa PD (AZ) (Ret)

Shanna Parker, National Survivor Leader and Human Trafficking Expert

Detective Michael Russo, Chandler PD (AZ)

Stacey Sutherland, Director, Training and Resources United to Stop Trafficking (TRUST)

1.5 hours education

Human Trafficking is a multifaceted crime that requires every response to be uniquely different. The one-size-fits-all approach does not work for investigations, operations or assisting victims, and law enforcement is hampered by lack of resources, lack of state-of-the-art equipment, and an often-outdated view of what these crimes look like. The way trafficker's use technology is constantly changing, and law enforcement's resources are stretched thin to change with it. This session addresses

what happens when law enforcement and NGO's work together to beat traffickers and buyers at their own game, and how these partnerships can help victims and build strong cases for prosecution.

Sgt. Mark Doty is a 25 year veteran of the Phoenix Police Department. He has been assigned to the Drug Enforcement Bureau's Human Exploitation and Trafficking Unit for the past 4 years and was a former HEaT Detective himself. Sergeant Doty supervises an undercover squad responsible for proactive enforcement related to sex and labor trafficking, customer demand reduction and the dismantling of illegal enterprises related to human trafficking. He has supervised numerous investigations involving domestic and international human trafficking organizations.

Sgt. Nick Lien has been employed with the Mesa Police Department in Arizona since 2003. Sergeant Lien previously worked as a detective in the Gang Unit and in the Special Investigations Unit conducting multi-agency task forces. Sergeant Lien was selected to lead the Mesa Police Department Human Exploitation and Trafficking (HEaT) Unit in 2017. In the HEaT Unit, he supervised several human trafficking operations varying from small to large. These operations have varied from a couple days to multiple weeks. These operations used a collaborative model of local, state and federal law enforcement partners as well as incorporating Non-Governmental Organizations (NGOs).

John Meza is a proven reformer in police and community engagement strategies with over 30 years of police experience, and over eleven years as a police executive. He recently retired as the Chief of Police of the Mesa Arizona Police Department the 38th largest municipality in the United States, and now serves as the Director of Student Affairs and Safety for the Tempe Union High School District. In addition, Chief Meza currently holds the position of Board President for the Arizona Anti-Trafficking Network and Board President for Community Bridges Incorporated.

Shanna Parker is a national survivor leader and subject matter expert in the field of human trafficking. She works with several local and federal law enforcement agencies in various capacities including training, consultation, outreach, operations and victim advocacy. Additionally, she also works directly with juveniles and young adults who have been victimized by this crime. Shanna trains direct care professionals locally and nationally and works alongside the Department of Child Safety to give youth a brighter tomorrow. Her desire is to be a contributing part of the movement that eradicates human trafficking.

Detective Michael Russo has worked for the Chandler Police Department for over 21 years. He is currently assigned to the Vice and Human Trafficking Unit as an investigator. He has worked vice and human trafficking violations for over eighteen years. Additionally, he is a Task Force Officer for the FBI's Greater Phoenix Area Human Trafficking Task Force (GPAHTTF) and the FBI's Violent Street Gang Task Force (VSGTF). Many of the investigations he has worked over his career include human trafficking, prostitution, child prostitution, pandering, child exploitation, child pornography, escort services, massage parlors, etc. He routinely leads undercover operations targeting pimps and predators in Arizona and around the United States.

Stacey Sutherland is currently the Director of TRUST (Training and Resources United to Stop Trafficking). She has extensive experience conducting human trafficking related trainings and technical assistance across the country to multiple disciplines including medical, mental health, child welfare, victim services and law enforcement. One of her passions is working with rural communities to build local capacity to serve victims of human trafficking.

Current State and Future Directions of the FBI National Academy

Howard Cook, Executive Director, FBINAA; FBINAA Member (Session 224)

John Jarvis, Academic Dean, Training Division, FBI Academy

Cory McGookin, Unit Chief, FBI National Academy

1.5 hours education

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.

Howard Cook is the Executive Director of the National Academy Associates, where he was chosen in January of 2018. He is the former Chief of Police for Columbia College in South Carolina where he retired after seventeen years. In May of 2013 he was given an additional position of Associate Director of Criminal Justice to assist the leadership in running the Colleges' first online degree program. He currently serves as the Past President of the South Carolina Campus Law Enforcement Association where he's served for the past eight years as President. Chief Cook started his career in law enforcement in 1982 as a Captain and President of a law enforcement explorer program while he was in high school. In 1988 he became a certified city police officer. He's worked as a narcotic investigator, a traffic enforcement supervisor, administrative Lieutenant and Captain as well as worked for the state criminal justice training academy. Cook holds an Associate's Degree in Public Service, a Bachelor's Degree in Administrative Leadership from the University of Oklahoma, a Certificate in Crisis Management from Harvard University's John F. Kennedy School of Government, and a Master's Degree in Criminal Justice from Columbia College. Howard graduated with the 224th Session of the FBI National Academy. Cook held a secret clearance with the F.B.I. and was a member of their Executive Joint Terrorism Task Force. Under his leadership, the Columbia College Police Department received National Exemplary School Safety Award for 2013, the SCANA crime prevention award for 2009 and the Santee Cooper Award of Excellence in Law Enforcement in 2006. Director Cook has been a member of the National Institute of Justice's School Technical Working Group, Active shooter focus group and a member of their Ballistic Resistant Armor STC committee. He has also served as Advisor for (CAG) for the NLECTC Small, Rural, Tribal and Border Regional Center. He was a member of the board of directors for Club House Gang, in Eau Claire. Director Cook as spent countless hours with the US Legislators and South Carolina's legislators lobbying for training and funding for law enforcement. Cook has been a member of the International Association of Campus Law Enforcement Administrators, where he also served as a Director-At-Large, as well as on the Government Relations Committee and Finance Committee. He is the Past President of the F.B.I. National Academy Associates of South Carolina. He's also a member of the International Association of Chiefs of Police.

Dr. Jarvis currently serves as the Academic Dean for the FBI Training Division. He also served as a Senior Scientist and Chief Criminologist in the Behavioral Science Unit at the FBI Academy for about 20 years. He also has chaired the Futures Working Group which was devoted to examining issues confronting the future of law enforcement and national security. His academic and criminological work focuses on evidence-based policing strategies, crime analysis, crime trend research, and the initiation and support of various research efforts by local, state, and federal law enforcement. His recent most recent publications involve studies of homicide solvability, validity and reliability of national crime statistics, and measuring and exploring other aspects of violent crime and policing. He graduated from Old Dominion University with degrees in Sociology and Mathematics and holds a Ph.D. in Sociology from the University of Virginia. He has authored many periodicals and monographs for the Bureau and has authored and co-authored numerous works that include publications appearing in **The Journal of Homicide Studies**, **Interpersonal Violence**, **the Journal of Trauma, Violence and Abuse**, and **Justice Research and Policy**.

Cory McGookin is assigned to the Executive Programs Instruction Unit (EPIU) in the FBI Academy, at Quantico, Virginia. He serves as a leadership master instructor in the FBI National Academy Program and for the FBI's Instructor Development Program (IDP). He has been the Program Manager for the Law Enforcement Executive Development Seminar (LEEDS), an executive leadership program for senior law enforcement executives from around the world. Prior to his current position, Mr. McGookin taught FBI New Agent Trainees (NATs) as the Human Intelligence (HUMINT) program manager for the FBI Academy. He also represented the FBI on Capitol Hill as a Congressional liaison where he worked closely with the House Homeland Security Committee. Mr.

McGookin first joined the FBI in 2002 and assigned to the Chicago Division. Over the next seven years, he investigated violent crimes to include street gangs, bank robberies, and drug trafficking. In 2007, he received the Star of Distinction from the Chicago Crime Commission as the lead investigator in "Operation First Degree Burn," a cold case task force which resulted in the nation's largest ever takedown for cold case murders. Prior to joining the FBI, Mr. McGookin served as an Airborne Cryptologic Spanish Linguist for the U.S. Air force. Mr. McGookin has been involved in training for military and law enforcement for over 20 years in a variety of settings. He earned a Master of Arts in Leadership from Bellevue University and completed a Master's certificate in Adult Education from Northeastern University.

Technology, Collaboration, Controversy and the Future of Policing

Major **Christian Quinn**, Commander of the Cyber and Forensic Bureau, Fairfax County PD (VA); FBINAA Member (Session 272)

1.5 hours education

As law enforcement becomes increasingly complex, the adoption of emerging technology is essential to effectively deliver police service in an equitable and efficient manner. However, navigating challenges such as identifying appropriate use cases, community acceptance, competing socio-political interests, and fiscal considerations including both, initial funding and sustainability costs, can be daunting. Opportunities and successful strategies that are working in the rapidly evolving domain of public safety technology will be examined. This presentation will discuss programs such as facial recognition, covert tracking, mobile forensic capabilities, and unmanned aerial vehicles (drones) to offer insights with respect to assuaging community concerns related to privacy, legal issues, and data retention policies. In this session, participants will 1) come away with a greater sense of how to assess both, their own priorities, and the technology available to potentially address those challenges, 2) hear about the co-production model and how it can work for their agency, and 3) glean insights related to known, and unintended fiscal consequences of adopting technology programs.

Major Christian Quinn currently serves as the Commander of the Cyber & Forensic Bureau with the Fairfax County Police Department (FCPD) in Fairfax, Virginia. In this role, he oversees his agency's Digital Forensics, Technical Investigations, Crime Scene Section, and Biometric & Latent Identification systems. Mr. Quinn has been responsible for multiple technology initiatives, including FCPD's Body Worn Camera Pilot and the current effort to adopt drone technology. Major Quinn previously served as a Commander in the Patrol Bureau and as the Commander of the School Resource Officer (SRO) program where he collaborated on the development of a web-based activity tracking system to measure the effectiveness of the School Resource Officer program. While assigned to the Major Crimes Division, he conceptualized and implemented two original technology programs; an Auto Theft Case Management System and an Extradition Management System. Mr. Quinn holds a Master of Forensic Sciences Degree from the George Washington University and a BA in Criminal Justice from Stonehill College. He graduated with Session #272 of the FBI National Academy.

Work-Life Balance: Have You Achieved a Work-Life Balance?

John Iannarelli, FBI Special Agent (Ret.)

1.5 hours education

Work-Life Balance: Have you achieved a work-life balance? Well neither did the presenter. And did he pay the price! Few professions are more challenging than law enforcement. The stress and long hours' place demands that cause us to sacrifice our own wellbeing in the interest of others. Yet, despite the obvious need for those in law enforcement to seek a work-life balance, we continue to ignore the problem. The presenter will discuss his own failure to have achieved the proper balance, the consequences he faced in having done so, and the steps we can take to find more balance in our lives.

John Iannarelli served for 20 years as an FBI Special Agent and was the Bureau's national spokesperson. His investigative work included the Oklahoma City Bombing, the 9/11 attack, the shooting of Congresswoman Gabrielle Giffords, the Sony hack, numerous bank robberies, kidnappings, and other assorted crimes. He is the recipient of the FBI Director's Distinguished Service Award. John is a former San Diego Police Officer and graduate of the University of San Diego School of Law, having also completed international studies at Oxford, England. He is an attorney, the author of five books, and now a frequent on-air contributor for the Fox News Channel. He is a highly sought-after keynote speaker, known for sharing intriguing insights combined with his sense of humor. John has presented to numerous Fortune 500 companies, domestic and international audiences, the United Nations, and the Vatican, where he has personally met on several occasions with Pope Francis.

Blue Courage®: The Heart and Mind of the Guardian Executive

Michael Nila, Managing Partner, Blue Courage

1.5 hours education

Blue Courage: The Heart and Mind of the Guardian is an educational process designed for all levels of the organization to ensure the development of highly evolved leaders who are prepared at any moment to reflect the best of what their organization and community demand. It is designed to forge a culture of leadership, courage, character and service, focusing on the human development of law enforcement professionals. Blue Courage addresses the four energy domains critical to peak performance and human development—physical, emotional, mental, and spiritual. These domains embody the lessons taught throughout the course: police culture, nobility of policing, respect, resilience, positive psychology, deliberate practice, health and wellness, courage, and legacy. Blue Courage reignites passion and re-engages officers to their purpose and mission. The Executive Overview presentation introduces executive leadership to Blue Courage key concepts and principles that are essential to effective officer engagement and personal leadership practices. In this session, participants will learn to 1) describe the meaning of Simon Sinek's Golden Circle and how it is essential to deepening the sense of purpose, 2) understand the importance of heartset and mindset to mastering the art and craft of policing, and 3) examine the Nobility of Policing and its critical responsibilities with focus on distinguishing between "influence" and "control" as tools in policing.

*Recognized as one the nation's foremost authorities in the leadership practices of great leaders and organizations, **Michael Nila's** mission is to inspire individuals and teams to achieve their highest potential and contribution. A passionate educator, Michael has led hundreds of hours of research and consulting projects, which has translated into ground-breaking training programs, keynotes and seminars. These initiatives have helped leaders and organizations worldwide realize breakthrough solutions and results. For twenty-nine years, Michael honed leadership skills while serving his nation in the policing profession before retiring as a Police Commander with the Aurora, IL Police Department. As a police officer, he served in many capacities, including patrol, detective, SWAT Commander, Area Commander and led the department's re-engineering from a traditional police agency to a community-policing department. He refers to the policing profession as his vocation, believing that policing is the noblest of professions. His vast experience in the field has made him the trainer of choice for police agencies and communities nationwide. He has trained internationally in many countries, including nations in Europe, Africa, Caribbean and South America. A valued and sought after speaker, Michael travels extensively to deliver his trademark real-world perspective to contemporary workplace issues. He has trained and certified thousands of employees, executives and trainers for notable organizations worldwide, such as the U.S. Department of Justice, Chicago Police Department, Los Angeles Police Department, New York City Police Department, The United Nations, as well as the military, government agencies and Fortune 500 Companies. Currently, Michael is founder and Managing Partner of Blue Courage, an organization committed to the design and delivery of world-class personal and organizational development solutions that unleash the untapped potential within. He is also a certified Master Trainer in Resilience by the HeartMath Institute and a*

certified instructor for Simon Sinek's Start with Why. To reinforce a commitment to unleashing individual and organizational potential, Blue Courage has forged strategic partnerships to create dynamic, world-class training options for individuals and organizations. This synergistic approach enhances Blue Courage's portfolio and combines the expertise, passion and energy of a proven team of professionals from several disciplines. Michael is proud to draw his passion for life and commitment to excellence from his strong Mexican heritage. He draws inspiration from his grandmother; a beacon of courage, perseverance and loyalty; and his uncle, Hector Jordan, a trailblazer who served as the first minority police officer in Aurora, Illinois and as a U.S. Federal Narcotics Agent. Michael holds a Master's degree in Business Administration and a BA in Criminal Justice Management. He is the 2016 recipient of the Attorney General's Award for Meritorious Public Service and the HeartMath Institute Humanitarian Heart Award in recognition for improving the health and well-being of policing through resilience training. He resides in Aurora, Illinois USA.

How to Mitigate/Prevent "Lawful but Awful" Use-of-Force Events

Lon Bartel, Law Enforcement Training Subject Matter Expert, VirTra

Chris Butler, Director of Program Development, Force Science Institute (FSI)

1.5 hours education

This presentation will discuss officer decision-making models, processes and tactics early in the incident evolution, which will bolster the officers ability to stabilize events, slow down, maintain discretionary time and attempt to control the 'event horizon' and not give the tactical advantage to the suspect(s). An overview of the existing research on crisis decision-making will be discussed as well as suggestions for incorporation in your agency's use of force and incident command training paradigms.

***Lon Bartel** is a retired peace officer and has been a certified law enforcement trainer for over 17 years. AZPOST recognizes him as an expert in the areas of Defensive Tactics and Firearms. He served as his Department's Rangemaster from 2005-2017. Lon co-founded the Arizona Tactical Officers Association and served as Secretary for five years. As a SWAT member, he was a Senior Operator and was instrumental in creating the 'Explosive Breaching Program' for his department in 2008 where he served as the lead tactical breacher. Lon was also an adjunct instructor for the largest manufacturer of force on force technology and training munitions for six years. This experience has allowed him to witness thousands of simulated forces on force incidents, providing invaluable insight into human performance under stress. Lon has used his expertise to serve on numerous review boards which include reviewing and evaluating 300+ actual police cases involving the use of force and deadly force. He graduated with a Bachelor's of Science in Exercise and Sports Science (Magna Cum Laude) from Arizona State University. Most recently, Lon has been certified by the Force Science Institute (FSI) as a certified Use of Force analyst and is a certified Advanced Specialist with FSI as well.*

*A 34-year law enforcement veteran, **Chris Butler** recently retired as the Inspector of the Major Event and Emergency Management Section of the Calgary Police Service in Calgary, Alberta, Canada; an agency of over 2200 sworn officers policing approximately 1.2 million people. During Chris's law enforcement career, he spent over 9 years as an Academy use of force instructor in the ranks of constable, sergeant and staff sergeant. Chris has a focused professional interest in 'Human Rights / Sanctity of Life Policing' and has delivered training on this topic extensively. Chris has an extensive background in law enforcement use of force and has been certified as an instructor or instructor trainer in numerous firearms, physical combatives, less lethal/chemical agents and emergency vehicle operation disciplines. In addition, Chris has training in special event risk management and close personal protection. Chris is currently a National Trainer for NLETC. During his 5-year tenure as a Watch Commander, Chris was Incident Commander for multiple high-risk incidents and officer-involved shootings. Chris has made presentations at National and International law enforcement conferences and has been qualified at Provincial and Federal court as an expert in firearms safety, police firearms training, law enforcement use-of-force training and evaluation. Chris has testified over 30 times as a use of force expert in criminal matters and Coroners Inquests pertaining to officer involved shootings and in-custody deaths and has provided over 50*

written expert opinions pertaining to OIS incidents in Canada and the US. Chris is currently the Director of Program Development for the Force Science Institute (FSI) and has been certified as a use of force investigator and advanced force science analyst and has instructed the 'Biomechanics of Human Force Encounters' seminar for FSI throughout Canada and the United States for the past seven years. Chris is the owner of Raptor Protection and Safety Services Inc. a company dedicated to the delivery of cutting-edge use of force analysis, risk assessment and public safety training. For over 12 years Chris has delivered training to organizations and corporations, including law enforcement, fire departments, military and health care sectors, from coast to coast.

Lazarus Leadership

Chief **Rod Covey**, Port of Seattle; FBINAA Member (Session 157)

1.5 hours education

Rod Covey was a sergeant by age 25, a captain by 30, running the Highway Patrol by 38, and then in 1998, at 44 he was given three months to live. He fought for his life over the next 7 years, surviving a dozen near death moments and over two dozen surgeries. He went from leading over 1000 personnel to a staff of two, back to now leading a department of 170. In this workshop, Rod shares his very personal life lessons learned about resilience, leadership, and character. Involved in the administration of over 1000 cases of discipline, he came to realize that over 2/3rds of those cases were the result of a failure of leadership. Given a second chance at life and leading, he has used his experience to help his team move from one of the worst to one of the best agencies in the northwest. In this session, participants will 1) understand just how much that they directly impact the motivation, job satisfaction and performance of their followers, 2) understand an objective way of determining their success as an organizational leader, and 3) learn ways in which they can more positively impact the motivation, job satisfaction and performance of their followers.

***Rod Covey** is the Chief of Police for the Port of Seattle. He previously served 32 years with the Arizona Department of Public Safety (DPS) where he served as the Commander of the Arizona Law Enforcement Training Academy, the Chief of Staff for the Director of Public Safety, the Chief of the Highway Patrol, the Executive Director of the Arizona Peace Officer Standards and Training (AZ POST) Board, the Director of the AZ Regional Community Policing Institute, and the Director of the Center for Leadership Excellence. He has brought his extensive experience and expertise in leadership and organizational development to classrooms, universities and organizations nationwide having trained and coached thousands of new and experienced leaders. For the past 10 years, he has been a featured presenter at the FBI's Command College for Washington State.*

Courageous Intimacy: Breaking Through the Cycle of Hypervigilance and Creating Intimate Connections

Cyndi Doyle, Licensed Professional Counselor Supervisor, Code 4 Couples

1.5 hours education

What goes up must come down. The cycle of hypervigilance often interrupts the law enforcement professionals' ability to connect to loved ones causing miscommunication, misunderstanding, loneliness, lack of intimacy, higher divorce rates, and sometimes more severe mental health related issues. While there must be accommodations for the cycle, relationships and quality of life do not need to suffer. In this 90-minute multimedia, fast paced, interactive session, we will explore the cycle of hypervigilance, the impact of the cycle on the officer, spouse, and relationship, and the conflict between the cycle and intimacy through the research of Drs. Gottman, Dr. Brené Brown, and Dr. Terry Real. Research-based interventions will be shared as tools to help officers and spouses to stay intimately connected in relationships and thrive in life. Walk out of this session with greater insight,

practical knowledge, and tools that can be implemented to positively impact relationships and increase resilience. In this session, participants will learn to 1) understand the anatomy of hypervigilance and its impact on the officer, 2) identify three conflicts between elements of intimacy, resilience, and hypervigilance, and 3) identify and apply five evidence-based techniques to positively impact relationships and resilience.

Cyndi Doyle is a Licensed Professional Counselor Supervisor with expertise and passion to help Law Enforcement Officers and Couples thrive. She founded Code 4 Couples, a resource website and podcast that supports law enforcement couples through education regarding law enforcement culture, topics relevant to the moment, tools to improve relationships, and resources. She is Certified in Critical Incident Stress Management and serves a local CISM team as well as the Dallas regional team. She is a Certified Daring Way Facilitator for Dr. Brené Brown, a Seven Principles Educator for Drs. Gottman, and a Gottman trained therapist. Cyndi was selected by the Office of the Governor and currently serves as one of 3 mental health professionals on a statewide task force addressing Mental Health Access for First Responders. She is a seasoned presenter who incorporates educational information, interaction, story, humor, and experiential learning exercises to engage all learners.

Overdose Detection and Mapping Application Program (ODMap)

Captain **Brian Gould**, Cheektowaga NYPD (NY); FBINAA Member (Session 250)

Aliese Alter, ODMAP Program Manager, Washington/Baltimore HIDTA

1.5 hours education

Police Departments across the nation are on the front line of the battle against the opiate epidemic. Law Enforcement Executives often occupy leadership roles in their communities and have the ability to improve the police response to the opiate epidemic and save lives. One area for improvement that has been identified is the need for real time overdose data. ODMap is a free program developed by the Washington-Baltimore HIDTA that is being used across the nation to address this need. This presentation will demonstrate the ODMap application and its capabilities. Information will be presented on how to implement ODMap within agencies. Additionally, a success story from the Cheektowaga NY Police Department will be highlighted to show how one police department is using ODMap to save lives. In the session, participants will 1) learn what ODMap is and why it is an important tool for addressing opiate related deaths, 2) learn how to implement the use of ODMap with their agency, and 3) hear an example of how one agency has used OD Map to reduce the number of overdoses and deaths within their community.

Captain Brian Gould spent seven years assigned as a second line patrol supervisor on the afternoon shift at the Cheektowaga Police Dept (first ring suburb of Buffalo, NY). He has been with the Cheektowaga Police Department for 18 years. Capt. Gould has a Master Degree in Criminal Justice Administration from Hilbert College and is a graduate of the FBI National Academy 250th Session. In September of 2017, Capt. Gould created a pilot program where representatives from public health partner with the police department to provide next day follow up to subject who overdose.

Aliese Alter is the ODMAP (Overdose Detection Mapping Application Program) Program Manager for the Washington/Baltimore HIDTA. ODMAP provides near real-time suspected overdose surveillance data across jurisdictions to support public safety and public health efforts to mobilize an immediate response to a sudden increase, or spike in overdose events. In her role as Program Manager, she is responsible for the overall management of ODMAP, including outreach, program development, implementation and national partnerships. Aliese is responsible for interfacing with thousands of partners representing government, law enforcement and public health nationally to support data driven efforts to reduce overdoses. Prior to joining the W/B HIDTA, Aliese served as a Detective for the Henrico County Police Department. During her career in Henrico

she held a variety of assignments to include: Patrol, Recruitment, and Special Victims Unit. Aliese received her Bachelor's Degree in Business Administration and is actively pursuing her Masters of Public Administration at George Mason University.

Your Career After Policing: A Practical Roadmap to Prepare

Christine Ayers, Partner, National Security Sector, Guidehouse

Sasha Cohen O'Connell, Director, National Security Sector, Guidehouse; Former Senior Policy Advisor, Science and Technology, FBI

1.5 hours education

Where do you start to prepare for a career after public service? Right here! Join this interactive workshop where we will teach you what you need to know about yourself and what you want for your future in the years leading up to retirement, demonstrate how to convey this in an interview, and then have you practice with real-time feedback. Walk away with a roadmap and accompanying tips and insights you can use to confidently ready yourself to transition.

Christine Ayers is a partner in Guidehouse's National Security Sector working in the areas of strategic change, organization transformations, human capital, facilities and construction management, and business process improvement. At Guidehouse, she leads the Department of Justice account and works across the broader law enforcement community. Christine has dedicated over 17 years supporting the law enforcement execute their critical mission objectives. Prior to joining Guidehouse, Christine was a partner at PwC in the law enforcement practice established after 9/11. In her tenure, she has worked across a broad cross section of both public and private sectors clients including major domestic and international Telecommunications firms and the United Nations. Christine holds a Master of Business Administration from The George Washington University School of Business and a Bachelor of Science from The State University of New York at Binghamton.

Sasha Cohen O'Connell is a Director in Guidehouse's National Security Sector where she leads teams providing strategic management consulting services to public sector clients. Ms. O'Connell joined Guidehouse in January, 2017 from the FBI where she most recently served as Chief Policy Advisory, Science and Technology. Prior to that role, Sasha served as the Section Chief of the Office of National Policy for the FBI's Deputy Director. Prior to leading the Office of National Policy, Sasha served as Chief of the Executive Staff for the FBI's Criminal Investigative Division where she led strategic planning, performance evaluation, training, and communications for the Bureau's criminal programs. Ms. O'Connell holds a Bachelor of Arts from Barnard College as well as a Doctorate in Public Administration from American University where she currently serves in an adjunct faculty role.

Consolidated TOC Watchlisting: Mitigating Threats, Generating Intelligence, and Furthering Investigations

Christopher R. Courtright, Associate Deputy Director Ops II, FBI

1.5 hours education

The FBI's Terrorist Screening Center (TSC) manages the U.S. Government's consolidated threat actor watchlists. Following the information sharing failures that enabled known terrorists to carry out the 9/11 hijackings, the U.S. Government created an institution focused on information sharing of terrorists' identity profiles through centralized watchlists. Over the past 15 years, the TSC has evolved from an effort to prevent terrorists from entering the U.S. and to promote officer safety into a real-time, global intelligence collection network, targeting multiple types of national security threats. This presentation will introduce the TSC's Transnational Organized Crime (TOC) Watchlist and will educate FBINAA attendees on how they are integrated into and can benefit from this government-wide effort

to target and disrupt organized crime, transnational gangs, drug trafficking cartels, and other transnational criminal organizations that operate undetected in their communities. In this session, participants will learn 1) how the TSC creates an identity profile of a TOC Actor and makes that information available to federal, state and local law enforcement, 2) how the TSC's domestic and global tripwires are integrated into a consolidated intelligence picture, and how partners are exploiting this information for strategic and operational benefit, and 3) how officers interface with the TSC and how to appropriately handle a notification from the TSC.

Chris Courtright assumed the role of Associate Deputy Director for Operations (ADDO) at the Terrorist Screening Center in January of 2016. As ADDO he supervises the continuous watchlisting and encounter management of known and suspected terrorists in the United States and amongst foreign partners. He previously served for nearly five years as the Supervisory Senior Resident Agent (SSRA) for the Southern District of West Virginia (WV). As SSRA he supervised the Joint Terrorism Task Force (JTTF), Huntington Violent Crime Task Force, and the Public Corruption Task Force. Prior to his supervisory role he was a drug Task Force Commander for two years. Mr. Courtright began his career in March of 2001 in the Pittsburgh Division where he worked Criminal matters. Prior to his career in the FBI Mr. Courtright was an Officer in the United States Navy. Mr. Courtright has a Masters degree in Business Administration, and a Bachelors Degree in economics from the United States Naval Academy.

Below 100

Jeff Welch, Core Trainer, Below 100

1.5 hours education

The mission of Below 100 is to reduce line-of-duty deaths to fewer than 100 per year, a number not seen since 1943. The program targets areas under an officer's control and responsible for a large percentage of LODDs. Driving, safety equipment, situational awareness and decision making are some of the most deadly aspects of the job. In this session, participants will learn the five core tenets of Below 100 - 1) Wear your belt, 2) Wear your vest, 3) Watch your speed, 4) WIN – What's Important Now? and 5) Remember: Complacency Kills!

*Sergeant **Jeff Welch** began his career in law enforcement in 1998 as a patrolman with Western Kentucky University Police Department in Bowling Green, Kentucky. In 2000 he was hired by the Henderson Police Department in Henderson, Kentucky. Within the Henderson Police Department, Sergeant Welch has served in positions within traffic and patrol both as a patrolman and later a shift commander when promoted to sergeant in 2004. He also served as a detective within the investigative unit and was a member of the Tactical Team and was later provided the opportunity to serve as the Tactical Team Commander. In 2010, Sergeant Welch was assigned to his current position as the Training Sergeant for the Department. As the training sergeant, he holds numerous instructor certifications to include firearms, defensive tactics, active shooter and emergency vehicle operations. He is a certified Kentucky Law Enforcement Council Instructor. Sergeant Welch holds a bachelors degree from the University of Central Arkansas and is a graduate of the FBI National Academy Session 246. He is a charter member of ILEETA and a Certified Force Science Analyst. Sergeant Welch has a great passion for Below 100 and truly believes in the core concepts of the program. He is dedicated to providing others with the knowledge and skills provided by Below 100 in an effort to reduce line of duty deaths.*

Officer, Safety, Wellness and Leadership Development in the 21st Century

David Black, Ph.D., CEO and Chief Psychologist, Cordico

1.5 hours education

Officers need real-time access to the best tools for accelerating leadership and successfully managing the mental and physical consequences of their careers. Attendees will benefit from learning about

equipping officers with proactive and practical wellness solutions; new research and innovative technology; strategies for improving recruitment, retention, and community relations; and treating trauma while reducing officer suicide risk. Attendees will also learn about new strategies to help law enforcement identify untapped leadership potential, accelerate leadership development, and close leadership gaps while also addressing recruitment and retention concerns. Officer safety, wellness, and leadership challenges, opportunities, and actionable strategies for the 21st century will be highlighted throughout this session. In this session, participants will learn 1) four critical keys to developing successful officer wellness programs, 2) approaches for identifying untapped leadership potential within their agencies, and 3) strategies for accelerating leadership development while also enhancing officer safety, wellness, recruitment, and retention.

Dr. David Black is the CEO and Chief Psychologist of Cordico. He is a founding Board Member of the National Sheriffs' Association Psychological Services Group, serves as the Chair of Technology and Social Media, and is an Advisory Board Member for the National Police Foundation's Center for Mass Violence Response Studies. Dr. Black has also served on several International Association of Chiefs of Police (IACP) committees and was one of two psychologists nationally who served on the 2018 IACP Model Policy Group for Investigating Officer-Involved Shootings and Other Serious Incidents. Dr. Black regularly speaks to law enforcement audiences on topics spanning leadership, officer wellness, recruitment and retention, trauma, and mass casualty events. He has held academic appointments at the University of California, Davis; California State University, Sacramento; and the University of Georgia. Dr. Black leads a team of highly experienced police psychologists serving more than 100 public safety agencies, oversees innovative wellness programs for law enforcement agencies, and recently developed a law enforcement wellness mobile app that led to two nominations for the Best of California Awards.

The Digital Evidence Conundrum: Let's Fix It Before It Breaks Us

Chief **Daniel Dvorak**, NICE Public Safety (Ret); Law Enforcement and Public Safety Consultant

Rod Guy, Vice President of Strategy, NICE Public Safety

1.5 hours education

As digital evidence continues to grow at a rapid pace, it's creating a perfect storm. An avalanche of digital evidence is on a collision course with outdated technology and static investigative processes. Attend this session to hear Chiefs Lee Russo and Daniel Dvorak discuss solutions to address these challenges, share results from a recent survey of thousands of police departments concerning digital evidence, and explain how to fix the problem before it breaks you. In this session, participants will learn 1) why forcing new technology to conform to outdated investigative processes is a recipe for failure, 2) why it's beneficial to modify investigative processes to align with new technology, and 3) how digital evidence management technology can help police departments better manage digital evidence and streamline evidence collection, analysis and sharing to save departments time and money and improve case closure rates.

Chief Daniel A. Dvorak (Ret.) has 25 years of law enforcement experience with the Newport, RI and Cambridge, MD police departments. He holds a Master's Degree in Administration of Justice and a Bachelor's Degree in Criminal Justice/Political Science. He is a strong advocate for using technology in the police profession to enhance effectiveness and efficiency. Dvorak always enjoyed advancing forensic sciences in his departments and was an adjunct professor in Cybersecurity and Digital Forensics at Salve Regina University, Bristol Community College, and the Community College of Rhode Island.

Rod Guy has over 30 years of experience developing products and application solutions to help Public Safety agencies better protect and serve citizens and communities. For the past 15 years, Rod has been working with Public Safety agencies to understand the challenges of managing digital evidence and to develop innovative

solutions which improve the usability of digital data, while addressing the need for security, data integrity and cost effectiveness.

Suicide and Addiction in Law Enforcement: A Candid Conversation

Patrick Cullinan, Staff Representative, Southern States Police Benevolent Association

1.5 hours education

Patrick Cullinan and Tim Hilton bring an honest, tough conversation that will facilitate self-reflection among attendees and also help participants gain insight to what suicide and addiction looks like and how it works in the brain. This is an easy to understand presentation that will “hit home” with all. In this session, participants will learn to 1) gain a better understanding of how the “addictive brain” works, 2) better understand how officers come to the decision to take their own life, and 3) to use the contents of this presentation in their own lives and in their own agencies to address and prevent both.

Patrick Cullinan has spent the past 26 years as a law enforcement officer in Georgia. Patrick possesses a unique understanding of substance abuse and suicide among law enforcement officers, being a recovering alcoholic with 15 years of sobriety and having dealt with suicidal thoughts and attempts in his own life. He is a Staff Representative for the Southern States Police Benevolent Association. Patrick is an active member of the Georgia Critical Incident Stress Management (CISM) Team and is certified by the International Critical Incident Stress Foundation (ICISF) for individual and group interventions. Patrick has provided training to a number of agencies and organizations throughout the country.

Embedding Courageous Leadership in a Culture of Scarcity

Commander **Paula Veach**, Ed.D., M.Ed., Phoenix PD (AZ); Faculty, Arizona State University

1.5 hours education

The law enforcement profession suffers from a lack of trust, both internally and externally. Situated in a culture of scarcity, law enforcement leaders and practitioners scramble to identify how to build trust with each other while gaining the confidence of our communities and employees. Accomplishing this requires courageous leadership. This session is not a traditional business or military model for leading. Instead, this session offers a sociological and grounded theory approach to the question of how to build and embed courageous leadership in an ethos of lack. Leadership does not require rank, status, or power. Courageous Leadership in an environment of lack and uncertainty compels skill-building around deeply human characteristics. We often elect not to invest in developing the minds and hearts of leaders and then question why our organizations fail and our best people leave. Dr. Veach uses stories, research, and grounded theory to unpack leadership solutions relative to human behavior. In this session, participants will learn to identify how and when to 1) remain curious and ask intentional questions, 2) share power in the workplace, and 3) use vulnerability and create trust.

Paula Veach is a Commander with the City of Phoenix Police Department and holds a Doctorate from Arizona State University. Her research interests include gender and policing, power and leadership, personal and professional identity development. She is an expert in how gender influences leadership, professional and social constructions of power, and how stories influence culture. Paula has been a guest lecturer and invited presenter in the business, military, and academic community regarding these topics. She writes extensively on leadership and is Faculty (Adjunct) for the School of Criminology and Criminal Justice Sciences at Arizona State University. Paula uses story, research, and lived experience to teach and transform the workplace.

How Artificial Intelligence is Revolutionizing Investigation for Law Enforcement

Tim Convery, Law Enforcement Sales Director, BriefCam

Johnmichael O'Hare, Law Enforcement Sales Director, BriefCam

1.5 hours education

Law enforcement agencies are always looking for ways to investigate effectively and efficiently. Making sense of available intelligence and evidence can be challenging – especially when manpower and resources for evaluating and analyzing information are limited. Often, in the interests of solving crimes faster, investigators must prioritize which evidence to review, forcing them to overlook critical details and helpful information because of time constraints. Artificial intelligence (AI)-backed technologies are helping law enforcement overcome these challenges, maximize resources and optimize investigation productivity and performance. This session will explore how AI can be used to process and analyze digital data sources, such as video surveillance footage, to advance investigations and bolster intelligence. Participants will understand how digital data can be made searchable, quantifiable and actionable, exploring real use cases from police departments in New Orleans, LA, Hartford, CT and Dearborn, MI, that demonstrate how AI is revolutionizing investigation efficiency and effectiveness. In this session, participants will learn how 1) law enforcement technologies integrate artificial intelligence capabilities, 2) how AI-backed technologies can accelerate investigations, help save time and preserve resources and identify evidence that could otherwise be overlooked, and 3) practical use cases where AI-backed solutions helped law enforcement investigate more effectively and efficiently.

***Tim Convery** is the Law Enforcement Sales Director at [BriefCam](#), the industry's leading provider of Video Synopsis® and Deep Learning solutions for rapid video review and search, face recognition, real-time alerting and quantitative video insights. Previously serving in the Middlesex County, MA Sheriff's Office, Tim has extensive experience working with municipal law enforcement, including federal agencies and state and local government. An engaging speaker, Tim frequently presents innovative technological solutions to the law enforcement community.*

***Johnmichael O'Hare** is the Law Enforcement Sales Director at [BriefCam](#), the industry's leading provider of Video Synopsis® and Deep Learning solutions for rapid video review and search, face recognition, real-time alerting and quantitative video insights. Previously a law enforcement officer in Hartford, CT, O'Hare began his career in the patrol ranks before moving onto a proactive street crimes unit, counteracting narcotics and firearms violence. He became a Gang Intelligence Officer and achieved the rank of Detective in 2009. He is the recipient of the Chief's Medal of Honor, the department's highest award. O'Hare created the Capitol City Command Center (C4), a real-time intelligence center supporting critical functions on the streets, in addition to providing analytical and forensics support to investigative units. Today, C4 is a resource for local, state, and federal agencies. O'Hare has spoken at international conferences regarding the creation and sustainability of a command center and its role in creating a "Smarter City."*