

## Past Agenda

SUNDAY

MONDAY

TUESDAY

TIME ZONE: PST

### SUNDAY - AUGUST 21, 2022

4:30 PM Registration  
9:30 PM **BELLAGIO BALLROOM 7**

#### Concurrent Sessions 5:30 PM - 6:45 PM

5:30 PM **Race and Community Relations Training**  
**Track A - Police Academies and Training**  
**BELLAGIO BALLROOM 1**

- Develop training to better prepare staff to deal with the community they serve by understanding the demographics, history, and culture of the community
- Implement training for officers on how to handle scenarios with specific races to avoid overstepping cultural boundaries and creating conflict
- Educate your staff on commonly used phrases and sentences in languages used in your community to de-escalate scenarios

Sharita Jacobs Thompson, Professor of History and Consultant on Black History, Culture, and the Police,  
**Prince George's Community College**

6:45 PM

5:30 PM **Benefit from a Curriculum Design Committee**  
**Track B - Executive Leadership Training**  
**BELLAGIO BALLROOM 5**

- Utilize professionals from a variety of industries to ensure that the design of your program is valuable
- Incorporate officials and community members in the decision making to obtain buy in to long-term positive change
- Capitalize on the expertise of university professors and successful business leaders to share input and ideas for the curriculum design

Jennifer A. Beskid, EdD, *Director, Office of Government & Legislative Affairs,*  
**Maryland Department of Public Safety and Correctional Services**

6:45 PM

6:45 PM      Networking Break  
7:15 PM      **BELLAGIO BALLROOM 6 & 7**

**Concurrent Sessions 7:15 PM - 8:30 PM**

7:15 PM

**Capitalize on Graduate Debriefs**

**Track A - Police Academies and Training**

**BELLAGIO BALLROOM 1**

- Assess the experience of your graduates to identify areas of strength and weakness within your program
- Understand reasons for candidates failing to identify if changes to the curriculum need to be made
- Evaluate the feedback on your academy trainers and directors to flag any reoccurring issues in advance

Diana Duffy, Captain, Training Division Commander-SALETC,  
**Tucson Police Department**

Jason Bentley, Officer,  
**Tucson Police Department**

8:30 PM

7:15 PM

**Training Techniques for De-Escalation and Use of Force**

**Track B - Executive Leadership Training**

**BELLAGIO BALLROOM 5**

- Examine best practices for use of force training to avoid unnecessary use of force, rather controlled use of force
- Explore types of training such as Ju Jitsu to prepare your staff to protect themselves and the community
- Focus training on de-escalation techniques to avoid conflict when necessary

Sean M. Hendrickson, Division Manager, Applied Skills Training Division,  
**Washington State Criminal Justice Training Commission**

8:30 PM

8:30 PM

**Networking Cocktail Reception**

**BELLAGIO BALLROOM 6 & 7**

9:30 PM

**MONDAY - AUGUST 22, 2022**

11:00 AM

**Registration and Networking Breakfast**

12:00 PM

**BELLAGIO BALLROOM 6 & 7**

12:00 PM

Welcome Remarks

**BELLAGIO BALLROOM 1**

Marvin "Ben" Haiman, Chief of Staff,  
**Washington D.C. Metropolitan Police Department**

Paul Goldenberg, Chief Advisor, Policy and International Policing,  
**Rutgers Center on Policing**

12:10 PM

12:10 PM

Keynote Address: Reshape The Future of Police Academies and Training

**BELLAGIO BALLROOM 1**

*Your Black Swan is Someone Else's Gray Rhino - Some Thoughts on Sharing Institutional Knowledge.*

- Evaluate the importance of learning from national incidents to prepare for future events
- Assess external environments that could impact your department in order to best prepare
- Ensure your organization is knowledgeable on regulatory and legal changes that are imposed on your organization to confirm compliance
- Examine and update your current policies and procedures to guarantee that roles and responsibilities are clear throughout the department

Gordon Graham, Co-Founder,  
**Lexipol**

12:55 PM

12:55 PM

A UK approach to Police Education – The Challenges and Opportunities Presented

**BELLAGIO BALLROOM 1**

- Examine the UK's national approach and standardisation of police education through the Police Education Qualifications Framework (PEQF)
- Utilize police education as a means to future proof the service for the known and unknown challenges of the twenty first century
- Explore the opportunities presented by the police professionalization agenda and its connection to police legitimacy and notions of public trust and confidence in policing

Dr Nick Howe, Director Institute of Policing,  
**Staffordshire University, Institute of Policing**

1:40 PM

1:40 PM

Networking Break

1:55 PM

**BELLAGIO BALLROOM 6 & 7**

1:55 PM

Review of Legislative Mandates Impacting Police Academies and Training

**BELLAGIO BALLROOM 1**

- Evaluate which mandates will impact your current curriculum
- Assess which changes need to be made to ensure compliance with new mandates
- Create and implement an action plan to deliver the training including a staffing calendar to guarantee quality

Deidre Houston Magee, PhD, Director, Cadet Corps  
**Metropolitan Police Department**



2:40 PM

Jennifer A. Beskid, EdD, Director, Office of Government & Legislative Affairs,  
**Maryland Department of Public Safety and Correctional Services**

2:40 PM

### The Future of Public Safety Training: Virtual Reality Training for Success

#### BELLAGIO BALLROOM 1

- Assess the benefits of virtual reality training, including the different scenarios and review capabilities, to analyze the positive training outcomes
- Explore which companies offer services that fit your organizational needs
- Discuss how virtual reality training can be incorporated into your current curriculum for the benefit of your department and officers

Jason J. Kepp, Assistant Director, Training and Professional Development,  
Federal Protective Service,

**U.S. Department of Homeland Security**

3:25 PM

3:25 PM

Networking Lunch

4:15 PM

**BELLAGIO BALLROOM 6 & 7**

#### Concurrent Sessions 4:15 PM - 5:00 PM

4:15 PM

### Evolve Education Techniques to Train Millennials

#### Track A - Police Academies and Training

##### BELLAGIO BALLROOM 1

- Evaluate the specific learning methods of the new generation of recruits
- Train your academy staff on best practices to deliver valuable content to millennial recruits
- Evaluate training methods through cadet surveys to obtain feedback and make appropriate changes

Bob Rossi, Ed.D, Leadership and Curriculum Administrator,

**Phoenix Regional Police Academy**

5:00 PM

4:15 PM

### Techniques to Improve Current Curriculum

#### Track B - Executive Leadership Training

##### BELLAGIO BALLROOM 5

- Examine curriculums from departments across the country to identify new approaches that can be introduced
- Analyze your current curriculum to assess if the training matches the task at hand when dealing with members of the community
- Implement and evaluate the changes made to ensure you are achieving your organizational goals

Jennifer A. Beskid, EdD, Director, Office of Government & Legislative Affairs,  
**Maryland Department of Public Safety and Correctional Services**

Luann Pannell, Ph.D., Director, Police Training and Education,  
**Los Angeles Police Department**

5:00 PM

Concurrent Sessions 5:00 PM - 5:45 PM

5:00 PM

Strategies to Improve Health and Wellness of your Staff and Recruits

Track A - Police Academies and Training

**BELLAGIO BALLROOM 1**

- Implement physical and psychological training programs to achieve long-term goals of health and wellness in your department
- Identify specific training programs for officers that have recently joined the department that are experience every day occupational stress for the first time
- Implement health and wellness training for officers involved in traumatic incidents
- Offer general health maintenance classes to ensure a healthy workforce contributing to the community

Mandy Nice, Cordico Strategic Wellness Director,  
**Lexipol**

5:45 PM

5:00 PM

The Right Fit: Select the Best Personnel to Teach New Recruits

Track B - Executive Leadership Training

**BELLAGIO BALLROOM 5**

- Analyze the qualities needed to educate a new generation of future professionals to lead your organization
- Assess your current staff to identify team members that have the required skills to make a positive impact
- Continue to nurture their growth and development over time for continued success

Lindsey Alli, MBA, CLEE, Sergeant, Cadet Program Coordinator, Recruiting Unit,  
**Columbus Division of Police**

5:45 PM

5:45 PM

Networking Break

6:00 PM

**BELLAGIO BALLROOM 6 & 7**

6:00 PM

Strategies to Create a Culture of Excellence Throughout your Department

**BELLAGIO BALLROOM 1**

- Explore current cultural deficiencies that need to be eradicated to achieve organizational goals
- Align academy training to emulate the goals and mission of the department for a seamless transition for new recruits
- Examine how your organizations mission relates to the community you serve to ensure consistency and alignment

Ron Camacho, Chief of Police,  
**Chambersburg Borough Police Department**

6:45 PM

6:45 PM

Quality Training as a Risk Management Tool

**BELLAGIO BALLROOM 1**

- Avoid costly errors by investing in your training
- Implement continued education for staff to guarantee the highest level of training takes place
- Utilize evaluations and audits regularly to ensure quality

7:30 PM  
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• Protect your department, staff, and community by ensuring quality training  
Gordon Graham, Co-Founder,  
**Lexipol**

7:30 PM  
Police Reform; Are FTO's the Problem or the Solution?  
**BELLAGIO BALLROOM 1**  
• Assess the importance in preparing new officers to provide quality service to their community  
• Analyze strategies for agencies to be proactive in developing a positive organizational culture  
• Examine the steps needed to utilize the FTO Program to instill and promote positive organizational culture  
Graham Tinius, Executive Board Member and Training Coordinator,  
**National Association of Field Training Officers**

8:15 PM  
Closing Session  
**BELLAGIO BALLROOM 1**  
Marvin "Ben" Haiman, Chief of Staff,  
**Washington D.C. Metropolitan Police Department**  
Paul Goldenberg, Chief Advisor, Policy and International Policing,  
**Rutgers Center on Policing**

8:25 PM  
Networking Cocktail Reception & Live Entertainment  
**BELLAGIO BALLROOM 6 & 7**  
Please join us for live entertainment with standup comedian and Michigan State Police officer Dwayne Gill, who has shared the stage with the likes of Louie Anderson, Tim Allen and has opened for the Queen of Soul Aretha Franklin.  
Dwayne L. Gill, *Stand Up Comedian*,  
**Michigan State Police Recruitment Coordinator**

## TUESDAY - AUGUST 23, 2022

11:00 AM  
Networking Breakfast  
12:00 PM  
**BELLAGIO BALLROOM 6 & 7**

12:00 PM  
Opening Remarks  
**BELLAGIO BALLROOM 1**  
Marvin "Ben" Haiman, Chief of Staff,  
**Washington D.C. Metropolitan Police Department**  
Paul Goldenberg, Chief Advisor, Policy and International Policing,  
**Rutgers Center on Policing**

12:10 PM  
Innovative Technologies: Examining Future Impact on Police Training Academies  
**BELLAGIO BALLROOM 1**

- Preview several emerging technologies and their impact on policing
- Explore how we can use these technologies responsibly to enhance capabilities while maintaining the public's trust.
- Examine new technology's potential impact on strategic planning, resourcing and police training.

Joseph J. Lestrangle, PhD, Senior Agency Official,  
**U.S. Council on Transnational Organized Crime - Strategic Division**

12:55 PM

12:55 PM

### Evaluate the Different Styles of Training to Identify the Best Fit

#### **BELLAGIO BALLROOM 1**

- Understand the different types of training to identify which style is the best fit for your academy to produce top level officers
- Identify individuals within your academy that may respond better to different approaches to achieve positive outcomes
- Assess the value of virtual training where applicable to achieve training goals with remote learning
- Select the balance that enables your organization to successfully train recruits to be ready for the profession

Jason J. Kepp, *Assistant Director, Training and Professional Development,*  
*Federal Protective Service,*

**U.S. Department of Homeland Security**

Jason Bentley, *Officer,*

**Tucson Police Department**

1:40 PM

1:40 PM

### Networking Break

1:55 PM

#### **BELLAGIO BALLROOM 6 & 7**

### Concurrent Sessions 1:55 PM - 2:45 PM

1:55 PM

### Death by Power Point: Evolve to Adult Learning Techniques

#### Track A - Police Academies and Training

#### **BELLAGIO BALLROOM 1**

- Capture the attention of the recruits through interactive learning
- Introduce adult learning techniques to ensure valuable training is not forgotten
- Adapt the seating in the room to roundtables to facilitate interaction and discussion

Bob Rossi, Ed.D, Leadership and Curriculum Administrator,

**Phoenix Regional Police Academy**

2:45 PM

1:55 PM

### Oversite and Accountability: Compliance and Integrity for the Benefit of the Community

#### Track B - Executive Leadership Training

## BELLAGIO BALLROOM 5

- Incorporate compliance and accountability training into your training program to confirm that all officers understand the potential impact of their actions
- Create and implement a review team to analyze incidents or use of force or discharged firearm to evaluate officer performance and improve training
- Audit academy training graduates to identify areas of weakness when on the job to offer continued support

Diana Duffy, Captain, Training Division Commander-SALETC,  
**Tucson Police Department**

Thomas Hawke, Lieutenant,  
**Tucson Police Department**

2:45 PM

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### Concurrent Sessions 2:45 PM - 3:30 PM

2:45 PM

#### Strategies to Avoid Implicit Bias in Academy Training

##### Track A - Police Academies and Training

### BELLAGIO BALLROOM 1

- Assess common implicit bias that could be unintentionally happening in your current training programs
- Evaluate training exercises and observe academy trainers to identify if bias is taking place
- Educate staff to understand implicit bias and the impact it has on recruits
- Implore your staff to speak up if they see other staff members expressing any bias during training

Yasmin Brown, Captain, Assistant Chief, Support Operations,  
**Maryland-National Capital Park Police**

Vereen Barton, MAFP, MPhil, Captain,  
Assistant Division Chief,  
Director of Investigative & OAO Services,  
**Maryland-National Capital Park Police**

3:30 PM

2:45 PM

#### Overcoming Obstacles to Meet Required State Mandated Training

##### Track B - Executive Leadership Training

### BELLAGIO BALLROOM 5

- Assess which mandated training causes the most issues in order to plan appropriately to fulfil the requirement
- Create a calendar for required training to take place to ensure each officer attends the training
- Ensure that all facilities needed are reserved in advance to accommodate training to avoid scheduling complications
- Prepare in advance to avoid any staffing issues related to mandated training

Deidre Houston Magee, PhD, *Director, Cadet Corps*  
**Metropolitan Police Department**

3:30 PM

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Networking Lunch



3:30 PM

**BELLAGIO BALLROOM 6 & 7**

4:30 PM

4:30 PM

### Create and Implement Metrics to Achieve Success

#### **BELLAGIO BALLROOM 1**

- Identify which metrics you want to assess and how they can be evaluated and monitored
- Utilize the tool as a benchmark to achieve goals related to de-escalation, use of force, and community policing
- Install them as an industry standard to be used after each encounter to assess the quality of training when interacting with the public

Jonathan Parham, Police Director,  
**Rahway Police Department**

5:15 PM

5:15 PM

### Industry Leader Conclusion Session: Discuss Valuable Lessons Learned

#### **BELLAGIO BALLROOM 1**

- Explore which items were most valuable throughout the symposium that can impact your organization
- Determine how you can implement changes immediately to create a positive impact
- Identify and prepare for long-term changes that need time to plan and execute to enable future change

#### Moderator

Marvin "Ben" Haiman, Chief of Staff,  
**Washington D.C. Metropolitan Police Department**

#### Panelist

Deidre Houston Magee, PhD, *Director, Cadet Corps*  
**Metropolitan Police Department**

Luann Pannell, Ph.D., Director, Police Training and Education,  
**Los Angeles Police Department**

Sean M. Hendrickson, Division Manager, Applied Skills Training Division,  
**Washington State Criminal Justice Training Commission**

6:00 PM

6:00 PM

### Closing Remarks

#### **BELLAGIO BALLROOM 1**

Marvin "Ben" Haiman, Chief of Staff,  
**Washington D.C. Metropolitan Police Department**

Paul Goldenberg, Chief Advisor, Policy and International Policing,  
**Rutgers Center on Policing**

6:10 PM



