



# 28<sup>th</sup> Annual Training Conference

September 9-13, 2019  
Cleveland, Ohio

## PRESENTATION SUMMARIES

(Preliminary version, as of May 2, 2019)

### **Relationships - Keynote Speaker: Geraldo Rivera, Broadcaster and Journalist**

Addressing the conference theme of “Relationships”, Geraldo Rivera will provide a keynote address to the conference of the importance of relationships in his career.

### **Evidence Based Policing – Major Wendy Stiver, Commander of the Central Patrol Operations Division, Dayton Police Department**

Modern policing is relational, deeply rooted in tradition, culture, experience and instinct. It is romanticized, criticized and influenced by media, emotion and fiction. Yet, throughout its history, policing has strived to incorporate technology and science in its practices, to be more effective and efficient in delivering a wide spectrum of services to communities. Enter evidence based policing, the philosophy that we should do things that work and should stop doing things that don’t work. This presentation offers an overview of evidence based policing, as well as two practitioner led research projects in Dayton, OH.

### **Staffing Analysis for Criminal Investigations – Training Session: Peter Bellmio, Management Consultant**

This four hour session defines the criminal investigations process as one that begins with call takers and ends when cases are prosecuted. The impact of thorough preliminary investigations on detective workload is explained. Effective quality control for preliminary investigations and use of preliminary investigation information for case screening are major topics. Examination of research findings from both legacy and more recent studies on the impact of the criminal investigations process in clearing cases and dealing with crime problems. Topics like evidenced based case screening factors will be addressed. Elements of an agency wide case management and workload measurement process are described as an alternative to investigative units keeping case assignment data within each unit. This four hour training session will provide a foundation for the “Operations and Staffing Analysis” topical area required for the Law Enforcement Planner Certification – attendees can qualify for this topical area by building upon this training with further application at their agency.

**Race, Ethnicity, and Police Deployment: A Look at Patrol Staffing in Chicago \*\*Justice Clearinghouse Live Webinar\*\* – Dr. Alexander Weiss, President of Alexander Weiss Consulting, LLC**

In 2011 the Illinois ACLU sued the city arguing that, “Chicago officials have failed to ensure that police are deployed equitably across the City’s many diverse neighborhoods, resulting in delayed police responses to emergency calls in neighborhoods with higher minority populations.” Moreover, they suggested that, “Neighborhoods with significant ethnic minority populations in Chicago are more likely to have slower response rates to emergency calls and higher rates of serious violent crimes, as compared to predominately white neighborhoods.” As a part of that litigation, a county judge ordered that a staffing study be conducted. This presentation describes that analysis. We employed a workload-based staffing analysis for the Chicago Police Department Bureau of Patrol. Our discussion will describe our analytical strategy, data, and results. In addition, we discuss how understanding deployment in a large multi-layer police agency makes it difficult to identify “winners and losers.”

**Interactive Snapshot – Facilitated by Marg Gloade, IALEP President**

Have a topic that you think would interest people but you want to test the response before committing to it? Have you reached a dead end with a project or issue and need some new ideas? Have you ever wanted to know what it would be like to present in front of a group about something you are passionate about? This interactive SNAPSHOT is your opportunity to present your topic, research or project in an abbreviated manner (4 minute maximum) to the 2019 IALEP Training Conference audience. An informal, fun, and rapid fire approach to share your topics/issues and practice your presentation skills. You must complete the Snapshot form available on the IALEP website – it will be first come, first serve as spots are limited.

**National Incident-Based Reporting System (NIBRS) – Drema Fouch, NIBRS Coordinator, FBI Uniform Crime Reporting Program**

Change, even beneficial change, often brings fear, rational and irrational, and some confusion or misunderstandings with it. This presentation will discuss how the National Incident-Based Reporting System (NIBRS) will bring detailed, incident-based data to the Uniform Crime Reporting (UCR) table as it becomes the UCR data standard by January 1, 2021.

**Real-Time Crime Center: Solving Crime faster through fixed camera/LPR network and public private partnerships - Major Angela Coonce, Commander of Technological Solutions and Investigations, St. Louis Metropolitan Police Department**

Law enforcement’s use of technology is no longer simply tactical, it is much more advanced. Technology has evolved to the point that computers, tracking systems, software solutions and community sensors are part of the backbone of urban policing. Technology serves as a force multiplier for law enforcement and helps make St. Louis a safer place to live and visit. Technology also plays a fundamental role in the safety of our officers. Technical advances allow law enforcement access to critical information as well as the ability to push that information out quickly to officers on the street to increase situational awareness and add in their decision-making process. This presentation will show how the St. Louis Real-Time Crime Center uses technology to solve crimes faster through fixed cameras and license plate reader network.

**The Core Indicators Project: Developing a Common Data Standard for Measuring Attitudes Toward Police – Dr. Chris Giacomantonio, Research Coordinator, Halifax Regional Police, Nova Scotia**

Measuring public attitudes toward policing is an important activity undertaken by many police services. However, surveying approaches have been widely varied between jurisdictions, which limits our abilities to understand public perceptions of police at local, state/provincial, and national levels. Based on recent research, this presentation outlines a set of recommended “core indicators” for measuring public attitudes towards the police in Canada through surveys; next steps for establishing the data standard on a national basis in Canada as part of a national performance measurement framework; and considerations for international adoption of the standard indicators in light of wider research into measuring public trust and confidence.

**Youth Relationships: Voices Behind the Numbers – Our Voices Matter: Empowering Youth Through Civic Engagement**

When there are policy revisions or updates to a police agency the youth of a community are often marginalized or forgotten. Those young people will be the next generation of officers and community members. The statistics of a community seldom tell the whole human side of the story. This presentation is to help agencies find ways to hear the voices of the youth in their communities. The presenters are youth from the Cleveland area that are speaking up and getting involved to help find solutions that seemed to escape elder generations.

**Improving Employee Retention – Beth Morton, Athens-Clarke County Police Department**

Record levels of employee attrition have plagued many law enforcement agencies recently. Aggressive recruiting may bring in new officer candidates and personnel but, what about the decades of experience that’s been lost through attrition of senior staffing. Pay raises may help some with retention but, what if your payroll budget can’t keep up with surrounding departments and private sector businesses? Employee Recognition is an often overlooked answer to battling attrition. This session will examine the significance of a meaningful employee recognition program and its potential to motivate employees and inspire loyalty.

**Building Engagement – Cassandra Johnson,**

Have you embarked on a new project, built a new team, or maybe found a current environment has stalled in creativity or enthusiasm? This is a common theme that can affect any group. In this all-member session we are going to model a method that you can use to clearly identify the problem, articulate the end goal the group wants to achieve and create a plan to meet whatever it is that you want to do as a group! In this case example we’re going to look at our own organization. IALEP has embarked on a lot of new changes in the last couple of years and we want to include all of the members in what the future of IALEP engagement means to everyone.

**Grounded Theory Inquiry of Police Disciplinary Process - Dr. Brad Castle, North Central State College and Marion Technical College**

The relationship between superiors and subordinates within a police organization are vitally important, but often complicated by the disciplinary process. Possible solutions and best policy writing practices will be offered which address some arguably negative –and even surprising- findings of a qualitative grounded theory study of police disciplinary practices. This study resulted in four major findings through interviews with active and former police officers and their dealings with the police disciplinary processes.

**Transparency in Policing (Backstage Pass) – Melissa Pagnanelli, Advanced Training Unit, Columbus Division of Police, Columbus, Ohio**

Transparency is a common word thrown around by politicians and community activists when discussing policing, but how can it effectively be put into practice. The ability of the police to perform their duties depends greatly on public approval of police actions. What is more transparent than offering community members a backstage pass to the workings of a police department? A Citizen Police Academy attempts to close the gap between knowing the action that a police officer took and understanding the reasons why an officer made that decision. This presentation will attempt to answer the common questions to building transparency with a Citizens Police Academy: how we build relationships with our participants, how and why we choose the topics to cover, dos and don'ts, lessons learned, and what happens after graduation.

**Social Media \*\*Justice Clearinghouse Live Webinar\*\* – Katie Nelson, Mountain View Police Department**

Information sharing is at a critical shift in its dissemination points as society transitions into an almost-exclusive preference for communication in a digital space. As an industry, law enforcement must not only adapt to the needs of the community, they must learn to excel at them to rise above the noise that is so often found in social media channels. The use of social media and engagement in a digital space is no longer an option for law enforcement – it is a necessity. But why should agencies engage, how can they quickly and effectively do so, and most importantly, who can do that? Learn tips, tricks, and see case studies on how and why your efforts online will matter and how they will allow you to take back control of your agency's narrative both in the digital and real worlds.