



**“An International Center for
Law Enforcement Education”**

Teaching Diversity:

Train-the-Trainer for Law Enforcement Professionals

- Hosted by Peel Regional Police Services, Toronto, Ontario, Canada – May 19-23, 2003
- Dallas, Texas – November 17-21, 2003



**Institute for
Law Enforcement Administration**

a division of
The Center for American and International Law

5201 Democracy Drive
Plano, Texas 75024
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www.theILEA.org



Teaching Diversity:

Train-the-Trainer for Law Enforcement Professionals

The Institute for Law Enforcement Administration, a division of The Center for American and International Law, will hold the Teaching Diversity: Train-the-Trainer at The Center for American and International Law headquarters, 5201 Democracy Drive, Plano, Texas, and or other designated locations.

Successful completion of the four and one-half day Teaching Diversity Train-the-Trainer program will prepare officers academically and practically to conduct cultural diversity training within their organizations and academies.

Our society is in transition, and it is becoming more diverse every day. Employees come from a variety of religious backgrounds, live with disabilities, and share many other characteristics that, for years, were not acknowledged and/or supported in the workplace. Today, many organizations recognize that all employees bring a wealth of knowledge and ability to the workplace, and building an environment where all are appreciated and welcomed has proven to benefit productivity while enhancing professional and personal relationships.

In addition, **law enforcement is charged** with relating to all segments of the communities they serve in a fair and impartial manner. Therefore, familiarization with communication styles, customs, language and behavior patterns of various cultures, ethnic groups and non-traditional populations will effectively enhance the quality of police services and departmental image. Shared knowledge of various populations will enhance officer safety, and is likely to increase understanding and empathy in the process of improving police-citizen contacts.

The program will include such topics as:

- ▶ Linking multi-cultural education and officer safety
- ▶ The demographic shifts in our population
- ▶ Communication styles associated with various groups within the United States
- ▶ Adult learning in a law enforcement environment
- ▶ Police racial profiling and public perceptions
- ▶ Creating or maintaining a workplace that welcomes and appreciates differences
- ▶ Successful programs and philosophies for teaching cultural diversity
- ▶ Establishing, building and maintaining an in-house cultural diversity training program
- ▶ The history and psycho-social effects of prejudice, discrimination and racism
- ▶ Strategies for teaching cross-cultural communications skills to officers
- ▶ Conflict resolution principles
- ▶ Strategies for teaching sexual harassment prevention
- ▶ Strategies for fostering teams
- ▶ Recognizing and affirming all employees
- ▶ Strategies for reducing prejudice and discrimination
- ▶ In-depth examination and discussion of classic and contemporary diversity-related literature

TCLEOSE Credit: Law enforcement personnel attending this course are eligible for 40 hours of Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) Credit.

FACULTY

Patricia L. Bates, Consultant and former Director of Diversity Education. Holds bachelors degrees in psychology and philosophy from Austin College in Sherman, Texas. Ms. Bates has served as a community mediator and spokesperson for over 17 years.

Tammy Coffey, Training and Development Specialist, University of North Texas, Denton, Texas. Holds bachelor degree from the University of North Texas. She has over ten years of adult education experience, and is a senior diversity consultant with the National Coalition Building Institute, Inc., Washington, D. C.

Daniel P. Carlson, Associate Director, Institute for Law Enforcement Administration. Holds a B.S. degree in Criminal Justice from State University of New York. A retired captain from the N.Y. State Police, Mr. Carlson has more than 35 years of police and training experience, and is author of "When Cultures Clash: The Diverse Nature of Police-Community Relations and Suggestions for Improvement," (2001).

Paul A. Pomerville, President, Cultural Contacts Training Institute, Inc., Poulso, Washington. Holds a Ph.D. in Intercultural Studies from Fuller Theological Seminary and an M.C.M. in Ministerial Studies from Seattle Pacific University. Mr. Pomerville has more than 40 years of police training and higher education experience.

Gregory Smith, Assistant Director, Institute for Law Enforcement Administration. Holds a B.S. degree in Social Science, with a specialization in Multi-Cultural Education from Ball State University. Mr. Smith has more than 20 years of law enforcement, military and teaching experience, with Baylor University-Medical P.D. and the United States Army.

Gary W. Sykes, Director, Institute for Law Enforcement Administration; B.A., M.A., Ph.D. in Political Science from The Pennsylvania State University; former professor in the School of Justice Administration, University of Louisville School of Justice Administration, the Southern Police Institute and the University of Wisconsin-Superior.

TRAINING SITE AND INSTRUCTOR AVAILABILITY WILL DETERMINE FACULTY COMPOSITION.

REGISTRATION

Teaching Diversity: Train-the-Trainer

Mail, fax or E-mail to Registrar:

The Center for American and International Law
formerly known as The Southwestern Legal Foundation
P.O. Box 799030, Dallas, Texas 75379-9030

Phone: 972.244.3430

Fax: 972.244.3431

ilea@cailaw.org

Tuition: \$545 non-members, \$445 members of the Institute for Law Enforcement Administration.

This includes all instruction and handouts, and copyrighted teaching materials. Lodging and meals are excluded.

Course Date _____

Name _____

Agency _____

Mailing Address _____

City/State/Zip/Country _____

Telephone _____ Fax _____ E-Mail _____

Birth Date _____ Soc. Sec. # _____

TUITION MAY BE PAID BY CREDIT CARD

Check enclosed payable to The Center for American and International Law.

Please charge: AmEx _____ MasterCard _____ Visa _____ Discover _____

Card Number _____ Expiration Date _____

Name on Card _____

Billing Address (if different from address above) _____

Authorized Signature _____

Course Hours: Daily sessions will begin promptly at 8:30am and will end at 5:00pm, except on Friday which will conclude at 12:00 noon. Lunch will be on your own.

Cancellation: Tuition, less a twenty-five (\$25) fee, will be refunded upon written cancellation received five working days prior to the program. Cancellations received after that date cannot be refunded, although substitutions for this program will be permitted.

Hotel Accommodations: The cost of lodging is not included in the tuition. Guest rooms will be available at the Doubletree Hotel, 7120 Dallas Parkway, Plano, TX 75024, at a rate of \$89.00 per night, plus tax. To assure room availability, contact the Doubletree Hotel directly (972.473.6444) at least two weeks prior to arrival and ask for the special Institute for Law Enforcement Administration rate.

Persons with a disability who need special accommodations to attend a program, please contact 972.244.3400 no later than ten (10) working days prior to the program so that necessary arrangements can be made.

Driving Directions: From DFW Airport Take the North Airport exit. Take 121 North and go approximately 18.5 miles to Legacy Drive. Turn right on Legacy Drive and go 1.5 miles to Parkwood Blvd. Turn right on Parkwood Blvd. and go .4 mile to Tennyson Parkway. Turn left on Tennyson Parkway and go .5 mile to Democracy Drive. We are on the right, on the corner of Democracy Drive and Tennyson Parkway. **From Downtown Dallas** Go north on the Dallas North Tollway. Take the Spring Creek Parkway/Tennyson Parkway exit and drive north on the Dallas North Tollway frontage road. Go through the first stop light and turn right at the next stop light (Tennyson Parkway). Proceed east on Tennyson for .7 mile, and we are on the right, at the corner of Tennyson Parkway and Democracy Drive.

ILEA Program Schedule — 2003

- ▶ 39th Annual Management College February 3-March 28
- ▶ Contemporary Issues Conference March 26-28
- ▶ Preparing for Leadership April 2-4
- ▶ Crime Prevention Through Environmental Design (C.P.T.E.D.) April 23-25
- ▶ Values Centered Leadership April 28-29
- ▶ Hiring for Quality: Recruiting and Selecting the New Employee April 30-May 2
- ▶ Internal Affairs May 5-9
- ▶ Police Executive Development May 12-16
- ▶ Ethics Train-the-Trainer May 19-23
- ▶ School of Police Supervision June 2-27
- ▶ Family Violence Conference June 13
- ▶ Diversity Train-the-Trainer November 17-21

All courses will be held at the ILEA headquarters in Plano, TX unless noted otherwise.

ILEA Membership

Is your agency interested in saving money? Membership in the Institute for Law Enforcement Administration provides reduced tuition rates on all programs and is available to city, county, state and federal law enforcement organizations. Membership cost is based on the number of sworn and civilian personnel in your organization. For additional information, please call 972.244.3430 or e-mail us at ilea@cailaw.org.

Nondiscriminatory Policy

It is the policy of the Center for American and International Law (formerly The Southwestern Legal Foundation) that no person, on the basis of race, color, religion, national origin or ancestry, age or handicap, shall be discriminated against in educational programs and activities scholarship programs or admissions.



Mark Your Calendar!

77th School of Police Supervision

June 2-27, 2003

The Center for American and International Law
Institute for Law Enforcement Administration
P.O. Box 799030, Dallas, TX 75379-9030



PLEASE NOTE: The Center for American and International Law utilizes outside mailing lists. If you receive a duplicate of this announcement, please pass it along to an interested colleague.

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