

The Guardian's Voice

NEWSLETTER

The official publication of the *National Association of Black Law Enforcement Officers, Inc.*

Volume Two - Issue Two

July 2011



2011 African American Heritage Day Parade Newark, NJ

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Members from the **Newark Bronze Shields** (shown above) participated along with the African American NJ State Troopers, Passaic County Bronze Shields and the Montclair Sentinels, in the 2011 African American Heritage Day Parade on May 29, 2011. "These are Newark's finest!"

Newsletter Editor – Shawn C. Kennedy

Newsletter Contributors

James Baker	John Jewell
David Daniels III	Ted Meekins
Justine Harris	Sally Thomason
Levi A. Holmes, II	Charles P. Wilson

Editor's Perspective



When I first joined the **National Association of Black Law Enforcement Officers** (NABLEO) in 2010, I wanted to quickly become an active member, especially being the only officer from the Midwest. As I assessed the various components of **NABLEO**, I learned it had not published a newsletter since 2007. After reviewing their last two newsletters and since writing was my forte, I made a decision on my personal niche. I approached the National Chairman, Charles Wilson, with my proposal. Being the businessman that he is, I can still remember him asking me, "What is this going to cost us?" Luckily, because of the technology of the Internet, there would be no monetary costs. The only costs would be the amount of personal time, energy and effort that would be required to conduct the necessary networking, researching, interviewing, writing, editing, proofreading, formatting and organizing. The individual pieces of data collected would eventually come together to form the finished product. So with Charles' blessing, and a lot of determination, I was able to compose our first newsletter in March 2011 (<http://www.nableo.org/newsletter.cfm>). The responses I have received acknowledge that we are on the right track (see *Comments to the Editor*, pages 4-5).

I am not a writer by professional trade and my advanced degrees are not in the field of Journalism. However, I do have a passion for the written word, which is probably why I read and write extensively. Besides having several personal articles published, I have also served as the Editor for several newsletters over the past 13 years: *The Black Skyline* (National Black Police Association – Chicago Chapter); *The MCAAPO Review* (Midwest Coalition of African American Police Officers); *What's New in Area Two* (Area Two Detective Division-Chicago P.D.); and as the monthly Featured Writer for *The Flight Plan-The Living History* (Original Tuskegee Airman-Chicago Chapter) and *The Trumpet* magazine, just to name a few.

My goal with **The Guardian's Voice** newsletter is to create a well-written, quality document that will serve as a vehicle to communicate and network. Our newsletter will include various components that will entertain, inform and educate our members, the communities we serve and the various police associations we share a brotherhood with. It will also identify the positive accomplishments of our local chapters. I can only hope that the experience and sensitivity that I possess as a writer will humbly allow me to serve **NABLEO** to the best of my abilities. I take great pride in any written work that bears my name because it is an extension of me and a reflection of my character, professionalism, integrity and work ethics. The pen is a powerful tool that can be as venomous as the spoken word. As the Editor, my discretion on how I proficiently utilize that pen is imperative. I plan to do so in the most professional, objective and diplomatic manner. I only ask that I be given the opportunity to honor my goal, as well as ask for your continued support. I will take it from there.

Shawn C. Kennedy

National Association of Black Law Enforcement Officers, Inc.
www.NABLEO.org

Newark Bronze Shields

Empowering Our Youth



Flanked by Newark Bronze Shields President Levi A. Holmes, II (left rear) and Financial Secretary Carrie Reed (right rear), stands 10 of the 12 recipients from their Annual Scholarship Awards Ceremony on June 9, 2011. Each Newark, NJ high school senior received a \$1,000 scholarship. The recipients includes: **Jane Asante** (Weequahic H.S.), **Ja-Tonja Bailey** (Newark Vocational H.S.), **Joanne Baldwin** (West Side H.S.), **Nadirah Harrington** (University H.S.), **Fatima Jalloh** (Newark Vocational H.S.), **Ronie Kellam** (Malcom X Shabazz H.S.), **Jamillah Lafayette** (American History H.S.), **Pamela Matthew** (Technology H.S.), **Autumn Perry** (Technology H.S.) and **Raheemah Shubrick** (American History H.S.). **Juwan Reaves** (North Star Academy) is the recipient of the **William C. Johnson Humanitarian Award** and **Shariff Stewart** (Newark Vocational H.S.) is the recipient of the **Natombe Simmonds Athletic Award**. The latter two awards were in honor of two of Newark Police Department's finest who passed away in May 2011. Through the scholarships provided by the **Newark Bronze Shields**, they have bequeathed a stepping stone to the academic excellence of our youth and have invested in their futures. "Great job Newark Bronze Shields! Keep up the good work!"

Guide to Scholarships for New Americans and Minorities

www.dfwinternational.org/resource_center

(Sponsored By: Ernest & Young)

2012 White House Internship Program

www.whitehouse.gov/about/internships/apply

(Deadline: September 11, 2011)

National Association of Black Law Enforcement Officers, Inc.
www.NABLEO.org

Comments to the Editor

I have received so many words of encouragement from our first newsletter in March 2011, I would be remiss if I did not acknowledge them publicly and share them with our many readers. The following comments are only those that our supporters have taken the time to put into writing. For our first-time readers, you can access our first newsletter at: **www.NABLEO.org**.

"Great newsletter." **Officer James Baker – New Haven P.D.**

"Shawn, I had a chance to read your newsletter. Awesome! I was really impressed. Continue to keep up the good work." **Officer Elaine P. Thomas – Philadelphia P.D.**

"Shawn, congratulations on The Guardian's Voice newsletter. It was not only informative but also thorough and reflective of careers of individuals who have retired. Their experiences are reflective of myself and others who have entered law enforcement many years ago. Experiences of the featured officers should serve as an inspiration to each reader. The phrase 'that was then and not now' is a fantasy. The actual suffering of our elders definitely paved the way for the younger officers to compete. Even by today's standard, if you do not know or understand the rules of the game, how can you participate? Inroads definitely have been made, mostly by the courts (federal and local) and departmental changes have opened the road of participation to most. However, there are always those who have never figured out that networking with their fellow officers and elders also play an important role. Awareness, regardless of jurisdiction, serves as the catalyst to participation, which is not readily accepted on an individual basis." **Captain Ernestine Dowell (retired) – Chicago P.D.**

"A very impressive newsletter and website. Keep me in the loop with any further correspondence." **Chief Thomas Warren (retired) – Omaha P.D.**

"KUDOS Shawn." **Officer Barbara Williams – Chicago P.D.**

"The newsletter is awesome, especially the section regarding leadership. It was well written, however, I suggest that it be broken down into smaller portions. Perhaps, provide realistic examples for each topic to teach instead of telling...i.e. break it down [to] show what/how to apply the concepts with examples the reader can relate to. In reading the articles, I see it as way too much material to truly digest and apply in one's life or [in] one sitting." **Deidra Whiteside – CBP, MBA**

"Great newsletter. Very well written. Good job Shawn." **Officer Bryant M. Neely – Chicago P.D.**

"Thanks, very nice; but I expect nothing less from you!" **Officer Bridgett McCraney – Chicago P.D.**

"I would first like to thank Editor Shawn Kennedy for the opportunity to share some of my bad and good experiences as a Buffalo Police Officer. The interview with Ted Meekins was excellent. Excellent because old and younger black officers need to be reminded of the sacrifices others made for us to hold positions within the most rewarding career: law enforcement. I am fully aware that I, and other retired black law enforcement officers, would not have made it to retirement if not for their sacrifices? So, to that, I THANK YOU! Secondly, after reading the newsletter, it reminded me why we need this vehicle to share information, knowledge and wisdom. Editor Kennedy cannot do such a wonderful job without our help in providing the information. Shawn I will do better! Thank you." **Officer Justine Harris (retired) – Buffalo P.D. and Featured Officer**

"Dear Shawn. This is just a note to acknowledge the receipt of your newsletter today. Thanks much for sharing it with me. You and NABLEO are to be honored and congratulated upon your work and accomplishments..My continued best wishes to you and NABLEO in the future. You are to be commended for the work you have already accomplished. Again Shawn, thanks for sharing the newsletter with me. I appreciate it greatly." **Officer Wilbourne Woods (retired) – Chicago P.D.**

"Kudos to Shawn Kennedy for delivering the first NABLEO newsletter since 2007. Good articles and great sense of commitment on his part. Keep up the good work." **Lieutenant Charles P. Wilson – Rhode Island College Campus P.D. and National Chairman of NABLEO**

"Congratulations and great news regarding you taking over the publication of the newsletter! If you need any assistance, please do not hesitate to contact me." **Sergeant Yvette Wooten – Chicago P.D.**

"After having my arm twisted to read this newsletter, I am astounded to say that I was very pleased with it. I learned many lessons, mostly about being a great leader. As a young black man who loves baseball, I have used the skills I have learned to become the leader of my Frosh-Soph team and serve as a great influence to the younger players. I also used these skills to further develop my ability to serve as the President of the Chicago Police Department 22nd District Explorers/Peer Jury program. When I was first requested to read the full newsletter, I was skeptical. But the font used, the pictures, the bulleted-points and the testimonials kept me reading. It was very interesting and I cannot wait until the next one is published." **Tremel Hughes – Morgan Park High School, Sophomore**

"Your NABLEO newspaper and my article were on point. One of the black officers who read it said, 'If you do not know the hard fought rights we have, then you will easily give them up. No pain, no gain.' P.S. Shawn, keep up the good work. The NBPA and NABLEO need you to tell the story. I once sat in a high school black history class and heard a white teacher tell her black students how happy black slaves were in the cotton fields because they were always singing. She did not realize there were messages in their songs and they were not happy to be slaves. She also said they never rebelled. She never heard of Nat Turner? I asked her to research him through her class (smile)." **Officer Ted Meekins (retired) – Bridgeport P.D. and Featured Officer**

Chairman's Corner



To the Entire NABLEO Family,

As the end of my term as National Chairman draws near, I wish to thank each of you for allowing me the privilege of serving the membership of the National Association of Black Law Enforcement Officers, Inc. It has been a distinctly interesting experience. I am especially thankful for the support I have received from the members of the Executive Committee in providing the counsel and advice that has allowed me to, I hope, guide our organization along a path that has, for the most, been successful.

With your help, we have migrated to a standard non-profit business format for our meetings, lowered our overall exposure to debt, increased our membership, entered into several productive partnerships, increased our community standing and improved the standards for the various trainings we have offered. These are, indeed, things to be proud of.

We now approach a turning point in the lifespan of our organization. We will choose between a continued existence as a distinctly separate and sovereign organization or returning, in whole or in part, to the organization that gave us our foundation. Regardless of your decision, I will give you the same level of service and dedication that I always have. You deserve nothing less than that.

There is tremendous potential and resiliency in **NABLEO**, much of which has yet to be brought to the forefront. Your next Chairman will be required to be both a strong leader and a competent politician. He or she must willingly assume the task of forming new relationships while preserving old ones; developing and nurturing current memberships while at the same time seeking to gain new ones; investing in our current programs while striving to find new revenue streams that will allow them to be sustainable; and being firm but equally fair in their dealings with all, without showing any bias or favoritism to any. All of this is required while giving up a substantial portion of their personal life for the benefit of our membership.

I again thank you. These past four years, while certainly stressful in their own right, have been a most fruitful experience; one which I will continue to treasure.

Charles P. Wilson

Summer Board Meeting

July 30, 2011 @ 9:00 AM

Providence Marriott Hotel

1 Orms Street

Providence, RI 02904

401-272-2400

Recruiting for Diversity in Law Enforcement Training

July 29, 2011 @ 8:30 AM – 4:00 PM

Brown University

(Sharpe Refectory Dining Hall)

144 Thayer Street

Providence, RI

Training Cost: **FREE**

Sponsored By: **NABLEO**, in partnership
with the **Brown University of Public Safety**
and the **Department of Public Safety/R.I.**
Municipal Police Academy

Jazz After Dark

July 29, 2011

Dinner 6:30 PM Jazz 8:00 PM-1:00 AM

Advanced Tickets Only: \$65

Featuring: Armstead Christian and Peaceful Flight

Stage Door Lounge-Banquet Hall

848 Park Avenue

Cranston, RI

For further information, contact:

Sally Thomason: 732-469-2690

Charles Wilson: 401-465-9152

Patsy Peterson: 401-965-7364 (tickets only)

New Jersey Council of Charter Members of the National Black Police Association

Youth Symposium

The NJ Council's Youth Symposium was held April 15, 2011 at Central High School in Newark, NJ. The presenters included: **Elliot T. Boyce, Sr.** (Pitfalls to the Top), **Alex Shalom** (ACLU Student Rights) and **Louis Reese, Jr.** (Primerica Insurance and Finances). Fifty plus students were in attendance during the morning session but due to an unexpected student protest, all of the students left during lunchtime.

Scholarship Luncheon

The NJ Council's Scholarship Luncheon was held April 16, 2011 at the Metropolitan Church-BF Johnson Community Center in Newark, NJ. The Newark Bronze Shields and FOP each sponsored 10 youths. Two \$500 scholarships were given to very promising students. The recipients are:

Brad A. Johnson

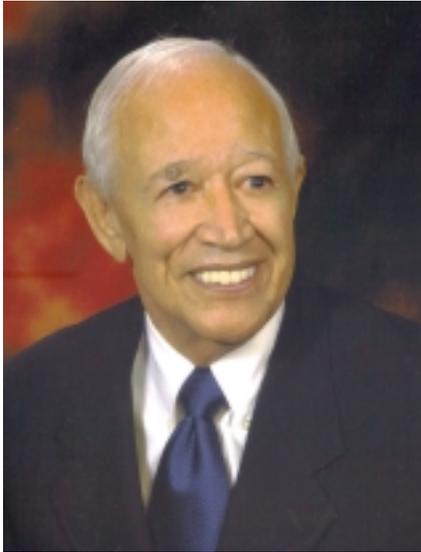
Brad attends Villanova University School of Business in Pennsylvania. His major is Accounting/Finance with a minor in Spanish.

Elliot T. Boyce Jr.

Elliot will attend Rochester Institute of Technology. He will study Electrical Engineering Technology.

"Great job NJ Council! Continue your work with the youth in our community. They are our future leaders."

On Your Shoulders, We Stand



William Robert Bonner

Interviewed by Shawn Kennedy

“If you have not noticed by now, I am a history buff and I really enjoy acquiring information firsthand from those who have lived it. I was recently introduced to Bill during a jazz function (another one of my passions). While I enjoyed our friendly conversation, a light bulb turned on in my head when I discovered Bill was a former Chicago police officer who spent a considerable amount of time in the same unit I am currently assigned. Could our similar professional path lead me to a parallel place sometime within the next 36 years? What could I pickup from his experiences in the meantime? As we continued to talk, I hoped the Cheshire Cat grin on my face would not reveal any clues that I was mentally assessing his potential on becoming the next featured officer for our newsletter. Since he was old enough to be my grandfather, I decided not to wait for an interview sometime in the distant future. The trap had already been set. Now it was time for me to spring into action. I felt my window of opportunity was now or never, although he appeared fit enough to enjoy many more years of good health.”

Bill Bonner is an 85-year young gentleman who is articulate, humble and polished. His confident demeanor reveals no signs of cockiness. The persona that he exudes is not that of the stereotypical cop. Bill has been married to Gloria for 37 years, has one daughter, Pamela Dunn, three grandchildren and one great grandchild. He started his law enforcement career with the Chicago Park District Police Department in 1950. When his agency consolidated with the Chicago Police Department in January 1, 1959, he became a Chicago police officer, which is where he remained until his retirement as a sergeant in 1979.

SK: How many African American officers were on the job when you joined?

WB: Approximately 20 out of 800 with the Chicago Park District P.D. and approximately 100 on the Chicago Police Department.

SK: How many African American supervisors were on the job when you joined?

WB: None with the Chicago Park District P.D. and about five with Chicago P.D. The highest was Lieutenant Milton Deas (Acting Commander) and Lieutenant Bluitt (Acting Commander for 10 years).

SK: How many promotional examinations did you take?

WB: I took two exams for sergeant. The first exam was announced in 1960 but I did not take it. I was on the job for 10 years before an exam was given. I thought about resigning. The second exam was given one year later under O.W. Wilson. Prior to the Fraternal Order of Police (FOP) being formed in Chicago, there was the Chicago Patrolman's Association. They did not like that the test was promoted as being fair for Blacks so they constantly fought with the Superintendent. Since I did not take the first sergeant's exam, I was told, as well as many other Blacks, that we were ineligible to take the second exam because we did not take the first one. When we took the next exam three years later, I was promoted to sergeant in 1966, one and a half years later. O.W. Wilson promoted many Blacks.

SK: What specialized units did you work in?

WB: I worked for Internal Investigation Division (IID), which is now called the Internal Affairs Division (IAD) for one and a half years. It was part of the Bureau of Inspectional Services at that time and located in Washington Park. I also worked in the Prostitution Unit for one year, the Narcotics Unit for two years and the Youth Division as a Youth Officer until I was promoted to sergeant in 1966.

SK: What police association did you belong to?

WB: None. Commander George Simms assigned me to the 011th district for one month. Most bosses requested me because they knew I was going to do the job. One month after my promotion, I went back to IAD. We organized Confidential and Corrupt Practices. I received very sensitive assignments. Although I knew Renault Robinson and many other members of the newly formed Afro-American Patrolman's League (AAPL) and was sympathetic to their cause, I would not have been looked upon with the same level of high esteem if I joined their organization. AAPL members respected me nonetheless.

SK: What church do you attend?

WB: St. James.

SK: Are you a member of a Greek organization?

WB: Omega Psi Phi from Roosevelt University in 1948, where I received my bachelor degree in Liberal Arts.

SK: Have you ever been suspended by your department?

WB: I received a 10-day suspension for being accused of speeding by an Illinois State Police trooper in 1955. My friends took up a collection and I received my money back.

SK: What racism did you experience as an African American police officer?

WB: All that they had, which were by white supervisors from both departments I worked for.

SK: What are some of the major difference in your respective department today as when you first joined?

WB: They now have interracial beat cars and blacks as detectives.

SK: How has your tenure in law enforcement benefited your life?

WB: I have security as a retiree. I have learned how to deal with different individuals, as well as more tolerance and patience.

SK: How has being a police officer negatively affected your family life?

WB: Negligence, as far as being married.

SK: What would you like to tell the young officers of today?

WB: Listen to your elders and perform your duty with integrity.

SK: If you could relive your police career over again, what would you change?

WB: I would be more cognizant about woman and hanging out with cops that drink a lot.

SK: What is your fondest memory in law enforcement?

WB: When I met my wife in 1963 at the YMCA.

SK: What is your worse experience in law enforcement?

WB: When I got suspended.

SK: Do you have any regrets in your career in law enforcement?

WB: No.

SK: What are you most proud of in your law enforcement career?

WB: The respect I gained from all ranks that I came in contact with. I am also proud of my Class B Golf Championship in the 1971 Chicago Police Department Golf Tournament.

SK: What four words best describe you?

WB: **Integrity, trustworthy, efficient and dependable.**

Recommended Reading



Remembering Jim Crow

African Americans Tell About Life in the Segregated South
Edited by William H. Chafe, Raymond Gavins and Robert Korstad

Mirror to America

The Autobiography of John Hope Franklin
By John Hope Franklin

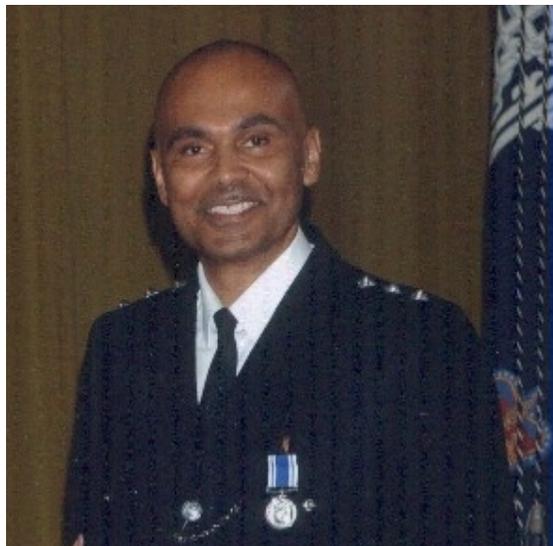
The Makings of a Good Member

By Shawn Kennedy

This is Part II, of the previous article: *The Makings of a Good Leader*. Although every organization needs the strength, vision and commitment of a good leader, it is well known that the backbone of any organization lies within its members. Listed are just a few points of interest that I feel every member should check to see if they are on point:

- Pay your dues on time. Although times are tough, this is the least effort you can do as a good member.
- Take an active role in your organization by joining at least one committee. Do not wait to be asked. Volunteer yourself. Your active participation can make the difference in your organization surviving.
- Do not be afraid to chair a committee. The more responsibility you are willing to take on in a leadership capacity, the more time the president/chairman of the organization can devote to more long range projects.
- The next time you feel critical about what your organization is not doing, take the initiative and design a proposal that you feel will rectify the situation. Take the organization in the direction that you feel will benefit its **total** membership. Make sure you answer: What, Why, When, Where, Who and How. Do not just make the suggestion. Be willing to take charge and take an active role in the proposal's implementation. Anyone can come up with great ideas. Not everyone is willing to "step up to the plate".
- Find your niche. Everyone has some special knack, expertise or interest. Your collective talents make your organization viable and adaptable, which creates a base of longevity.
- Never attempt to tear down or demean your leader. Channel your energies in constructive ways by trying to offer more assistance and guidance. Break the cycle of the "crabs in the barrel syndrome".
- Attend meetings on a regular basis and practice being punctual.
- Always set good examples for other members to follow. Your conduct at meetings and organizational functions should always be professional. Check your attitudes and egos at the door. Your less than professional conduct can turn off current members and run away any potential members.
- Learn the history of your organization and know your Constitution and By-Laws.
- Each election to the Board of Directors should have a minimum of two members as candidates. When a position on the Board is run unopposed or appointed by default, it is time to "step up to the plate".
- Recruit new members. Not just for the additional membership revenue, but for additional workers who have talent to contribute.
- Make an honest list of the efforts and tasks you have contributed to your organization in the past 12 months. If that list is short, it is time for you to share in the work and responsibilities.
- Mentor younger and/or new members.

The Great Fight Abroad



Paul Wilson

Interviewed by Shawn Kennedy

"I had the pleasure of first meeting Paul in the late 1990s during a National Black Police Association conference held in the United States. Since we hit it off so well, we kept in contact, sharing information about the similarities and differences of our respective agencies and communities. At my request in 2000, he returned to the U.S. and served as the guest speaker, at a conference in Chicago, of the newly formed Midwest Coalition of African American Police Officers. I traveled to London the following month and networked with many officers

Paul introduced me to from the various provinces within the United Kingdom. We continued to keep in contact, mostly via the Internet. I generally saw Paul whenever his Fulbright Scholarship brought him back to the United States to study community policing within several of our police departments. We would sometimes just hangout in the city or drive up to Hillside to see a long time friend, Ernestine. It is nice to know that a brother like Paul is always just a telephone call or a click of the mouse away."

Paul Wilson is 52-years young, married and the father of a 16-year old daughter and a 14-year old son. He holds a Master of Science degree in Community Safety, which is kind of a mix of criminology and sociology, and a Business/Public Administration qualification. He worked for one of the oldest law enforcement agencies in the world – The Metropolitan Police Service (MPS). In 1979, he joined the Prosecuting Department as a Law Clerk and later became a sworn officer in 1983. In September 2010, he retired as a Superintendent with 31 years in law enforcement.

SK: What forms of racism have you experienced as a Black officer?

PW: My views on racism in the Metropolitan Police have been extensively documented, as any Google search will confirm. In particular, my views on institutional racism were documented in The Stephen Lawrence Inquiry Report, which is a watershed in terms of the Metropolitan Police's history and relationship with the Black community.

SK: How many black officers were on the job when you joined your department?

PW: Approximately 300 out of 25,000 officers. Now it is approaching 3,000.

SK: How many black supervisors were on the job when you joined your department?

PW: Approximately 20.

- SK: How many black supervisors were on the job when you retired in 2010?
PW: It is difficult to say, however, there are still disproportionately fewer Black officers in supervisory and management positions.
- SK: What are the highest ranks black officers attained in your department?
PW: Deputy Assistant Commissioner, which would equate with a Police Chief in the U.S., with responsibility for approximately 15,000 officers.
- SK: What are the various ranks that you have held?
PW: Officer or Constable, Sergeant, Inspector, Chief Inspector and Superintendent.
- SK: What is your ranking system, from lowest to highest?
PW: Constable, Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, Commander, Deputy Assistant Commissioner, Assistant Commissioner, Deputy Commissioner and Commissioner.
- SK: How many promotional examinations have you taken?
PW: One for Sergeant, Inspector, Chief Inspector and Superintendent.
- SK: What specialized units have you worked for?
PW: Crime Squad, Professional Standards (Discipline), Equalities, Government Policy, Corporate Planning, Community Policing, and Public Order.
- SK: What police associations were you affiliated with during your career?
PW: I was the architect of the first association for black officers in the United Kingdom. The Black Police Association (BPA) was officially launched in 1994. I served as the General Secretary as well as the Chairman of the BPA. I was also the Chairman of the National Black Police Association-United Kingdom.
- SK: Who was Stephen Lawrence and what led to the Macpherson Report?
PW: Stephen Lawrence, a black British teenager from southeast London, was stabbed to death while waiting for a bus on the evening of 22 April 1993. After the initial investigation, five suspects were arrested but never convicted. It was suggested during the course of the investigation that the murder had a racist motive and that Lawrence was killed because he was black, and that the handling of the case by the police and the Crown Prosecution Service, was affected by issues of race, which led to an inquiry. In 1999, an inquiry headed by Sir William Macpherson examined the original Metropolitan Police investigation and concluded that the force was "institutionally racist" and has been called 'one of the most important moments in the modern history of criminal justice in Britain.' This led to the publication of the Macpherson Report in 1999, which announced that one of the original suspects, and another man, are to stand trial for murder.
- SK: How would you define "institutional racism"?
PW: Where any government or public body systematically produces any outcome whereby any minority ethnic group is disadvantaged as a consequence.

- SK: How does the creation of the Criminal Justice Act of 2003 relate to this case?
- PW: The Inquiry undoubtedly influenced a change in the law whereby defendants can now be tried twice for the same offense (double-jeopardy) if there should be new compelling evidence introduced. It also amends the law relating to police powers, bail, disclosure, hearsay, bad character evidence, just to name a few.
- SK: What stance/actions did the Metropolitan BPA take relating to institutional racism within the Metropolitan Police Service?
- PW: It is widely documented in the Stephen Lawrence Report. An excerpt can be found at this BBC website: http://news.bbc.co.uk/2/hi/uk_news/180144.stm.
- SK: How has your career been affected or "sidelined" because of your outspokenness and the stance you have undertaken?
- PW: It is difficult to prove but it is fair to say that I have not been invited into many social situations because of my stance. This in turn has impacted on my ability to network, which in turn hinders career advancement.
- SK: What impact has the Stephen Lawrence Inquiry had on the Metropolitan Police Service as it relates to black and minority ethnic police officers and their community?
- PW: Initially, it had a significant impact, however, as the years have progressed, this impact has waned and the MPS has now more or less shaken off any belief or recognition that it needs to change.
- SK: Do you feel Stephen Lawrence's death was in vain?
- PW: It was without a doubt a tragic waste of a young life.
- SK: Have you ever been suspended or fired from your agency?
- PW: Never.
- SK: What are some of the major changes in your respective police department today as compared to when you first joined?
- PW: It is definitely a more progressive and professional agency. There are significant improvements in professionalism at every level, in particular, in how we deal with reports of crime, and in general, how we engage with a wide array of external agencies.
- SK: Have you ever been a plaintiff in a lawsuit for racial disparity and/or racial discrimination within your agency?
- PW: Yes, check out: <http://www.thisislondon.co.uk/standard/article-23831517-met-faces-another-racism-case-as-senior-black-officer-claims-he-was-sidelined.do>.
- SK: Has your tenure in law enforcement benefited your life?
- PW: Significantly! I have gained an education, traveled the world, met many famous people and I believe, have entered many doors that would have remained closed had it not been for my status.

SK: Has your tenure in law enforcement hindered your life?

PW: It has not! I have retired at age 52 on a comfortable pension, which means I do not have to work anymore. It is difficult to see that as a hindrance!

SK: What message would you like to pass on to new and younger officers?

PW: Educate yourself and gain as much diverse experience as possible, both internally and externally.

SK: If you had an opportunity to relive your career, what would you change?

PW: Not a thing!

SK: What words of wisdom would you like to share with today's police agencies?

PW: Invest in your people!

SK: What is your fondest memory in law enforcement?

PW: The launch of the Black Police Association in New Scotland Yard in 1994.

SK: What is your worst experience in law enforcement?

PW: Being notified that I had failed my promotional exam for Superintendent.

SK: Do you regret your career choice?

PW: Absolutely not!

SK: What are you most proud of in your law enforcement career?

PW: Being the person behind the formation of the Black Police Association.

SK: How would you compare the Metropolitan Police Service to the few law enforcement agencies you conducted research with in the United States?

PW: Ha! Ha! We still tend not to shoot first and ask questions later.

SK: What three words best describes you?

PW: **A POLICING PIONEER!**

"I have to give a special shout-out to Paul for taking time out of his busy schedule, as a retiree, to devote to my extensive interview. Although Paul is retired from the Metropolitan Police Service and could easily take a long rest, that just is not who he is. Paul's new venture keeps him quite busy, as the founding member and Director of **Safer Global Communities**.

I also have to thank Paul for the friendship, guidance, brotherhood and continued support he has provided me, over the past 12 plus years, in my many professional endeavors. I feel that one of the most invaluable benefits of being an active member of a professional association, and traveling to various conferences, is the ability to **network** with other professionals in your career. The friendships you develop can become priceless. And even better, the ability to network and build lifetime friendships have no geographical limitation, especially with modern technology.

Thanks Paul. You have fought a great fight, while paving the way for others!"

**14th Annual
Officer Friendly Drug-Free Basketball Camp
Bridgeport, CT**



(Left to right) Assistant Director Bernie Lofton, four-time NBA All-Star Vin Baker and Lieutenant David Daniels III (Bridgeport P.D.) took a brief moment to pose for this shot, during the first portion of the 14th Annual Officer Friendly Drug-Free Basketball Camp. Then it was back to the 200 plus energetic youth, males and females, who were waiting on the perimeter to shoot a game of hoops. But not before they were taught valuable life skills such as: attitude, education, success, discipline and responsibility. "Keep up the great work Dave!"

Next Camp Dates: August 2011 (1st and 2nd weeks)

daviddanielsiii@hotmail.com

National Association of Black Law Enforcement Officers, Inc.
www.NABLEO.org

2011 African American Heritage Day Parade



**Montclair Sentinels
New Jersey State Troopers**

**Newark Bronze Shields
Passaic County Bronze Shields**



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Top Twelve Bogus Excuses

For Not Joining an Ethnic Police Association

By Shawn Kennedy

1. "Girl, I don't like her. I'm not too crazy about him either."
2. "Their dues cost too much. (a.k.a. I'm too frugal and really don't think I'm worth the expense."
3. "They can't do anything for me."
4. "I had heard the Treasurer likes to steal our money."
5. "I don't need them. I can get whatever I want on my own."
6. "I thought the organization folded years ago."
7. "I wouldn't mind joining but they actually want me to attend meetings and be active. Are they crazy?"
8. "I'm about to retire."
9. "I'm already a member of FOP. Duh!"
10. "I don't have time for that sort of stuff."
11. "I don't have anything to contribute."
12. "I'm not going to join unless I can be the President."

Ten Somewhat Better Reasons

1. "I went to one of their meetings and all they do is argue. I can stay home and watch a reality show if I want drama."
2. "There is never any form of communication. I don't know what's going on from month to the next month."
3. "Every time I go to a meeting, it starts one hour late."
4. "I tried to become an active member. All they want is my money but they won't let me hold an office on the Board. They say I'm too young to be effective."
5. "Their meetings have no agenda or structure. It just goes whichever way the wind blows."
6. "I'm not motivated to attend meetings when only one Board member attends on a regular basis".
7. "No one ever takes minutes at the meetings. If I miss a meeting, I have no way of knowing what business was handled."
8. "Each time I show up at a meeting, it is either cancelled or the time or location is changed without any prior notice."
9. "Our meetings are just pick-up sessions. Since there is no business handled, I think I will just continue with my online dating at home."
10. "I just heard on CNN that our Treasurer is under federal indictment for a Ponzi scheme. They used the funds in our bank account. Can you believe it?"

Announcements

- Sixteen **New Haven police officers** were laid-off in February 2011 because of the current economy. Luckily, several of them have been offered jobs from other police agencies.
- There is a correction for the email of the new President of the New Haven Guardians. **Officer James Baker's** email address is: earlbaker22@yahoo.com. Let us show him our support.
- Congratulations to retired Bridgeport, CT **Officer Ted Meekins**. He was presented with the Carter G. Woodson Award during the African American Historical Association of Fairfield County's Fourth Annual Carter G. Woodson Awards. Meekins is the founding member and past President of the **Bridgeport Guardians**, which is an organization of minority police officers founded in 1970.
- Several **Newark Bronze Shields** members were honored with the distinguish Medal of Honor award May 17, 2011, for outstanding service and bravery. The members include: **Officer Nicky Flowers, Officer David Fortenberry, Officer Latasha Merritt** and **Lieutenant Dennis Sanders**. Recipients of the Medal for Excellent Police Duty include: **Captain Caroline Clark, Officer Raymond Mack** and **Officer Robert Moore**. **Officers Fortenberry and Merritt** were also presented with the Director's Award.
- **Ronald Hampton**, former Executive Director of the National Black Police Association and retired from the D.C. Metropolitan Police Department, is now Director of the Family and Community Resource Center at Roosevelt Senior High School in Washington, D.C.
- **Assistant Chief Petisia Adger** was honored on June 11, 2011 at the **New Haven Guardians** Annual Scholarship and Honorary Awards Dinner.
- **Honorable Lubbie Harper, Jr.**, Associate Justice of the Connecticut Supreme Court, was honored at a reception on May 16, 2011, by **NABLEO-Connecticut Chapter**.

In Memory Of

Norman J. Downes, Jr.	Yonkers City Marshal, NJ	March 15, 2011
Ronald L. Haskins	Highland Park P.D., NJ	March 19, 2011
Ronald S. Lattimore	Plainfield P.D., NJ	March 23, 2011
Natombe "Buck" Simmonds	Newark P.D., NJ	May 16, 2011
William Johnson	Newark P.D., NJ	May 23, 2011
Cmdr. Lamont Thompson (retired)	Chicago P.D., IL	July 01, 2011

A special condolence for **Florence "Mama" Taylor**, wife of Charles "Chuck" Taylor and the **Chairperson of the NBPA Florence A. Taylor Support Auxiliary Committee**.

(April 2011)

Upcoming Events

Party at Sea

September 24, 2011 @ 8:30 AM

Royal Caribbean Cruise International (5 Day Bermuda Cruise)

Starting From: \$559.35

For More Information Contact

Our Gang Travel

973-763-3616 or INFO@OURGANGGROUP.COM

Hosted By: NJ Council of Chartered Members of the NBPA



Summer Grove Moonlight Cruise

July 30, 2011 @ 6:30 PM

Charter Oak Landing – Downtown Hartford, CT

\$65 per person

For More Information Contact

Shawn 860-490-6533 or Hawkins 860-209-6989 or Bryant 860-478-1123

Hosted By: Hartford Guardians

N.A.B.L.E.O.

P.O. Box 1182
Newark, New Jersey 07102
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Visit our website to learn more about our organization. Don't forget to visit our Photo Gallery.

Newsletter Submission Information

We are always looking for articles of interest, newsworthy pieces, photographs and information on upcoming events. If you would like to have it considered for the next edition of *The Guardian's Voice* newsletter, send it to the Editor at: shawncken@aol.com. Please enter the word "newsletter" on the subject line when doing so. We also welcome feedback and constructive criticism.