



## FBI-LEEDA 2022 Annual Executive Training Conference

### Summary of Training Sessions

**Monday-Wednesday, April 25-27, 2022**  
*Hilton Tapatio Cliffs Resort - Phoenix, Arizona*

*All sessions are plenary 1-1.5 hour sessions in the main ballroom. Sessions are subject to change.*

### **Message from the FBI Leadership**

Director **Christopher Wray**, FBI



*Christopher Wray became the eighth Director of the FBI on August 2, 2017. Mr. Wray began his law enforcement career in 1997, serving in the Department of Justice as an assistant U.S. attorney for the Northern District of Georgia. In that role, Mr. Wray prosecuted a wide variety of federal criminal cases, including public corruption, gun trafficking, drug offenses, and financial fraud. In 2001, Mr. Wray was named associate deputy attorney general, and then principal associate deputy attorney general, in the Office of the Deputy Attorney General in Washington, D.C. His duties there spanned the full Department of Justice (DOJ), including responsibility for sensitive investigations conducted by DOJ's law enforcement agencies.*

*Mr. Wray was nominated by President George W. Bush in 2003 to be the assistant attorney general for DOJ's Criminal Division, supervising major national and international criminal investigations and prosecutions. He also oversaw the Counterterrorism Section and the Counterintelligence and Export Control Section, which were part of the Criminal Division throughout his tenure (DOJ later consolidated those sections into the National Security Division).*

*Mr. Wray was a member of the President's Corporate Fraud Task Force, supervised the Enron Task Force, and served as a leader in DOJ's post-9/11 efforts to combat terrorism, espionage, and cybercrime with domestic and foreign government partners. At the conclusion of his tenure, Mr. Wray was awarded the Edmund J. Randolph Award, DOJ's highest award for leadership and public service.*

*Mr. Wray was born in New York City. He graduated with a bachelor's degree from Yale University in 1989 and earned his law degree from Yale Law School in 1992. He clerked for Judge J. Michael Luttig of the U.S. Court of Appeals for the Fourth Circuit. In 1993, Mr. Wray joined the international law firm of King & Spalding LLP, where he spent a total of almost 17 years practicing law in the area of government investigations and white-collar crime. At the time of his nomination to be FBI Director, Mr. Wray was chair of the firm's Special Matters and Government Investigations Practice Group.*

### **FBI Office of Partner Engagement**

Assistant Director **George P. Beach II**, Office of Partner Engagement, FBI

Created as a division in 2014, OPE is composed of dedicated FBI employees committed to enhancing engagement with our partners. OPE works to expand information sharing, grow partnerships, and support field offices and operational divisions in our collective work to identify and mitigate threats. OPE works within the Intelligence Branch to ensure enhanced engagement and collaboration with the Intelligence Community, federal, state, local, tribal, territorial law enforcement, and private sector partners. OPE strives to be the leader in information-sharing integration between the FBI and external partners. OPE implements initiatives, strategies,

and training that support engagement, communication, coordination, and cooperation efforts with law enforcement, intelligence community members, public and private partners.



**George P. Beach II** was selected by FBI Director Christopher Wray in December of 2019, as the Assistant Director of the FBI's Office of Partner Engagement (OPE). OPE, under the FBI's Intelligence Branch, implements initiatives, strategies, and training that support engagement, communication, and collaboration efforts with law enforcement agencies, the Intelligence Community, and executive level associations in a continuous effort to enhance the FBI's capabilities for intelligence and information sharing efforts. Mr. Beach provides key leadership and oversight of the FBI's mission to strengthen partnerships with state, local, tribal, and campus law enforcement executive and agency partners across the country while enhancing the FBI's efforts to share critical threat information with these partners. Prior to joining the FBI, he served as the superintendent of the New York State Police, where he commanded more than 6,000 troopers, investigators, and civilians. His command included patrol and general law enforcement, highway safety and traffic enforcement, the Bureau of Criminal Investigation, and the Office of Counter Terrorism, which includes the New York State Intelligence Center.

York State Intelligence Center.

## Presentation Change in Paradigm for the Memorial and Partnership

**Marcia Ferranto**, Chief Executive Officer, National Law Enforcement Officers Memorial Fund



**Marcia Ferranto** is known in the non-profit world for her reputation as a motivational and transformative leader. Much of her career has been focused on improving the non-profit business model. As an accomplished senior executive with international, national, and local experience, Marcia is dedicated to leading non-profits through launch, transition, and the enhancement of missions leading to greater fundability. By helping a wide variety of non-profit organizations, she has become instrumental in refocusing the non-profit business model to fit into today's ever-changing business environment. As a proven negotiator, relationship builder and team player, conversant in change management, turn-arounds, and government relations, Marcia has directly influenced positive outcomes related to how the non-profit business model has impacted international, national, and local initiatives and the lives and professions that have been enhanced by its efforts. She is committed to delivering successful results through courageous leadership and

by improving leadership and management practices throughout the non-profit sector by leveraging organizational strategy, structure, and culture to achieve goals. Ferranto is accustomed to getting a seat at the table where she is known to "lean in" with clarity of thought, vision, enthusiasm, and a good sense of humor.

Ms. Ferranto's previous positions include CEO of both the National Court Reporters Association and Women's Transportation Seminar International and its related Foundation. She also served as Executive Director of the Kalmar Nyckel Foundation and was an influential leader in the transformation of the Delaware Art Museum.

She received a Bachelor of Science in Business Administration from Widener University. She is also a graduate of the Museum Leadership Institute and the Getty Leadership Institute. She recently served on the Board of Directors of DV LEAP and is a past president of the board of directors of the Sandy Spring Museum. Ms. Ferranto has also served on the advisory board for the ENO Center for Transportation and has been an invited guest speaker for New York University Master's Program at the Steinhardt School of Education.

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## Policing and Recovery: From the George Floyd Murder, Riots and Prosecution

**John Harrington**, Commissioner of Public Safety, State of Minnesota

From the murder of George Floyd by a Minneapolis Police officer the state of MN has taken a leadership role in conducting the criminal investigation, leading the response to the riots and planning for trials of several former police officers. Working from a collaborative community and intelligence lead approach has resulted in successful prosecution, police reforms and a better understanding of modern urban riots.



**John Harrington** was appointed commissioner of the Minnesota Department of Public Safety by Gov. Tim Walz in January 2019.

Prior to his appointment, Harrington served as the Metro Transit Chief of Police for the Twin Cities area, overseeing significant growth of the agency and increasing diversity of the department from 5 to 50 percent.

In 1977, Harrington began at the St. Paul Police Department as a patrol officer, working his way up the chain of command.

He was selected chief of police in 2004 and served in that role until 2010. As chief, he addressed some of St. Paul's most difficult problems. This resulted in numerous successes, including the development of innovative

programs that have greatly reduced domestic violence and gang involvement.

Harrington served as a Minnesota state senator from the east side of St. Paul from 2010 to 2012. Harrington has been on the faculty at Metropolitan State University, Saint Mary's University, and the University of St. Thomas, where he has taught Leadership, Demographics, Community Oriented Policing, and Gangs.

## Local Law Enforcement Leaders: Navigating the Challenges Ahead

**Laurie Robinson**, Co-Chair of the White House Task Force on 21<sup>st</sup> Century Policing; Clarence J. Robinson Professor Emerita of Criminology, Law and Society, George Mason University; Assistant Attorney General for the U.S. Department of Justice Office of Justice Programs

21<sup>st</sup> Century Policing Task Force Co-Chair Laurie Robinson – a former U.S. Department of Justice Assistant Attorney General -- will address how police chiefs, sheriffs, and others in command positions can play a pivotal leadership role in meeting the array of challenges, often unprecedented, facing law enforcement both today and in the coming years. She will discuss steps that can be taken to build stronger relationships with local communities, as well as issues relating to training, officer safety and wellness, and recruitment and hiring.



**Laurie O. Robinson** is George Mason University's Clarence J. Robinson Professor Emerita of Criminology, Law and Society, having joined GMU in 2012 after more than three decades working on national criminal justice policy. She served as Co-Chair of the White House Task Force on 21<sup>st</sup> Century Policing in 2014-16, charged with developing recommendations on building trust between law enforcement and communities.

Robinson twice served as the Senate-confirmed Assistant Attorney General heading the U.S. Department of Justice Office of Justice Programs, DOJ's research, statistics and criminal justice assistance agency. Her three years of service in the Obama Administration, coupled with seven years under President Clinton, make her the longest serving head of that agency in its 50 years. During her first Justice Department tenure in the '90s, she oversaw a \$4 billion dollar budget and the largest increase in federal spending on crime-related research in the nation's history. She also spearheaded major federal initiatives on violence against women, drug treatment courts, and law

enforcement technology. In 2014-16, Robinson served on the Congressionally created Colson Task Force set up to address problems in the Federal Bureau of Prisons. She currently chairs the Board of Directors for the Council on Criminal Justice, a national bipartisan think tank advancing data-driven criminal justice policy choices.

*Robinson has served on numerous national boards including those of the National Police Foundation, the Vera Institute of Justice, CNA (the Center for Naval Analysis), and the National Academies of Science Committee on Law and Justice. For many years she co-chaired the International Association of Chiefs of Police (IACP) Research Advisory Committee.*

## **Police Leadership: Engaging and Acting on Community Expectations**

**Chief Louis M. Dekmar, LaGrange PD (GA)**

In many ways police leadership has changed...in some ways it remains the same. Contemporary policing requires consistent and constant evaluation and assessment of the outcomes that affect our citizens. Police leaders failing to understand the expectations of the communities they serve invite others to determine their professional practices. Such was the case in the decade of the 70's, such is the case from 2020 and beyond. Elected officials, legislators, plaintiff lawyers, and community activists substitute their judgment for many in police leadership. This discussion will focus on practical non-traditional approaches to enforcement, collaboration, and partnerships, resulting in increased citizen support and trust.



**Chief Louis M. Dekmar's** 48-year law enforcement career ranges from law enforcement specialist (USAF), police officer and detective to division commander to 30-years as Chief of Police. He has served as Chief of Police and Chief of Public Safety for the City of Lagrange (GA) since 1995. Before that appointment he served four years as police chief for the City of Morrow, GA which is in the Atlanta-Metro area; he has also served as captain, detective, investigator, and FTO. Chief Dekmar served ten years in law enforcement in Wyoming before moving to Georgia. He served four years in the United States Air Force.

Chief Dekmar is Past-President of the International Association of Chiefs of Police (IACP) and Past President and Chair of the Commission on Accreditation for Law Enforcement Agencies (CALEA), having served in that role five of his ten years on the Commission. He is Past-President of the Georgia Association of Chiefs of Police. Chief Dekmar is a member of the National Organization of Black Law Enforcement, Executives, and FBINA (142<sup>nd</sup>). In 2004, he was selected as the delegation leader for the Georgia International Law Enforcement Exchange (GILEE) that traveled to Israel for a two-week training exchange with the Israel National Police, and is currently a Board Member for GILEE.

He is a former Council Member for the Georgia Peace Officer's Standards and Council, serving on the Probable Cause Committee; and a past member of the Georgia Board of Public Safety, which provides policy oversight for the Georgia State Patrol, Georgia Bureau of Investigation, and the Georgia Public Safety Training Center; he has also served as a Federal Monitor for the US Department of Justice, Civil Rights Division.

Chief Dekmar is an international presenter for police leaders and elected officials on a range of topics involving leadership, ethics, law enforcement management and liability issues and has provided over numerous training programs to police chiefs, elected officials, and other law enforcement personnel in over 20 states and several countries. In 2014 he appeared in Oslo, Norway and addressed the United Nations Police on the topic of international law enforcement standards.

Chief Dekmar received an Honorary Doctorate Degrees from Central Police University, Taipei, Taiwan, and LaGrange College, LaGrange, Georgia; First Annual Hope Givers' Award; National Council for Behavioral Health's Visionary Leadership Award for an international initiative involving the police response to mental illness; National Constables and Marshalls Association's "Service Above and Beyond" Award; ADL-Kay Family Award (Kennedy Center for the Performing Arts) and Elected Prosecutor's "Headlight Award" for Racial Trust Building, NOBLE's Robert Lamb Humanitarian Award and the Troup County NAACP Leadership Award; CALEA Egon Bittner Award; Georgia Governor's Award for Life-Time Achievement and Contribution to the Law Enforcement Profession; LaGrange College Servant-Leadership Award; Georgia Outstanding Police Chief of the Year; Police Officer of the Year Award; and the Police Valor Medal for Bravery.

He holds a Bachelor of Science degree in Administration of Justice from the University of Wyoming and a Master's degree in Public Administration from Georgia College and State University. He is also an adjunct professor for several colleges and institutions.

## Colleyville Synagogue Standoff

Chief Michael C. Miller, Colleyville Police Department (TX)

SAC Matthew DeSarno, FBI, Dallas Field Office

Chief Miller and SAC DeSarno will recount the events of the January 15, 2022 Colleyville Synagogue Standoff and the efforts at relationship building and community engagement that laid the groundwork for the peaceful resolution to the incident.



*Michael Miller has over 30 years of law enforcement experience where he has worked at the city, county, tribal, and federal levels. He was sworn in as the Chief of Police in Colleyville, Texas on May 23, 2018. Prior to joining the Colleyville Police Department, he served for over 5 years as the Assistant Chief of Police of the Coral Gables Police Department in South Florida. Chief Miller also served in the Federal Bureau of Investigation (FBI) for 6 years as the Special Assistant to the Executive Assistant Director of the Criminal, Cyber, Response and Services Branch and as the Special Advisor to the Assistant Director of the Directorate of Intelligence. During his tenure with the Bureau, he also served for 2 years as an FBI detailee to the U.S. Bureau of Indian Affairs as the Deputy Associate Director of Law Enforcement Operations and as a Senior Advisor to the Director. Prior to joining the FBI, Chief Miller spent 13 years as a management consulting executive, most notably as the Global Program Executive for Accenture's (previously Andersen Consulting) Immigration, Justice & Public Safety practice. Chief Miller began his career as a Deputy Sheriff with the Wise County Sheriff's Department and also spent 5 years as a reserve police officer in Addison, Texas. He holds current police certifications in both Texas and Florida. Chief Miller was appointed as an Executive Fellow with the National Police Foundation in October 2018. He also served for 3 years on the National Academy of Science's panel on Modernizing the Nation's Crime Statistics which resulted in the publication of 2 substantive reports on the subject. Chief Miller received a Bachelor of Science degree in Biomedical Science from Texas A&M University and a Master's degree in Public Administration from Harvard University's John F. Kennedy School of Government. He is a graduate of the Police Executive Research Forum's (PERF) Senior Management Institute for Police Session #65 and has completed the executive program in Navigating Strategic Change at Northwestern University's Kellogg School of Management.*



*Mr. DeSarno entered on duty with the FBI as a special agent in 2002, and was assigned to the San Diego Field Office, conducted investigations targeting street gang and prison gang members. In 2007, Mr. DeSarno was promoted to supervisory special agent in the Criminal Investigative Division. In 2009, Mr. DeSarno was assigned to lead the Chicago Field Office's Task Force on Gangs, a joint effort with the Chicago Police Department targeting the most violent gang members in and around Chicago. In 2013, Mr. DeSarno was promoted to assistant special agent in charge, leading the white collar, public corruption, and civil rights programs in the Chicago Field Office, and later that year, Mr. DeSarno assumed responsibility for the violent crime, transnational organized crime, SWAT, evidence response, and crisis negotiation programs in Chicago Field Office. In 2015, Mr. DeSarno entered the Senior Executive Service as the chief of the Strategic Operations Section in the Counterterrorism Division. In 2017, Mr. DeSarno was named the Deputy Assistant Director for operations in the Counterterrorism Division. In March 2018, Director Wray selected Mr. DeSarno to serve as the Special Agent in Charge of the Criminal/Cyber Division of the Washington Field Office, and in May 2019, Director Wray selected Mr. DeSarno to lead the Dallas Field Office.*

## Phoenix PD: A Collaborative Approach to Homicide Investigations

**Commander Warren Brewer**, Violent Crimes Bureau, Phoenix PD

**Lieutenant David Albertson**, Homicide Unit, Phoenix PD

**Detective Jay Hovland**, Laboratory Services Bureau, Phoenix PD

**Sergeant Brian Hansen**, Violent Crimes Bureau, Phoenix PD

**Jody Wolf**, Police Administrator, Laboratory Services Bureau, Phoenix PD

The Phoenix Police Department presents a panel discussion on the department's collaborative approach to homicide investigation. A specific homicide case will be featured in the discussion.



**Warren V. Brewer**, commander of the Violent Crimes Bureau of the Phoenix Police Department, has 24 years of law enforcement service and holds a Master's Degree in Educational Leadership. Commander Brewer has an extensive investigative background in internal and criminal investigations. As a detective, he has investigated numerous high-profile homicides, armed robberies, and crimes against children. As a sergeant, he supervised patrol within the Maryvale Precinct. Additionally, he supervised criminal and internal investigations for departmental employees. As a lieutenant, Warren was a night duty commander at Desert Horizon Precinct. He later worked as an investigative lieutenant within the Family Investigations Bureau over Domestic Violence investigations, as well as a lieutenant at the Arizona Counter Terrorism Center, overseeing the Intelligence section of the Homeland Defense Bureau. Prior to his assignment in the Violent Crimes Bureau, Commander Brewer served as the highest-ranking officer for the Phoenix Police Department during nighttime hours and was responsible for all police operations during those hours. Commander Brewer is also one of the Phoenix Police Department's site representatives for the National Public Safety Partnership (PSP).



**David Albertson** is a lieutenant with the Phoenix Police Department. He is currently assigned to the Department's Homicide Unit and is responsible for overseeing the investigations surrounding all homicides and critical incidents that occur in the City of Phoenix. He has served the City of Phoenix for 24 years and has held several positions at various ranks in the Patrol Division, Tactical Support Bureau, Family Investigations Bureau, Traffic and Transit Bureau, and the Violent Crimes Bureau.



**Jay Hovland** is a Phoenix Police Detective who has been a member of the Phoenix Police Department Crime Laboratory since 2010. . In his current assignment, Jay is primarily responsible for facilitating the forensic process in support of ongoing investigations and trials. Jay works closely with detectives from each investigative bureau as well as the Maricopa County Attorneys Office. He also is part of the investigative team for officer involved shootings. Jay trains new detectives on how to use different forensic disciplines to solve their cases, how to make lab requests, and how to interpret their laboratory reports. Jay is a certified RAPID DNA operator and the coordinator for Phoenix. Prior to being assigned to the Crime Laboratory, Jay spent time as a Detective in the Crime Analysis and Research Unit and as a patrol officer. Before joining the police department, Jay was a microbiologist in the pharmaceutical industry for over a decade. Jay has a Bachelors of Science Degree in Human Biology and a Masters Degree in Leadership and Disaster Response.



**Sgt. Brian Hansen** has served with the Phoenix Police Department for 26 years. He has been assigned to the Violent Crimes Bureau for over 18 years. Within the Violent Crimes Bureau, he served as a case carrying detective and a homicide squad supervisor for 15 years. Sgt Hansen has participated in hundreds of homicide investigations and been assigned to task forces which investigated serial homicide cases in the Phoenix metropolitan area. Additionally, he has supervised critical incident investigations which include officer involved shootings and line of duty deaths. Prior to entering investigations, Sgt Hansen worked patrol in the Maryvale Precinct. There, he served as a field training officer and patrol sergeant.



**Jody Wolf** is the Crime Lab Administrator for the Phoenix Police Department, Laboratory Services Bureau, an ISO 17025 accredited laboratory that employs over 150 technical and support personnel, which provides forensic services to the fifth largest City in the United States with a population of over 1.6 million residents. Over her career, she has worked in both public and private laboratories and has been employed by the Phoenix Police Department Crime Laboratory for the past 21 years. She is an active member of several professional organizations and has been actively involved in the criminal justice community. She currently serves as the Chair of the Arizona Forensic Science Academy Board and the Chair of the National Forensic Science Academy. She has also held many leadership positions within the forensic community including the President of the International Forensic Strategic Alliance (IFSA) and the President for the American Society of Crime Laboratory Directors (ASCLD). She also led the Maricopa County DANY Multidisciplinary Lab Subcommittee for the development of the Maricopa County Sexual Assault Protocol.

### **Carpe Data: Seize the Opportunity to Use Data for Collaboration and Improved Decision Making**

**Virginia Gleason**, Advanced Leadership Initiative Fellow, Harvard University; Instructor, FBI-LEEDA; Adjunct Professor, Seattle University Department of Criminal Justice and Forensics

**Chief Jeffrey Glover**, Tempe Police Department (AZ)

Public safety entities are collecting massive amounts of data. This presentation will discuss some best practices for sharing, displaying and using data to inform operations, internal accountability, policy and public engagement.



**Virginia Gleason** applies wide industry experience to helping public safety entities discern and resolve issues. A graduate of University of Oregon Law School, she was an executive at four different law enforcement agencies, focusing on law enforcement systems and accountability. Virginia focuses her expertise on organizational compliance with laws, regulations, professional standards and ethical practices; utilization of data to increase the value and credibility of police services; and risk management. She is currently at Harvard University as an Advanced Leadership Initiative Fellow, an adjunct professor at the Seattle University Department of Criminal Justice and Forensics and an instructor for FBI-LEEDA.



**Chief Jeffrey D. Glover** began his career with the Tempe Police Department in October of 1999 and has over 20 years of law enforcement experience. He has steadily worked his way through the ranks; serving the department in a variety of capacities. He has worked as a Field Training Officer providing recruits with mentorship and insight into the department, a Narcotics Detective, Crime Prevention Detective, Media Relations Sergeant, Patrol Lieutenant, Detention Manager, Acting Commander over 21st Century Policing and served the department as Commander over the Criminal and Special Investigations Division to include Homicide, Narcotics and SWAT Team prior to his retirement from the Department in February 2020. On October 12, 2020, returned to the Tempe Police Department as Chief of Police. From this rich work experience, Jeffrey has been able to assist the department by providing diversity training and firsthand knowledge of the African American perspective on community policing. Jeffrey has emphasized promoting community involvement and education; and provides instruction on various topics including leadership, ethics and

professionalism, team dynamics, Fair and Impartial Policing, cultural awareness and diversity. Jeffrey holds a Bachelor's of Science Degree in Education from Northern Arizona University; and a Master's Degree in Public Administration through the

University of Phoenix. Jeffrey is a graduate of FBI National Academy Command School Session 265. He is a graduate of and currently instructs at, the Arizona Peace Officers and Standards Arizona Leadership Program (ALP). Jeffrey is the past Arizona Chapter President of the National Organization of Black Law Enforcement Executives (NOBLE), and past Regional Vice President for NOBLE over 12 western states. Jeffrey serves on the Executive Board for the Arizona Women's Initiative Network (AZWIN), which is committed to developing leadership courses and assessments for women in law enforcement. Additionally, Jeffrey was appointed by Governor Doug Ducey in 2018, as a Commissioner for the Arizona Commission on African American Affairs, and is the current Chairman.

## Surviving Suicide

**Doug Monda**, Narcotics Agent (Ret), Cocoa PD (FL)

In today's first responder industry, there are common struggles we face every single day. The stigma of seeking help and the aftereffects of getting help are often daunting. In 2020, 183 officers completed suicide and as of November 2021, 141 officers have completed suicide this year alone. The courage to ask for help and the knowledge of what trusted resources are available are a vital component for our officers today. All first responders and their families, to include supervisors and command level positions, need to understand the effects of stress, and the resources available for help.

**Surviving Suicide** is a raw and in-depth walk-through of Agent Doug Monda's career, including the factors that took him down a dangerous path. Doug was a SWAT Team leader, sniper, and drug agent in Florida. After years of suffering physical trauma and life changing injuries, Doug attempted suicide – not just once, but twice. The failures of the first event cascaded to a second attempt while on the job. *Surviving Suicide* highlights the real-life challenges and struggles that first responders experience, often silently with PTSD and depression. From start to finish, attendees will walk with Agent Monda through his experience – how it all began, the journey to recovery, and how a Police Chief and others took the proper steps that resulted in saving Doug's life, a success story for the agency, and the formation of the Survive First Foundation.



**Doug Monda** is a former undercover narcotics agent with the Cocoa (FL) Police Department. After beginning his career in public safety in 2001, Doug joined the SWAT team in his second year, and subsequently attended Marine Scout Sniper Training, earning his certification with Blackwater. Doug spent 15 years with Cocoa PD SWAT, where he became proficient in tactical planning and leading. Throughout his service on SWAT, his experience as a sniper and team leader played a critical role in the safety of teammates and success of countless missions. During his career, Doug also worked with the DEA, FBI, ATF, Border Patrol, US Marshalls Office, Department of Homeland Security, and NASA, to name a few.

Doug's training has earned him extraordinary success in his profession. Among many other awards and recognitions, Doug was named Officer of the Year in 2016.

After recovering from personal experiences with depression and a failed attempt at suicide in 2013, Doug realized more needed to be done for first responders and their families regarding career-related mental health issues. For that reason, he founded *Survive First, Inc.*, an organization that provides assistance to any first responder or family member in need of mental health support. Doug regularly travels to speak to departments, agencies, and academies, to provide education on first responders and mental health, and offer an intimate look into the life of a suicide survivor.

Doug's mission is to spread awareness about PTSD and suicide in first responders, hoping to break the stigma, so that help may be received before it is too late.

## Changing Landscape of Hate and Extremism: What Agencies Can Do for their Communities and Members

**Rachel Grinspan**, Director, Law Enforcement Policy & Civil Rights, Anti-Defamation League

**Angelic Young**, Director, Training for Law Enforcement, Anti-Defamation League

As the landscape of hate and extremism continues to evolve, join ADL (Anti-Defamation League) for an important discussion about where these threats are and how to combat them. We will look at trends related to bias-motivated violence including hate crimes and extremist activity, as well as how agencies and communities can work together to address these threats. Learn about ADL's new toolkit for police, **Preventing And Rooting Out Extremism Within Law Enforcement**. We will discuss the size of the problem, what agencies can do about it and why this is a critical issue for law enforcement to address.



***Rachel Grinspan** is ADL's Director of Law Enforcement Policy & Civil Rights, where she primarily focuses on issues pertaining to the law enforcement profession as they relate to ADL's civil rights agenda and advocacy work. Prior to joining ADL in 2019, Rachel worked as an Agency Attorney for the New York City Police Department and as an Assistant District Attorney in the Special Victim's Bureau at the Nassau County District Attorney's Office. She holds a B.A. from Syracuse University and a Juris Doctor from Touro Law School.*



***Angelic Young** is responsible for designing and overseeing implementation of ADL's law enforcement professional development and education programs. Prior to joining ADL in October 2017, Angelic served six years as Director of National Action Plans at the Institute for Inclusive Security, where she worked closely with foreign governments to develop and implement plans for better integrating women and women's perspectives into the security sector (including law enforcement). Before IIS, she spent ten years leading law enforcement professionalization programs for the Bureau of International Narcotics and Law Enforcement Affairs at the US Department of State. Angelic served 13 years as an adjunct professor at George Mason University's Schar School of Policy and Government, teaching International Police Operations. Angelic holds a B.A. in Politics from Willamette University and a Juris Doctor from Chicago-Kent College of Law, and is a Truman Project National Security Fellow.*