

## TEACHING DIVERSITY

### Learn Strategies for Promoting Harmony While Increasing Officer Safety and Managing Workforce Diversity

*"The entire week was eye-opening and awesome. The course was fantastic. The instructors, the interaction, the activities and the national diversity among the group were outstanding. The facilities are phenomenal and I hope I am able to attend further courses at this institute."*

*"I would recommend this course to everyone. I have learned to look at myself differently. This course help you learn from others."*

—September 24-28, 2007 participants

**Course Overview:** Successful completion of this program will prepare officers to conduct diversity training within their organizations and academies.

Law enforcement is charged with relating to all segments of their communities 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. This course will also offer several strategies for improving workforce diversity, and community relations.

**Topics:**

- Linking multi-cultural education and officer safety
- Strategies for reducing prejudice and discrimination
- Communication styles associated with various groups and cultures
- Police racial profiling and public perceptions
- Conflict resolution principles
- Creating or maintaining a workplace that welcomes and appreciates differences
- In-depth examination and discussion of classic and contemporary diversity-related literature

**Faculty:** **Patricia Bates-Ballard**  
Diversity Education Consultant, Focus on Inclusion

**Daniel P. Carlson**  
Director, Institute for Law Enforcement Administration

**Kristin McMeem**  
Assistant Director, Human Resources, University of North Texas

**Gregory Smith**  
Associate Director, Institute for Law Enforcement Administration

**David Snoddy**  
Lecturer, Ontario Police College

\*Faculty composition based on instructor availability.

Who Should Attend\*: Police instructors  
Community relations specialists  
Community advocates  
Police managers/supervisors

\*This course is best suited for individuals with prior training experience.

Dates and Locations: September 22-26, 2008  
ILEA headquarters (The Center for American and International Law), 5201 Democracy Drive,  
Plano (Dallas metroplex), Texas 75024

Hours: 8:30am to 4:30pm Monday-Thursday; 8:30 to 12:00 noon Friday

Tuition: \$545\* ILEA Member  
\$645\* ILEA Non-member

\*In addition, a \$75US fee will be charged for materials.

Cancellation Policy: Tuition, less a \$50 handling charge for each registration, will be refunded upon WRITTEN CANCELLATION received not later than five (5) working days prior to the program (e-mail: [cburkel@cailaw.org](mailto:cburkel@cailaw.org)). No refunds after this date, although substitutions of attendees for this program are permitted. Registrants not entitled to a refund will receive the course materials, with the exception of copyrighted items.

Hotels: See ILEA website at [www.theILEA.org](http://www.theILEA.org) for hotel information.

TCLEOSE Credit: Law enforcement personnel attending this course are eligible for thirty-two (32) hours of Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) credit.