



# FBINAA

## National Annual Training Conference & Exhibition

June 27-30, 2026  
Niagara Falls Convention Centre (Canada)

### Keynote Presentations

*Series: Leadership*

#### Remarks from the FBI Leadership

**Andrew Bailey**, Deputy Director, FBI

*Brought to you with support of the FBI*

The FBI Leadership will take this opportunity to update attendees on critical issues facing law enforcement, as well as focus on key Bureau programs supporting agencies throughout the country.



*Andrew Bailey was appointed Deputy Director of the FBI in September 2025.*

*Mr. Bailey grew up in Missouri and attended the University of Missouri on an Army ROTC scholarship. Following the terrorist attacks of September 11, 2001, he volunteered for a combat arms branch of service then volunteered to deploy to Iraq, where he served as an armored cavalry scout platoon leader from 2005 to 2006. Upon his return to the United States, his unit moved, refit, and trained for a subsequent fifteen-month deployment to Iraq from 2007 to 2009.*

*After returning home, Mr. Bailey transitioned out of the Army and was employed as an armed guard at a courthouse in the city of St. Louis before returning to the University of Missouri School of Law on the Post-9/11 G.I. Bill.*

*Mr. Bailey began his legal career as a special prosecutor in the Missouri Attorney General's Office and then as an assistant prosecuting attorney in Warren County, Missouri. He then joined the Missouri Department of Corrections as general counsel and later served Missouri Governor Mike Parson as his general counsel. Governor Parson then appointed him as Missouri's 44th attorney general, where he served for two years prior to winning election to a full term.*

*Series: Leadership*

#### Unleashing Your Inner Strength

**Jon Macaskill**, U.S. Navy SEAL Commander (Ret)

In high-pressure environments, technical skill isn't enough. The leaders and teams who thrive are the ones who can regulate themselves, think clearly under stress, and act with both grit and compassion. In this powerful and practical session, retired Navy SEAL Commander Jon Macaskill shares the mindset and tools behind true inner strength. Drawing from elite military leadership, neuroscience, and mindfulness science, Jon teaches how preparedness builds confidence, how

resilience is trained—not born—and how grit without compassion eventually breaks people and cultures. Attendees will walk away with simple, actionable strategies to improve focus, emotional regulation, decision-making, and performance... especially when it matters most.



**Jon Macaskill** is a retired U.S. Navy SEAL Commander, leadership consultant, keynote speaker, and mindfulness teacher. Over a 24-year military career, Jon led special operations teams in some of the world's most demanding environments, where preparedness, resilience, and emotional control were not optional. Today, he helps leaders and organizations build inner strength through practical tools grounded in neuroscience, elite performance training, and compassion science. Jon is the co-host of the Men Talking Mindfulness podcast. He lives with his wife and three children and is passionate about helping people lead powerfully at work and be present at home.

*Series: Officer Safety, Wellness and Resilience*

## **Aligning Evidence-Based Medicine with Police Operations to Saves Lives in a High Threat Environment**

**Dr. James Vosswinkel**, Chief, Trauma, Emergency Surgery and Surgical Critical Care; Medical Director, Surgical Intensive Care Unit; Renaissance School of Medicine, Stony Brook University (NY)

**Dr. Dominique Wong**, Emergency Physician, Cabell Huntington Hospital, Marshall Health Network

This keynote session explores police medicine through an evidence-driven and operationally grounded lens. Dr. Vosswinkel and Dr. Wong will review current data on law enforcement leading causes of death and injuries focusing on police operations in the high-threat environment and propose recommendations aligning life-saving medicine with operational realities. They will explain why TECC is the foundation of police first aid and how "TECC Plus" adapts evidence to operational realities. They will further deliver actionable recommendations, including universal officer medical competencies, IFAK configuration, and active shooter medical response. The session will also outline a forward-looking strategy to strengthen police-medicine partnerships to improve police survivability today and in the future.



**Dr. James A. Vosswinkel** is a highly qualified General Surgery specialist serving patients in East Setauket, NY. With a distinguished medical career spanning since 1995, Dr. Vosswinkel's specialties include surgical management of injured patients in all aspects of traumatology.

*Dr. Vosswinkel earned his medical degree from State University Of Ny Upstate Medical University, establishing a strong foundation in medical science and patient care. He is board-certified in General Surgery, demonstrating his commitment to maintaining the highest standards of medical practice. Currently practicing at Suny/Stony Brook University Hospital, Dr. Vosswinkel provides comprehensive general surgery services to the East Setauket community and surrounding areas.*

**Dominique Wong M.D.** brings over twenty-five years of emergency medicine experience to the intersection of law enforcement and medicine. As a tactical physician, Dr. Wong has worked alongside police teams. She has trained law



*enforcement personnel in first aid, buddy aid, and active shooter medical response, equipping officers to save lives in the field and to protect their own. In leadership roles with the American College of Emergency Physicians' Tactical and Law Enforcement Medicine Section and the International Association of Chiefs of Police, Dr. Wong advocates for evidence-based trauma care tailored to the realities of policing, improved physician – police collaborations, and expanded research to better address police medical needs.*

*Dr. Wong completed the Executive Leaders Program at the Naval Postgraduate School, Center for Homeland Defense and Security, and now serves as a co-facilitator. This experience has given Dr. Wong broader insight into current and emerging medical threats in policing.*

*She graduated with a B.A. from Cornell University, an M.D. from The Ohio State University College of Medicine.*

Series: Leadership

## **Tunnel to Towers: 25 Years of Memory, Service and Sacrifice**

**Jack Oehm**, Battalion Commander (Ret), Fire Department of the City of New York (FDNY); Board Member, Tunnel to Towers Foundation

In this 25th year since September 11, 2001, the **Tunnel to Towers Foundation** is embarking on the most comprehensive commemoration in our history - one that honors the past, serves those in need today, and educates the generations of tomorrow.

As an ambassador for the Tunnel to Towers Foundation, Jack Oehm has traveled across the country representing the thousands of first responders nationwide in promoting the hard work and dedication they display for their communities. He will share his personal story of 9/11, the Foundation's plans in 2026 to honor those who served and sacrificed, and the efforts to bridge generations and the spirit of service which inspires Americans today.



***Jack Oehm** is a 32-year veteran and Retired Battalion Commander of the Fire Department of the City of New York (FDNY). He was an off-duty Battalion chief who first arrived at Ground Zero after both towers had collapsed on 9/11. Jack personally lost over 20 of his fellow Battalion colleagues, and grieving with the widows and their families was one of the hardest things he's ever done as a member of the FDNY.*

*As a current Tunnel to Towers Foundation Board Member, he travels around the Country sharing stories of 9/11 and promoting the positive impact programs and services of the Tunnel to Towers Foundation have on Americans and communities.*

## **Commanding the Future: How Leaders Are Scaling DFR and Integrated Public Safety Technology**

**Chief Eric Clifford**, Schenectady Police Department; NA Session 274

**Deputy Chief James Martin**, Pueblo Police Department; NA Session 283

**Marcus Claycomb**, Commander (Ret), Melbourne Police Department; NA Session 273

**Don Redmond**, Captain (Ret), Chula Vista Police Department; NA Session 263

Drone as First Responder (DFR) has transformed from concept to core operational technology, fundamentally changing how law enforcement responds to calls, manages risk, and operates with fewer resources. Since the Chula Vista Police Department launched the nation’s first DFR program in 2018, supporting more than 20,000 calls for service, agencies across the country have proven that real-time aerial intelligence can arrive before officers, reshape decision-making, and improve safety for both responders and communities. This keynote presentation explores how DFR integrates with CAD, 911, RTCCs, and patrol operations to create faster, smarter, and more coordinated responses. The expert panel will share hard-earned lessons, implementation insights, and a forward-looking view of how DFR and emerging integrations are defining the next era of public safety operations.



**Chief Eric Clifford** joined the Schenectady Police Department in 2002, becoming its Chief in September 2016. During his career, he served as an officer, sergeant, lieutenant, and detective before being named as Chief. He is a certified crisis negotiator, a Police Academy instructor, and serves on the board of directors for the Zone Five Regional Police Academy and Capital Region Crime Analysis Center. Under his leadership, the Department launched in 2024 a new first responder drone program aimed to enhance emergency response. He earned a master's degree in public administration from Marist College and a bachelor's degree in economics from Union College. He is a graduate of the FBI National Academy, Session 274.



**Deputy Chief James Martin** has been with the Pueblo Police Department since 2002. Throughout his career, Deputy Chief Martin has had several assignments to include; the Patrol Division, Bicycle Patrol Unit, Crimes Against Property, Patrol Training Officer, Patrol Sergeant, Patrol Training Unit Administrator, Watch Commander for Watches II and III and Captain of the Special Services Division. In 2021, he was promoted to his current assignment as Deputy Chief of Operations where he oversees the Patrol Division and Traffic Section. Deputy Chief Martin received his master's degree from Capella University in Criminal Justice and graduated from Session 283 of the FBI National Academy.



**Marcus Claycomb** is the business development manager for the public sector for Panasonic Connect North America. He is responsible for creating connections, networking, and creating opportunity in the fields of law enforcement, fire/rescue, and medical. He works with internal and external partners to increase and enhance existing technologies – as well as working with those same partners to create new technologies and products to fill the “need void” in those fields. Marcus started in medical & fire/rescue and just retired after a 30-year career in law enforcement. He earned a bachelor's degree in public administration from Bellevue University in Nebraska, an associate degree in computer network

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administration, and is a proud graduate of the FBI National Academy, Session 273.



Retired Chula Vista Police Captain **Don Redmond** has over 25 years of law enforcement experience and now works for BRINC Drones as the Vice President of Advanced Public Safety Projects. In this role, Don is focused on building future capabilities to help Public Safety save lives and effectively integrate UAS into communities around the world. As a Police Captain, Don oversaw Support Operations consisting of the Emergency Police Communications Center, Technology, the City Jail, and UAS Operations. He managed the Chula Vista Police Department's groundbreaking UAS program including the Drone as First Responder (DFR) and is active in the UAS community. Don holds a Master of Arts Degree in Administrative Leadership from the University of Oklahoma and a Bachelor of Arts Degree in Education from San Diego State University. He is a graduate of California P.O.S.T. Command College (Class 64) and the FBI National Academy (Class 263). He is a published author in *Police1 Magazine*, *FBINAA Magazine* and was a contributing writer for the *California P.O.S.T. De-Escalation Strategies and Techniques* publication.

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# Breakout Sessions

*Series: Emerging Technologies*

## **Optimizing Real-Time Crime Centers: Enhancing 911 Collaboration**

**Michael Ricupero**, Strategic Engagement Director, RapidSOS

**Karin Marquez**, Chief Public Safety Brand Officer, RapidSOS

As Real-Time Crime Centers (RTCCs) expand nationwide, their success depends on seamless collaboration with 911 centers. This session explores how integrating IoT, NG911, and CAD data enhances situational awareness, speeds decision-making, and strengthens field response. Panelists will share real-world examples where RTCCs leveraged RapidSOS’s trusted platform to close information gaps, apply AI responsibly, and improve outcomes during critical incidents. Attendees will also gain insights into the role of broadband, secure infrastructure, and data-sharing standards in supporting mission-critical communications.

### Learning Objectives

Objective 1 - Understand how RTCCs and 911 agencies define roles to ensure efficient communication and response coordination.

Objective 2 - Learn how AI, broadband, and secure infrastructure support real-time threat detection and emergency response.

Objective 3 - Hear real-world case studies where RTCC-911 collaboration directly improved response outcomes and community safety.

Biography	<p><b>Michael Ricupero</b> is a nationally recognized expert in real-time crime center operations, law enforcement technology, and biometric strategy. As Director of Law Enforcement Strategic Engagement at RapidSOS, he drives initiatives that modernize public safety through advanced data platforms, AI, and situational awareness tools.</p> <p>A 20-year veteran of the NYPD, Michael served as Commanding Officer of the nation’s first Real-Time Crime Center, transforming it into a model for investigative support, facial identification, and emergency coordination. He also launched and expanded the NYPD’s Facial Identification Section and championed deployment of the Fusus platform to unify citywide video and CAD integration.</p> <p>Today, he advises agencies nationwide and serves on the board of the National RTCC Association. A sought-after speaker, Michael brings passion, purpose, and practical insight to the evolving intersection of technology and public safety.</p> <p><b>Karin Marquez</b> is the Chief Public Safety Brand Officer at RapidSOS, the world’s first intelligent safety platform securely linking data from over 500M devices, apps, and sensors to 911 centers and field responders. A public safety veteran who began her career in 1997 as a Police, Fire, and EMS dispatcher, Karin has spent nearly three decades shaping and innovating the 911 infrastructure used nationwide.</p>
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*She currently serves as the Private Sector Director on the National Emergency Number Association (NENA) Board, where she champions the voice of front-line telecommunicators to drive meaningful advancements. Throughout her career, Karin has served on numerous user groups and advisory boards for leading 911 software providers. Today, she focuses on connecting and educating the dispatcher community on emerging technologies that enhance response times, improve outcomes, and strengthen the future of emergency communications.*

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*Series: Law and Legal*

## **Force Investigations in the 21st Century: Uniting Legal Standards, Human Performance, and Video Technology Methodologies**

**Lieutenant Matthew Botterbusch**, New Castle County Division of Police, First State Force Review LLC

**Sergeant Sean Ryan**, New Castle County Division of Police, First State Force Review LLC

This presentation outlines a modern blueprint to develop a legally sound investigative process that meets 21st-century expectations of accountability and performance. Drawing from thousands of real-world reviews and peer-reviewed research, it integrates human performance science, digital video literacy, and proven investigative methodology to enhance officer decision-making, training outcomes, and review quality. Attendees will examine how perceptual, cognitive, and physiological factors shape behavior and memory during high-stress encounters, and learn strategies to account for these limitations in investigative findings. The course also addresses the power and pitfalls of digital video, providing technical knowledge to interpret evidence accurately. Grounded in lessons from our own unit's development, this roadmap equips agencies to overcome organizational hazards and establish legally-sound, proactive, and evidence-based review systems that drive meaningful, data-informed change.

### Learning Objectives

Objective 1 - Learn a roadmap to build legally sound, evidence-based review systems that enhance investigative completeness and accountability.

Objective 2 - Understand how human performance factors affect officer behavior and memory in high-stress encounters.

Objective 3 - Recognize the strengths and pitfalls of digital video in force investigations.

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#### Biography

**Lieutenant Matthew Botterbusch** is a consultant and advanced human factors specialist who helps law enforcement agencies strengthen use of force investigations, policies, and training. With 28 years of policing experience in patrol, SWAT leadership, narcotics, mobile field force, street crimes, and executive officer roles, he brings broad operational expertise along with advanced force analysis and video proficiency. He holds certifications from the Force Science Institute, Critical Incident Review, FLETC, and LEVA, and is an Advanced Specialist in human factors with the Association of Force Investigators (AFI). Matthew founded and leads the Use of Force Review and Analysis Unit at the New Castle County Division of Police—the first of its kind in Delaware and a national model—reviewing 600+ incidents annually to improve officer performance,

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oversight, and training. He also teaches and consults nationwide, co-founded First State Force Review LLC, and serves on the AFI advisory board.

**Sergeant Sean Ryan** is an active serving 15-year law enforcement veteran for his agency with an authorized strength of 415 sworn personnel. Sean currently serves as a Sergeant in a fully dedicated Use of Force Review and Analysis Unit in Delaware, reviewing hundreds of force incidents annually. Sean has worked as a patrol officer, street crimes team member, undercover narcotics detective, and a police drone operator. With over 12 years of instructor experience, he has a teaching background in the fields of use of force, control tactics, narcotics investigations, search and seizure, de-escalation, as well as scenario-based training. He has received certifications in force analysis through the Force Science Institute, Critical Incident Review, and Advanced Human Factors through the Association of Force Investigators. Sean instructs and has consulted with law enforcement officers, prosecutor offices, attorneys, citizen police academies, as well as civilian review board members.

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*Series: Life After Law Enforcement®*

## **Law Enforcement Transitions: Rank, Retirement, Relationships, the Psychology, Physiology, and Constancy of Change**

**Randall Richert**, Colonel (Ret), US Air Force; NA Session 186

**Dr. Kate Tumelty-Felice**, Coordinator of Education Programs, Rowan College of South Jersey

The only constant is change - Heraclitus. Building upon their well-received presentation "LE Retirement 101" at the Baltimore FBINA conference, the presenters will explore the psychology, physiology, and consequences of change; and how the constancy upon which many officers thrive can exacerbate stress when compounded, even if eagerly anticipated. Transitions such as a change in rank, promotion, a new leadership role, or retirement can take a toll on the nervous system; especially as these often coincide with life changes such as marital status, health issues, financial shifts, kids and family adjustments. This session will consider the role of law enforcement and the constancy of change, and offer strategies to mitigate adversity, as well as highlight and build upon inherent skills. Participants will walk away with an understanding of the stress, eustress, and challenges of constant change, as well as a toolkit of existing skills to balance the consequences of change.

### Learning Objectives

Objective 1 - Participants will be able to identify the physiological and neurobiological impact of change and transition.

Objective 2 - Discuss and reflect upon the intersectionality and constancy of change, and how these uniquely impact the nervous system of a LEO.

Objective 3 - Develop skills to mitigate the negative impact of the stress of transition, as well as identify and build upon existing strengths inherent in the temperament and career which provide a foundation for navigating change upon reflection, awareness, and intentionality.

Biography	<p><b>Colonel Randy Richert, USAF (Ret)</b> has 28+ years leading multiple police, security, and corrections organizations culminating in the largest global security police agency with 8K+ personnel at 143 locations worldwide. He was a Deputy Sheriff, a City Marshal, and a firefighter. He was the Director of Curriculum for the USAF Expeditionary Center awarding up to MS degrees and has taught multiple foreign and domestic agencies to include the Irish En Garda, The Vatican Police, the British MOD Police, several Canadian agencies, at the FBI Academy, the Secret Service Academy, NYPD, Chicago PD, Honolulu PD, and Texas DPS. He is a graduate of the Eastern Kentucky Police Administration Graduate program, holds an MS in Criminology and an MA from Canberra University in Australia. He served on the FBINAA OSW Committee and currently serves on the Training committee. He has presented at several NA conferences and with Dr. Kate at last year's Baltimore conference on Le Retirement.</p> <p><b>Dr. Kate Tumelty-Felice (EdD, BS: Psychology, Justice, Law)</b> is a professor and Coordinator of Education Programs at Rowan College of South Jersey and faculty at Fairleigh Dickinson and Northeastern Universities. Growing up in a “cop” family she followed her grandfather, father, and uncles into the career becoming a major crimes and narcotics detective. She completed the NJ State Police Graduate Studies program, before transitioning into education with focus on trauma and resilience. She lived the impacts of her father being shot on duty, alcoholism and divorce, and vicarious trauma brought into the home. She implements holistic wellness programs in departments, schools, and organizations and has provided subject matter expertise in Adverse Childhood Experiences(ACEs), Trauma-informed protocol and best practices, Neuroplasticity, and Resilience. She speaks nationally on innovative education, sustainable wellness, and resiliency. She is a certified Master Resiliency Trainer in NJ and GA.</p>
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*Series: Officer Safety, Wellness and Resilience*

## **Sleep Like Your Badge Depends On It: The Hidden Power of Rest in Law Enforcement**

**Dr. Leah Kaylor**, Licensed Clinical and Prescribing Psychologist, Dr. Leah Kaylor PLLC

Sleep deprivation is one of the most overlooked threats to officer safety, judgment, and mental health. In this engaging session, Dr. Leah Kaylor, FBI Sleep Expert and author of the bestselling book ***If Sleep Were a Drug***, breaks down the neuroscience of sleep and its critical impact on performance, decision-making, emotional regulation, and resilience. Participants will learn how chronic fatigue mirrors intoxication, why shift work erodes tactical readiness, and how small, evidence-based adjustments can dramatically improve reaction time, stress tolerance, and long-term health. This presentation translates cutting-edge sleep science into practical, field-tested strategies tailored to the realities of policing—so you can protect and perform at your best, both on and off duty.

### Learning Objectives

Objective 1 - Identify how sleep deprivation impacts cognitive performance, emotional regulation, and decision-making under stress within law enforcement contexts.

Objective 2 - Explain the physiological effects of shift work, circadian disruption, and cumulative fatigue on officer safety, health, and tactical readiness.

Objective 3 - Apply evidence-based behavioral and environmental strategies to improve sleep quality, resilience, and recovery among law enforcement professionals.

Biography	<p><b>Dr. Leah Kaylor, PhD, MSCP</b>, is a licensed clinical and prescribing psychologist who has served as the FBI's Sleep Expert for over five years. She specializes in sleep, trauma, and performance optimization for law enforcement and military personnel. Dr. Kaylor is the author of the bestselling book <b><i>If Sleep Were a Drug/The Science of Sleep Optimization/Biohack Your Brain, Body, and Performance</i></b>, which translates complex neuroscience into actionable strategies for those who serve and protect. She provides national training on resilience, fatigue management, and trauma recovery, and is a frequent speaker for law enforcement agencies, academies, and professional associations. Through her work, Dr. Kaylor bridges the gap between psychology and operational readiness, helping first responders reclaim sleep, strengthen resilience, and perform at their best when it matters most.</p>
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Series: Emerging Technologies

## All About Drones

**Anthony Bandiero**, President, Attorney & Senior Legal Instructor, Blue to Gold Law Enforcement Training

As drone technology becomes increasingly accessible to law enforcement, so does the responsibility to use it within constitutional boundaries. All About Drones is an essential course that explores the intersection of the Fourth Amendment and aerial surveillance. Officers and command staff will gain a clear understanding of when drone use becomes a “search” under constitutional law, and what legal thresholds must be met before deployment. The course covers key topics such as the use of drones to observe private backyards, the implications of aerial surveillance over curtilage, and the evolving legal standards governing emerging technologies. With real-world examples and practical guidance, this course ensures agencies stay ahead of legal challenges while leveraging drone capabilities effectively and lawfully.

### Learning Objectives

Objective 1 - Attendees will be able to identify when law enforcement drone use constitutes a Fourth Amendment “search” and understand the legal factors that trigger constitutional protections.

Objective 2 - Attendees will understand the limitations of aerial surveillance, particularly over private property and curtilage, and how courts analyze privacy expectations in drone-related cases.

Objective 3 - Attendees will develop strategies to deploy drones lawfully and defensibly, ensuring compliance with constitutional standards while maximizing investigative effectiveness.

Biography	<b>Anthony Bandiero</b> is a police officer turned attorney. As a police officer he realized the need for additional training to better understand search and seizure law as it pertains to the Fourth and Fifth Amendments. After earning his law degree, Anthony has dedicated his life to passing along his knowledge and experience. Anthony's passion is providing in depth legal training to his fellow officers. Attend one of his classes and you will quickly see how he makes the learning fun and informative with his high energy and positive attitude.
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*Series: Ethical Consideration for Intervention*

## **Ethical Considerations for Active Bystandership in Sheriff's Offices**

**Greg Guiton**, Captain (Ret), ABLE and Heroes Active Bystandership Training; NA Session 215

**Gregory Hanna, Jr.**, Captain (Ret), ABLE & Heroes; NA Session 261

Sheriff's Offices operate at the intersection of patrol, courts, and jails, where sworn deputies, correctional officers, and civilian staff all share responsibility for public safety. Yet policies that mandate intervention fall short without equipping the entire workforce—across every role—with the skills, confidence, and ethical grounding to act. In July 2025, Colorado launched the nation's first statewide Active Bystandership pilot, uniting ABLE (Active Bystandership for Law Enforcement) and Heroes (Active Bystandership for Corrections) into a cross-training model designed specifically for Sheriff's Offices. This initiative is unique in its reach: it empowers staff across patrol, jail, and civilian functions, while supporting leadership at every level, including rural and resource-constrained communities. By fostering a culture of care and accountability statewide, Colorado is setting the standard for ethical intervention, organizational resilience, and community trust.

### Learning Objectives

Objective 1 - Examine the ethical foundations of Active Bystandership and how cross-training across patrol, jail, sworn, and civilian roles strengthens duty-to-intervene policies.

Objective 2 - Identify strategies for implementing a statewide model that supports both large and rural Sheriff's Offices, ensuring equitable access to intervention skills and resources.

Objective 3 - Evaluate leadership's role in embedding Active Bystandership as a culture change strategy that enhances accountability, safety, and workforce wellness across the justice system.

Biography	<b>Greg Guiton</b> is a retired captain and 34-year veteran of the Ocean City, Maryland Police Department. He began his career with the agency in 1984 when he was hired as police officer. He served in numerous Divisions throughout the Department and served in supervisory/management roles such as Commander of the Office of Professional Standards, Assistant Commander of the Patrol Division, Assistant Commander of the Administrative Division, and Commander of the Support Services Division in his final 6 years with the agency. Greg is a graduate of the 215th Session of the FBI National Academy and the 33rd Session of the Police Executive Research Forum's Senior Management Institute for Police (S.M.I.P.). He is a National Instructor for both ABLE and Heroes Active Bystandership Training.
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**Captain Gregory Hanna, Jr.** retired in 2020 from the Metro Transit Police Department in Washington, D.C. after 27 years of service. Greg is an FBINA Session 261 graduate. During his tenure with the department, he served in numerous leadership and command roles, including leading the Honor Guard Unit, Commander of the Special Weapons and Tactics (SWAT) Team, Section Commander of the K-9 Unit, Precinct Commander, Commander of the Criminal Investigations Division, Watch Commander, and Commander of Internal Affairs. He was instrumental in the design and implementation of the agency's internal investigation tracking and accountability system (IAPro and Blue Team). He is a National Instructor for both ABLE and Heroes Active Bystandership Training.

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*Series: Officer Safety, Wellness and Resilience*

## **Innovative Trauma Therapy Techniques: EMDR and Brainspotting for Deep Healing and Resilience in Public Safety**

**Dr. Leah Kaylor**, Licensed Clinical and Prescribing Psychologist, Dr. Leah Kaylor PLLC

This session explores two powerful trauma-focused therapeutic modalities: Eye Movement Desensitization and Reprocessing (EMDR) and Brainspotting. Attendees will learn how these techniques were discovered, how they work in the brain, and how they can be used to process high-impact stress, critical incidents, and trauma commonly seen in public safety roles. This session will address frequently asked questions and include demonstrations to show how these approaches promote emotional regulation, psychological recovery, and long-term resilience.

### Learning Objectives

Objective 1 - Describe the neurobiological foundations of Eye Movement Desensitization and Reprocessing (EMDR) and Brainspotting, including how each modality targets and reprocesses traumatic memory networks in the brain.

Objective 2 - Differentiate between EMDR and Brainspotting in terms of mechanisms of action, clinical application, and relevance to high-impact stress and critical incidents in public safety professionals.

Objective 3 - Demonstrate understanding of how trauma-focused interventions such as EMDR and Brainspotting promote emotional regulation, psychological recovery, and long-term resilience in first responders and law enforcement personnel.

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### Biography

**Dr. Leah Kaylor, PhD, MSCP**, is a licensed clinical and prescribing psychologist who has served as the FBI's Sleep Expert for over five years. She specializes in sleep, trauma, and performance optimization for law enforcement and military personnel. Dr. Kaylor is the author of the bestselling book ***If Sleep Were a Drug/ The Science of Sleep Optimization/Biohack Your Brain, Body, and Performance***, which translates complex neuroscience into actionable strategies for those who serve and protect. She provides national training on resilience, fatigue management, and trauma recovery, and is a frequent speaker for law enforcement agencies, academies, and professional associations. Through her work, Dr. Kaylor bridges the gap between psychology and operational readiness, helping first responders reclaim sleep, strengthen resilience, and perform at their best when it matters most.

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## I'm the Problem, It's Me: Self-awareness Training for the Brave

**Captain Diane T. Hansen**, Maryland State Police; NA Session 287

Self-awareness is the mandatory starting point on the path to change, but as many of us fail to face what is reflected back to us in the proverbial mirror, our journey to change is halted before it even has a chance to begin. If we define self-awareness as the extent to which we are consciously aware of how we are thinking and feeling, as well as how our thoughts and feelings affect our interactions with others, we know that gaining true mastery of self-awareness requires bravery, humility and the ability to navigate unpleasant feelings. The journey of self-awareness does not initially sound like a tempting one, until the pain, discomfort and loneliness of not healing ourselves becomes greater than the fear of looking in the mirror and genuinely accepting that we, ourselves, hold the keys that can unlock our own peace and joy.

### Learning Objectives

Objective 1 - Learn the operational definition of self-awareness.

Objective 2 - Learn how self-awareness and acceptance of personal power/responsibility are critical prerequisites to making effective life changes.

Objective 3 - Learn that having the strength and bravery to confront personal challenges leads to joy and freedom.

Biography	<p><b>Captain Diane T. Hansen</b> is a 19-year veteran of the Maryland State Police. She holds a Master of Science Degree in Counseling Psychology from Loyola University of Maryland, a Graduate Certificate in Public Safety from the University of Virginia and a Bachelor of Arts Degree in Communications from Villanova University. Captain Hansen entered law enforcement following a 7-year career in mental health where she treated individuals diagnosed with severe mental illness and addictions. Captain Hansen is the Commander of both the Education and Training Division and the Crisis Negotiation Team. She has developed curriculum and has provided training on both Police Suicide Awareness and on Resilience for Law Enforcement and has trained both sworn and civilian members of her agency. Captain Hansen has had the opportunity to share her message of resilience at multiple professional conferences and is a proud graduate of FBI NA Session 287.</p>
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## Lessons from Survivors of a Serial Rapist

**Matt Irvine**, Lieutenant of Inspectors (Ret), San Francisco District Attorney, Bureau of Investigations

This presentation uses the cold case investigation of a serial rapist to explore why cases go cold, how we can revive them, and what detectives, supervisors and police leaders can do to keep cases from going cold in the first place. Foremost are lessons from survivors about how law enforcement can honor and protect the vulnerable victims who are serial offenders' favorite prey. In pre-recorded interviews, we will hear from one woman who was homeless and addicted at the

time of her assault. We will see and hear from another whose assault as a child led her to a life on the margins, and whose courageous participation in the re-investigation and prosecution of her case helped her take her life back from her rapist. We will learn about their cases through their eyes, why they disconnected from the initial investigations, and what it took to gain their trust and finally hold their attacker accountable years later.

### Learning Objectives

Objective 1 - Learn to identify the biases and misunderstandings that harm victims and protect offenders.

Objective 2 - Learn to apply the lessons from this case to other investigations and prosecutions of serial predators.

Objective 3 - Learn how police leaders can support investigations that protect our most vulnerable community members and hold our worst offenders accountable.

Biography	<p><b>Matt Irvine</b> is a retired Detective Lieutenant. In Glendale (Los Angeles County), he investigated sex crimes, child abuse, domestic violence, stalking, robbery, assault, and homicide. He finished his sworn career as co-supervisor of a Public Corruption Task Force run jointly by the San Francisco District Attorney and the FBI.</p> <p>Matt then spent five years investigating cold case sexual assaults in Portland, Oregon under the federal Sexual Assault Kit Initiative. The grant funded a position for a retired detective to work alongside sworn personnel, advocates, forensic specialists, and prosecutors to seek justice for victims in historical cases.</p> <p>Matt trains officers in interviewing and investigations. He has presented at conferences for End Violence Against Women International, The Sexual Assault Kit Initiative, and the West Virginia Foundation for Rape Information &amp; Services. Matt has appeared on several podcasts, and has been a guest lecturer at the University of Southern California.</p>
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*Series: Officer Safety, Wellness and Resilience*

## **What You Should've Done Before a Line of Duty Death: Resilience in Navigating the Ultimate Sacrifice**

**Chris Cowan**, Chief of Police (Ret); Executive Director, Joseph F. Rice School of Law, Excellence in Policing and Public Safety Program; NA Session 235

There were 147 line of duty deaths that occurred in the United States in 2024. It is not if but when it will happen; so, what is your strategic readiness? A professional development session that will take you out of your comfort zone and challenge your thinking. Presentation includes an interactive power point and session, digital and/or hard copy to a template line of duty death packet and a digital and/or hard copy template line of duty policy playbook. The presentation is based on experiences of the instructor; having been in command during several LODD.

## Learning Objectives

Objective 1 - Learn how to plan for the inevitable and build your resilience.

Objective 2 - Understand the land mines that exist during a LODD.

Objective 3 - Learn how to create a playbook and prepare your department for tragedy.

Biography	<i><b>Chris Cowan</b> has 32 years in law enforcement leading special operations, homeland security, professional development, community policing and media relations. He served as CFO, CPIO, commander of SWAT/EOD and commander of COP. In 2021 he was named Chief of a newly formed PD, providing him with unique perspective on mitigating challenges to corporate and community quality of life issues because it has been paralleled with 25 years in corporate risk management and professional development. In 2024 he was named the Director of Strategic Initiatives for the newly formed Excellence in Policing and Public Safety Program at USC School of Law where he worked to ensure all public safety professionals are equipped with state-of-the-art knowledge to equitably advance public safety. In 2025 he was named Executive Director Graduate of the Australian Institute for Police Management, SC Executive Institute, Furman University DLI, FBINA, Dept of Homeland Security Leadership Academy, FBI Hazardous Devices Leadership Program and FBICC.</i>
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*Series: Leadership*

## **Leading When It Matters Most: Lessons From Policing, Paramedicine and the C-Suite**

**Lawrence Zacarese**, Vice President and Chief Security Officer, Stony Brook University; NA Session 246

Leadership in high-pressure environments demands clarity, composure, and trust. Drawing on unique experiences as a police officer, paramedic, attorney, and executive, this session explores how to lead effectively when the stakes are highest. Attendees will gain insights into decision-making under pressure, strategies for fostering resilience and accountability, and techniques for adapting communication across diverse teams. Whether you're navigating organizational change, managing crises, or building credibility with stakeholders, you'll walk away with proven tools to strengthen your leadership impact when it matters most.

## Learning Objectives

Objective 1 - Evaluate decision-making strategies used in high-stakes environments to apply them to complex organizational challenges.

Objective 2 - Implement leadership techniques that foster trust, resilience, and accountability during times of uncertainty.

Objective 3 - Discover ways to embed resilience and accountability into teams during organizational change or crisis.

Biography	<p><b>Lawrence M. Zaccarese</b> is the VP for Enterprise Risk Management and Chief Security Officer (CSO) at Stony Brook University. He has more than 32 years of experience in the public and private sector overseeing and managing multiple law enforcement, emergency management, emergency medical services, risk management, and public safety organizations. In his role, Zaccarese provides leadership, expertise, and strategic guidance to the Stony Brook community on emergency management and business continuity, environmental health and safety, and public safety.</p> <p>Zaccarese is a licensed attorney and holds a JD from Touro College Law Center, as well as an MPA (Inspector General) and a BA in Forensic Psychology from the John Jay College of Criminal Justice. In addition, he holds a Post-Graduate Certificate in Global Security and Terrorism Studies from Fairleigh Dickinson University, a Post-Graduate Certificate in Criminal Justice Education from the University of Virginia.</p>
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*Series: Officer Safety, Wellness and Resilience*

## **Stronger Hearts, Stronger Leaders: Tackling Heart Disease - the #1 Killer Among Law-Enforcement**

**Dr. Benjamin Stone**, Benjamin Stone Speaks

Published data shows that, between the ages of 55 and 60, the chance of a civilian dying from a heart attack is 1.6%. However, within populations of police officers and fire fighters, it is 56%. In this presentation, listeners will explore the scope of heart disease within public safety occupations and will discuss why it appears to be so prevalent. The presentation will involve a complete dissection of cardiac disease by focusing on 1) why it is prevalent in law-enforcement and other occupations in public safety, 2) why it is commonly seen in 25- to 40-year-old first responders, and 3) why it is routinely misdiagnosed when using traditional cardiac risk modeling specific to data derived from civilian populations.

### Learning Objectives

Objective 1 - Learn new and emerging trends in cardiac disease detection and will help listeners understand why traditional diagnostic methods are not effective in detecting unknown risk in populations of first responders.

Objective 2 - Learn the processes of “cardiac inflammation” specific to the coronary vasculature and how this process can be moderated with diet, changes in lifestyle, and medications.

Objective 3 - Learn all prerequisite diagnostics necessary to properly identify cardiac risk specific to occupations of public safety before the development of a bad outcome.

Biography	<p><b>Dr. Benjamin Stone</b> is a graduate of the University of Arkansas and Oxford University. Dr. Stone holds a PhD in Human Physiology with an emphasis in cardiovascular genomics and metabolism. His academic journey led him to groundbreaking research in exploring the role of amino acid L-glutamine in recovery and physical resilience. He also worked with the British Olympic Medical Institute at Northwick Park Hospital, pioneering screening methodologies to prevent sudden cardiac deaths in young athletes due to a disease called</p>
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*hypertrophic cardiomyopathy. In 2015, he co-founded Sigma Tactical Wellness, where he served as CEO until its acquisition by Telemed2U in 2025. Under his leadership, Sigma became the national authority in advanced cardiac disease prevention for first responders, developing innovative research and screening protocols that have saved countless lives in police and fire agencies across the United States.*

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*Series: Case Study - Post-Event Lessons*

## **Under Attack: Assaults on Our Nation's Law Enforcement Officers**

**Kevin Harris**, Law Enforcement Operations Specialist, FBI CJIS Division

Violence against law enforcement is at epidemic levels. The FBI estimates that more than 108,000 police officers were assaulted in 2023. Since 2021, nearly 300 police officers have been feloniously killed in the line of duty. Since the early 1990s, the Officer Safety Awareness Training (OSAT) Program has been conducting research into these assaults and killings, aimed at prevention through understanding why these incidents are taking place. This session will give attendees a behind the scenes look at our process, as well as a look at some of the insights the program has gained through our research.

### Learning Objectives

Objective 1 - Identify the research method used in the OSAT studies.

Objective 2 - Recognize the role that perception plays in violent encounters.

Objective 3 - Identify ways to mitigate becoming the victim of an assault

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#### Biography

**Kevin J. Harris**, a 28-year veteran of the FBI, began his career in law enforcement in 2001 with the FBI Police in Clarksburg, WV. During his tenure, Mr. Harris specialized in law enforcement training. Mr. Harris is an FBI defensive tactics instructor, Advanced Law Enforcement Rapid Response Training (ALERRT) active shooter instructor and an instructor in the FBI Law Enforcement Instructor School. Mr. Harris also served as the FBI's agency representative to the Federal Law Enforcement Training Center at Glynco, GA. During his time in law enforcement, he deployed to several major national events and incidents. Mr. Harris is currently assigned to the Criminal Justice Information Services Division in Clarksburg, WV. He serves as a Law Enforcement Operations Specialist in the Law Enforcement Engagement Unit Officer Safety Awareness Training Program. Mr. Harris has lectured and trained law enforcement officers nationally and has authored several articles on officer safety.

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*Series: Emerging Technologies*

## **Modernizing Investigations: Growth and Breakthroughs in the ViCAP Program**

**Amanda Corrigan**, Crime Analyst, Federal Bureau Of Investigation

The Violent Criminal Apprehension Program (ViCAP) continues to evolve as a cornerstone of violent crime investigation and information sharing tools. This session explores how modernization efforts—including enhanced data analytics, digital integration, and mandatory case entry—have fueled exponential program growth and strengthened investigative outcomes

nationwide. Attendees will gain insight into ViCAP’s capabilities and how recent innovations have streamlined the identification and linkage of violent crimes across jurisdictions. Through compelling case studies, the presentation will highlight how modernization has directly contributed to solving complex cases, improving investigative efficiency, and enhancing public safety. The session will also discuss best practices, lessons learned, and future directions as ViCAP continues to adapt to the changing landscape of violent crime.

### Learning Objectives

Objective 1 - Understand how modernization efforts – to include technological upgrades, enhanced data integration, and interagency collaboration – have expanded ViCAP’s capabilities and reach.

Objective 2 - Analyze recent case studies that demonstrate ViCAP’s role in successfully linking violent crimes, supporting investigations, and assisting in offender apprehension across jurisdictions.

Objective 3 - Identify best practices and strategic approaches for leveraging ViCAP tools and resources to improve investigative efficiency and strengthen violent crime prevention initiatives.

Biography	<i><b>Mandi Corrigan</b> joined the FBI’s Violent Criminal Apprehension Program (ViCAP) as a Crime Analyst in June 2020. She currently provides analytical support for the Central East Coast (i.e., DC, DE, KY, MD, OH, PA, VA, NC, WV, and National Parks), works with the developers and Program Manager for the ViCAP system, and is the secondary for the Highway Serial Killings Initiative. Prior to her assignment to ViCAP, CA Corrigan was a Management and Program Analyst with the BAUs, the FBI’s Surveillance and Aviation Section, and Security Division. CA Corrigan holds a bachelor’s degree in psychology and a minor in Sexuality and Gender Studies from Mary Baldwin University (Staunton, VA), and a master’s degree in psychology from American Public University (Charles Town, WV).</i>
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*Series: Leadership*

## **Better Together: Forging Regional Leadership and Culture in Policing**

**Captain Zachary Stephens**, Overland Park Police Department

Police agencies routinely train regionally for SWAT, Negotiations, Motorcycle, and other high-risk specialties, but leadership and organizational culture often remain siloed. Leadership Forge was created to change that within one police agency, combining intentional mentorship, structured onboarding, and transformational leadership to build a leadership culture from the ground up. After publishing the model in Police1 and the discussions that followed, the next evolution is clear: regional collaboration. This session will share how Leadership Forge began, the measurable cultural impact it’s had, and how those lessons are being leveraged to build the regional Strengths, Training, Ethics, Excellence, and Leadership (STEEL) leadership program, partnering with outside industries to inject fresh ideas into law enforcement leadership. Attendees will gain a blueprint for scaling leadership development beyond agency walls because the future of policing leadership is forged together, not apart.

## Learning Objectives

Objective 1 - Learn how to adapt the proven Leadership Forge framework to build or strengthen leadership culture in any agency, regardless of size or structure.

Objective 2 - Learn why regional leadership development produces deeper cultural alignment and operational cohesion across agencies

Objective 3 - Learn practical strategies for launching regional leadership initiatives that integrate cross-agency collaboration and private-sector innovation.

Biography	<b>Captain Zach Stephens</b> serves with the Overland Park Police Department in Kansas, where he leads the Office of Professional Standards and Training. He is the architect of Leadership Forge, a nationally recognized leadership development initiative published in <i>Police1</i> . Captain Stephens oversees mentorship, supervisor onboarding, and executive leadership development programs that have reshaped organizational culture within his agency. He holds a Master's degree in Criminal Justice, is a Certified Public Manager, an NTOA-Certified Public Order Commander, and a doctoral candidate in Strategic Leadership. In addition to his operational responsibilities, he serves as an instructor for the University of Kansas Center for Public Safety Leadership, where he teaches leadership, organizational culture, and trust-building. His work has been featured nationally for advancing police leadership development. He is passionate about shaping the next generation of leaders and advancing policing.
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*Series: Officer Safety, Wellness and Resilience*

## **Organizational Trauma Can Be Just as Devastating as Operational Trauma**

**Chris Lewis**, Commissioner (Ret), Ontario Provincial Police; NA Session 197

Sometimes the trauma that law enforcement employees are exposed to isn't related to events, investigations or operational experiences, but to negative individuals, groups or cultures within the organization itself. In other cases, members with operational stress injuries experience sanctuary trauma from unsupportive individuals or processes within the organization they expect to be protected by. Organizational stress poses a serious challenge to law enforcement, often resulting from poor leadership; however, with strong and effective leaders, this stress can be reduced or even eliminated, providing officers with the support they require and deserve. Hear the experiences and views on this critical topic from the former head of one of North America's largest police departments, Commissioner (Ret.) Chris Lewis of the Ontario Provincial Police.

## Learning Objectives

Objective 1 - Learn the definition of Operational Trauma.

Objective 2 - Learn the definition of Organizational Trauma.

Objective 3 - Learn three (3) strategies of effective leaders in preventing/mitigating Organizational Trauma.

Biography	<p><b>Chris Lewis</b> retired from the Ontario Provincial Police (OPP), and organization of over 9,000 personnel in 2014, following 36 years of service across Ontario, including four years as Commissioner. He served in numerous detachments; tactical operations; various investigative roles; was seconded to lead a RCMP anti-smuggling task force for 2 years and then spent 2 years at the Ontario government where he was the Director of the Criminal Intelligence Service Ontario. Prior to becoming Commissioner, he was the Deputy in-charge of Field Operations. He continues to lecture on leadership and policing issues, across North America, and has authored numerous articles. In 2016 he published a book on leadership, entitled: <i>Never Stop on a Hill</i>, the profits from which are entirely committed to Special Olympics Ontario. He is currently the Public Safety Analyst for the CTV Television Network, appearing regularly in local and national news stories on both television and talk-radio stations.</p>
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*Series: Leadership*

## Succession Planning Essentials

**Charles Celano**, CEO/Co-Founder, Chief Leadership; Chief (Ret), Tustin Police Department; NA Session 258

This workshop provides a step-by-step roadmap to building and sustaining a successful succession plan tailored for law enforcement agencies. Participants will learn how to identify and prepare future leaders, anticipate leadership gaps, and implement practical strategies such as mentoring, job shadowing, and leadership development initiatives. A well-executed succession plan not only strengthens organizational resilience, but also fosters a culture of positivity, higher morale, and results-oriented professional growth. Attendees will leave with actionable tools and a clear framework to begin or enhance succession planning within their own agencies, ensuring long-term stability, continuity, and readiness to meet evolving challenges in policing.

### Learning Objectives

**Objective 1 - Understand the Core Elements of Succession Planning** Participants will learn the critical components of a successful succession plan and why it is essential for building organizational resilience in law enforcement.

**Objective 2 - Identify and Develop Future Leaders** Participants will explore strategies to recognize leadership gaps, prepare high-potential staff, and implement mentoring, coaching, and development programs.

**Objective 3 - Apply Practical Tools for Implementation** Participants will leave with actionable frameworks and step-by-step guidance to begin or strengthen succession planning efforts within their own agencies.

Biography	<p>Retired Chief <b>Charles F. Celano Jr.</b> is a 27-year veteran of the Tustin Police Department. He worked his way up through the ranks to the position of Chief of Police. Over the course of his career, Chief Celano worked a variety of assignments including Patrol Officer, Field Training Officer, Street Narcotics/Vice Detective, Regional Taskforce Detective, Gang Unit Sergeant, Patrol Area Commander and the Captain in charge of each of the two Bureaus.</p>
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Chief Celano possesses a Bachelor's Degree from California State University, Long Beach and a Master's Degree from the University of Redlands. He is also a proud graduate of the FBI National Academy, Class #258. After his law enforcement career, Chief Celano started a leadership development company called Chief Leadership in 2019. He and his team of consultants help public safety leaders all over the country through training, team building and coaching.

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*Series: Leadership*

## **History of Policing: From the Beginning to Now and Beyond**

**William Bratton**, Commissioner (Ret), Executive Chairman, Teneo Risk

Commissioner Bill Bratton will present a 60 minute seminar on the history of policing from the first police organizations founded in the country throughout the decades to modern day and provide critical information on lessons learned and how police organizations can become more efficient and better managed by knowing the history of where policing began to modern day theories that will help police leadership excel in their agencies and in turn lead those agencies into excellence. Commissioner Bratton teaches this in a manner to educate the audience on becoming better leaders by knowing the history of where policing came from up to and ending with modern trends in law enforcement and leadership to increase the knowledge of all in the audience.

### Learning Objectives

Objective 1 - Understand where we are in policing.

Objective 2 - Focus on where we have been in policing.

Objective 3 - Discuss what is to come in policing.

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#### Biography

*During a 46-year career in law enforcement, **Commissioner Bratton** instituted progressive change while leading six police departments. He is the only person ever to lead the police agencies of America's two largest cities. As Chief of the New York City Transit Police, Boston Police Commissioner, and in his first term as New York City Police Commissioner, he revitalized morale and cut crime in all three posts, achieving the largest crime declines in New York City's history. As Los Angeles Police Chief from 2002 to 2009, in a city known for its entrenched gang culture and youth violence, he brought crime to historically low levels, greatly improved race relations, and reached out to young people with a range of innovative police programs. Most recently, Commissioner Bratton led the NYPD for a second time from January 2014 to September 2016, during which he reengineered the department, revitalized morale, and implemented Neighborhood Policing and Precision Policing.*

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*Series: Life After Law Enforcement®*

## **From Enforcement to Influence: Translating Duty into Business Impact**

**John Day**, California Department of Correction and Rehabilitation (Ret); Corporate Global Security Leader; NA Session 245

Drawing on over three decades in law enforcement and a decade in corporate security, John R. Day shares practical insights and lessons learned from his own journey transitioning from public

service to the private sector. Participants will gain actionable strategies to 1) translate law enforcement experience into measurable corporate value, 2) avoid common pitfalls during the transition process, and 3) build confidence, balance, and purpose in a new professional chapter. Through real-world examples and proven techniques, John helps professionals leverage their leadership, discipline, and problem-solving skills to thrive in corporate environments and expand their influence beyond enforcement.

### Learning Objectives

Objective 1 - Translate transferable skills and identify how core competencies from law enforcement leadership, decision-making under pressure, and risk management apply directly to corporate roles.

Objective 2 - Navigate cultural and organizational differences and learn how to adapt effectively to corporate environments, understanding differences in communication, accountability, and performance expectations.

Objective 3 - Develop a personal transition plan and create actionable steps for a successful and fulfilling career transition, including networking, leveraging partner resources, and maintaining personal balance during change.

Biography	<p><b>John R. Day</b> is an accomplished law enforcement, corporate security, and business leader with over 40 years of experience leading high-performing teams in government and private sectors. A creative strategist, he develops programs that strengthen safety, resilience, and operational excellence across physical and virtual environments. A 30-year law enforcement veteran and former chief, John transitioned to corporate security with Facebook in 2016 following roles in county law enforcement and business ownership. He has managed complex incidents, including riots, workplace violence, and crisis events, and led major programs in preparedness, crisis management, business continuity, and safety. John holds a B.S. in Business Management, M.S. in Leadership and Management, and an MBA, and is a graduate of the FBI National Academy, Session #245.</p>
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*Series: Officer Safety, Wellness and Resilience*

### **Building the Resilient Agency**

**Michael Whittington**, Ph.D, Supervising Criminal Investigator, Santa Clara County District Attorney's Office; NA Session 285

Building the Resilient Agency (BTRA) is a leadership program designed for mid-to-upper-level police managers to design and launch effective wellness (stress relief) systems backed by decades of research. Instead of vague wellness buzzwords, BTRA shows "how" to reduce stigma, identify stress-invention moments, and construct wellness support throughout an officer's career.

Based on over fifty years of police stress and stress relief studies, BTRA turns this research into clear, actionable steps police leaders can implement immediately. BTRA blends the top-down mandate with the bottom-up (grassroots) collaboration, creating wellness programs police officers will actually use and trust.

Already offered at multiple FBI National Academy Sessions, BTRA motivates police leaders to strengthen mental health services, foster a culture of resilience, and reduce the stigma associated with stress relief.

Learning Objectives

Objective 1 - Learn to design wellness programs based on police stress and resiliency research.

Objective 2 - Understand stigma while addressing stigma at different levels in a police career.

Objective 3 - Learn the process for creating a wellness program from both top-down and bottom-up.

Biography	<p><b>Michael "Myke" Whittington, Ph.D.</b> is first and foremost a servant-leader. He has served as a police officer with the San Jose Police Department and as a Criminal Investigator with the Santa Clara County District Attorney's Office where he has spent seven years as a Supervising Criminal Investigator. In his time, he has witnessed the toll stress takes on officers, including those cut short due to stress. His mission is to help officers get the help they need if and when they need it.</p> <p>In order to serve, he dedicated his academic and professional work to learn about police stress and stress relief. From his doctoral dissertation to his ongoing research, Michael has focused exclusively on the motivating factors to help officers use wellness programs. He has served as a peer supporter, wellness coordinator, and a wellness instructor. He has created multiple peer support teams, assisted in the creation of many others, and is now consulting with agencies seeking to reduce stigma.</p>
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Series: Community Trends

**21st Century Considerations in Public Order Policing**

**Jose Vega**, Sergeant Special Assignment (Ret), New York City Police Department; NA Session 253

**Anthony Raganella**, Deputy Inspector (Ret), New York City Police Department; NA Session 223

In this current climate of political and media polarization, major protests, public order, civil disturbances and civil unrest are at the forefront of concerns for U.S. law enforcement. Agencies charged with ensuring public order and a citizen's constitutional rights must appropriately balance these concerns where split second operational decisions can mean the difference between a lawful assembly and a riot. These presentations and training courses will offer the audience a myriad of considerations and best practices that go into keeping such events peaceful. Agencies must reimagine how they can build and maintain trust, confidence, and satisfaction, within the communities they service, while examining their policies on mass demonstrations which should minimize the use of provocative tactics and equipment. These policies should account for procedures that implement a layered response to protests which prioritize de-escalation, and a guardian mindset.

Learning Objectives

Objective 1 - Attendees will be able to explain how to prepare for a public order event.

Objective 2 - Attendees will describe how to work in conjunction with a community to plan a public order event.

Objective 3 - Attendees will explain how to communicate with stakeholders regarding their role in a public order event.

Biography	<p><b>Sergeant Jose Vega</b> is a retired 25-year veteran of the NYPD and a graduate of the 253rd session of the FBI National Academy. For 19 years he was assigned to the Disorder Control Unit which is the NYPD’s main public order unit. Among his many responsibilities was the training of NYPD personnel on all facets of crowd control, as well as his real time response to major protests and civil disturbance to provide tactical and logistical support to on scene incident commanders. Jose is a New York State certified instructor, was the unit’s lead designer for multi-agency training exercises that are consistent with the guidelines and standards set forth by the Homeland Security Exercise and Evaluation Program (HSEEP). He is recognized as one of the leading experts on public order in the country. He has provided frequent presentations regarding public order to numerous U.S. and International agencies.</p> <p><b>Anthony J. Raganella</b> is the founder and CEO of NY Blue Line Consulting Group, a company which provides law enforcement training, consulting, and expert witness services nationwide. He is a retired 25-year decorated New York City Police Department Deputy Inspector where he spent 8 years as the Commanding Officer of the Disorder Control Unit, a citywide department unit primarily responsible for planning, assessing and ensuring the Department’s training and readiness in public order, protests, and civil unrest operations, as well as major events and emergencies.</p> <p>Anthony was instrumental in planning and coordinating the NYPD’s strategy, training and field operations during New York City’s Occupy Wall Street movement and the recent Black Lives Matter protests. He was also the co-chair on the Civil Disturbance Subcommittee for the 2015 Papal visit to New York City and conducted international research for the National Institute of Justice (NIJ) in 2017.</p>
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*Series: Emerging Technologies*

## **Tech-Ready Policing: Policy Essentials for Emerging Technology Tools**

**Joseph Race**, Attorney, Daigle Law Group; NA Session 270

This presentation provides law enforcement professionals with a comprehensive framework for integrating emerging technologies into policing practices. The training emphasizes the necessity of establishing clear policies and conducting thorough training before deploying new tools. It explores legal and constitutional considerations, including the First and Fourth Amendments, privacy rights, and relevant case law. The course also addresses the implications of artificial intelligence, particularly in report writing, and the risks associated with improper use. Participants learn how to assess technology needs, develop implementation plans, and ensure compliance with legal standards and ethical expectations. The presentation underscores the importance of transparency, oversight, and accountability in tech adoption.

## Learning Objectives

Objective 1 - Develop and implement legally sound policies for emerging technologies in law enforcement. Participants will learn how to create comprehensive policies that address legal, ethical, and operational considerations, including First and Fourth Amendment protections, data privacy, and authorized use.

Objective 2 - Evaluate and prepare for the deployment of new technologies through structured planning and training. Attendees will understand the importance of assessing current technology, identifying training needs, and establishing protocols before introducing new tools into field operations.

Objective 3 - Analyze the legal implications of digital tools and artificial intelligence in policing. Learners will explore case law, constitutional standards, and the risks associated with AI-generated reports, surveillance technologies, and digital data collection, ensuring informed decision-making and accountability.

Biography	<p><b>Joseph Race</b> is a law enforcement leader, attorney, professor and national speaker specializing in policy, compliance, and accreditation. A retired Captain of the Madison (CT) Police Department, Joseph commanded the Administrative Division, overseeing Internal Affairs, Training, Accreditation, Recruitment &amp; Selection, and Public Information. He has guided agencies through various state and national accreditation programs and currently serves as President of the Connecticut Police Accreditation Coalition, is a member of the Board of Advisors for the National Association for Accreditation Leadership and serves as a CALEA Site-Based Assessor.</p> <p>Joseph is a graduate of Winona State University and Quinnipiac University School of Law as well as the FBI National Academy (270th Session) and the Southern Police Institute's 76th Command Officers Development Course. Joseph is also a U.S. Marine Corps veteran.</p>
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Series: Officer Safety, Wellness and Resilience

### **Innovative Strategies to Improve Employee Health and Wellbeing**

**Chief Robert Bage**, Fort Walton Beach Police Department; NA Session 248

**Jeff Spivey**, Chief of Police (Ret), Irving Police Department; NA Session 252

Police departments are discovering innovative ways to leverage AI beyond traditional crime-fighting and community policing. One promising application helps officers take better care of themselves while serving their communities. By combining data from officers' wearable devices, dispatch systems, work schedules, community feedback, and employee surveys, departments are giving their teams powerful tools to monitor their health and boost their performance. Officers can track stress levels, identify burnout risks, and make informed decisions about their wellbeing before small issues become major problems. Chiefs from two municipal agencies will discuss their experiences in using technology to improve overall health, wellbeing, and performance. This panel discussion will explain how these departments empowered their officers to take control of their wellness through AI-driven insights and support.

## Learning Objectives

Objective 1 - Learn the benefits of Artificial Intelligence in managing health and wellbeing.

Objective 2 - Learn how agencies implemented Artificial Intelligence in their wellness programs.

Objective 3 - Learn how improving health and wellbeing boost morale, increases retention, and improves recruitment.

Biography	<p><b>Robert Bage</b> served 20 years with the North Miami Police Department, rising to Assistant Chief. He specialized in Community Policing and worked to improve officer welfare as a Union Representative and chair of the Police Pension Board. He holds a bachelor's degree in psychology and a master's in public administration. He is an alumnus of the FBI National Academy, PERF's Senior Management Institute of Policing, and the Florida Criminal Justice Executive Institute's Chief Executive Seminar. Since 2019, Robert has been the Chief of Police for Fort Walton Beach, where he restored the department's accreditation and earned the Okaloosa Health Department's Champion of Champions award in 2023. He serves on several state and national boards, including the Florida Criminal Justice Training and Standards Commission, the State of Florida's Immigration Council and the International Association of Chiefs of Police Board of Directors. He is the current President of the FPCA.</p> <p><b>Jeff Spivey</b> has over 38 years of law enforcement experience, 35 years as a member of the Irving Police Department and upon his retirement in 2022, the past 3 years in consulting with organizations in developing alternative responses to mental health emergencies and leading, developing peer support programs for law enforcement and overseeing a police leadership institute. Jeff has influenced law enforcement strategies nationally. As Chair of the Officer Safety and Wellness Section for the International Association of Chiefs of Police (IACP), he drives critical discussions on mental health, wellness, and safety in policing. He also served as Executive Director of the Caruth Police Institute, partnering with UNT Dallas to enhance leadership development and peer support networks. He holds a master's degree in criminal justice leadership from Sam Houston State University. He is a graduate of the 252nd Session of the FBI National Academy, and the Senior Management Institute for Police.</p>
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Series: Officer Safety, Wellness and Resilience

## **The Loneliness of Law Enforcement Leadership: Illuminating the Path from Isolation to Restoration**

**Amy Carter**, Officer Support Specialist; National Speaker on Suicide Prevention, Psychological Resilience and Police Executive Support

Loneliness in law enforcement leadership is as common as it is dangerous, and there can be a fine line between progressive isolation and suicidal ideation. This presentation delves into the evolution of the defense mechanisms commonly forged throughout a law enforcement career. It illuminates how the cognitive habits which help an officer withstand the compounding effects of the job are the very same elements which can erode their stability and diminish the skills they need to sustain a fulfilling life. But at the crossroads of awareness and understanding, exists the

power to change. This session concludes with an effective and sustainable plan; actionable steps which have been scientifically proven to safeguard the connections which are the very foundation of a strong support system. Attendees will learn daily practices they can add to their lives immediately to evolve their self-awareness, hone their mind mastery skills, and become fierce guardians of their own peace and stability.

Learning Objectives

Objective 1 - Gain insight into the unique psychological challenges inherent to law enforcement leadership, as well as how they contribute to progressive isolation.

Objective 2 - Learn the automatic threat responses the brain is wired for and the consequences that commonly arise when defense mechanisms overstay their welcome.

Objective 3 - Be equipped with daily practices which are effective for acute stress management while simultaneously forging the skills and resilience necessary for sustaining peace, health, and longevity.

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Biography	<p><b>Amy Carter</b> is the Officer Support Specialist for all police departments on Martha's Vineyard, offering scheduled and on-call support for both critical incident care and regular mental health maintenance, 365 days a year. She is a member of the Cape and islands CISM team and an ordained minister. Amy speaks nationally as a subject matter expert on Suicide Prevention, Psychological Resilience for Law Enforcement, and Police Executive Support. She has presented her own Psychological Resilience material at Chiefs' in-service training, FBI National Academy Associates retrainers, MAWLE, NAWLEE, and other conferences across the country. She is a proud member of IACP's Suicide Prevention group, and holds a certificate in Executive Life and Wellness coaching from Harvard Medical School. She attended Syracuse University where she earned her degree in both Public Communications and Psychology, is a graduate of the full time police academy, and has kept her certification current with annual in-service training. Amy is consistently committed and fervently dedicated to making quantifiable and lasting changes in the landscape of mental health support for law enforcement.</p>
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