



# Building Partnerships of Trust in Our Communities

Trainers: Kelvan Kearse & Bernie Hallums

Host: \_\_\_\_\_

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This course will cover a variety of topics that will enable officers to improve relationships with the members of their communities by enhancing and promoting trust on the part of the people they serve. This all-inclusive day of training will cover CT State Statutes relevant to **Hate & Bias Crimes (1 Credit - Area 524)**, including victim impact. **Cultural Awareness & Diversity (1 Credit - Area 412)**, **Implicit Bias (1 Credit - Area 419)** and **Police & the Public (1 Credit - Area 403)** will be covered. Through a series of videoclips and group activities, student officers will discuss issues including stereotyping, hate & prejudice, stereotype threat and why now more than ever, tension is heightened in law enforcement. Officers will be taught factors influencing cross-cultural communication and how to improve communication and relationships within their communities as it relates to cultural diversity in policing. Students will leave with an understanding of how implicit biases can affect perceptions and behavior, how it impacts community members and the Department. Police legitimacy and the principles of procedural justice and the application of both to police work will be addressed. **Procedural Justice (1 Credit - Area 416)**. Best practices in de-escalation specific to **Body Language & Verbal Skills De-Escalation Techniques (2 Credits - Area 312)** will be reviewed as well as the differences between protective and punitive use of force . Officers will learn how to recognize and overcome blind spots using emotional intelligence, reflective listening and empathy.



Quality Training for Those Who Protect Since 1974!

# About Your INSTRUCTORS

## KELVAN KEARSE

**Kelvan Kearse** began his career with the Windsor CT Police Department after serving 4 years in the US Marine Corps. He retired in 2015 as a Captain, after 25 years of service. He was a DARE officer from 1991-1994. From 1991-1993 he was a Field Training Officer. He is a 2004 graduate of the prestigious FBI National Academy. Kelvan (and Mark Francis) developed the first Cultural Diversity POST certified course that was presented at numerous in-service courses as well as to recruits at New Haven, Milford, and Hartford Police Academies from 1994-2000. Since 2012 Kelvan has provided instruction / direction on how to successfully interact with police and has presented to various community organizations, including youth groups at First Cathedral Worship Center in Bloomfield, CT, as well as presentations on bullying and personal safety to various police agencies, town organizations, clubs and churches. He also continues to provide Cultural Diversity training, a subject he has taught nationally. He has headed School Security for the Windsor Public Schools since 2015 and coaches High School Track and Field.

## BERNIE HALLUMS

**Bernard "Bernie" Hallums** served his community for over 32 years as a police officer in the Town of Manchester. In addition to his role as a Patrol Officer, he served as a Field Training Officer for 20 years, a Team Leader of (CREST) for 30 years, a School Resource Officer for 7 years, and a DARE Instructor for 3 years. Bernie has received various awards and recognition and Chief's Citations. Bernie was the "Hometown Hero" featured in *The Hartford Courant* in November of 2017, and served as Honorary Marshal for the Manchester Irish American Society in the St. Patrick's Day Parade that same year. In addition to his various roles within MPD, in 2001 he founded the Blue Angels Foundation, a non-profit that provides an annual holiday party and gifts for 300 low-income Manchester children and Christmas Day gift delivery to an additional 100 children with assistance from the Manchester PD. A practical approach speaker, Bernie trains in the area of Bias Free Policing. His lectures are brought to life using his 32 years of life and police experience and knowledge.

