



SPECTOR CRIMINAL JUSTICE
TRAINING NETWORK, INC.

Building Partnerships of Trust in Our Communities

Hosted by: Windsor Police Department

Date: October 15, 2026

Cost: \$115.00 per officer

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 Community Policing (1 Credit - Area 602) 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.

** This program is the same day of training included in the Capitol Region In-Service Program. If you attend CRT programs, it will be redundant. **



QUESTIONS? CALL 860-593-6550

See full information at:

[Partnerships of Trust](#)

Providing Quality Training For Those Who Protect Since 1974

Meet the Instructor



Bernard "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.

Program Praise ★★★★★

- "Totally applicable to today's policing"
- "Presented with the utmost of professionalism"
- "Very engaging instructor with obvious passion for the subject"
- "Great presentation style and engagement"
- "Bernie took typically boring subjects and made the entire day enjoyable. The instructor quality and experience are what makes the program work"
- "This course is the cornerstone of police function. Hallums is excellent at what he does. The concepts brought forward were clear and insightful. I personally called and thanked him for such a wonderful presentation. Again, excellent job! Please keep this course alive!"



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