



**2021 WIFLE Annual Leadership Training**  
**August 16-19, 2021**  
**Marriott Water Street Hotel**  
**Tampa, Florida**

**Theme:**

***“Real Talk: How to Address Law Enforcement Challenges Through Collective Strength”***

### **Sunday August 15, 2021**

4:00 – 6:00 PM

**Check-in**

**Check-in Desk**

### **Monday August 16, 2021**

7:30 AM – 5:00 PM

**Check-in**

**Check-in Desk**

8:30 AM – 4:30 PM

**“I’ve Got Your Six: Suicide Prevention for Law Enforcement”**

*Dr. Kier Maxwell, Employee Assistance Program (EAP) Coordinator*

*Mrs. Lois Blevins, Training Program Analyst*

*United States Secret Service*

**Grand Salon I**

Suicide is considered a public health crisis, especially among members of law enforcement. Many find it hard to talk about the subject and even less who feel skilled to help a colleague who is struggling with suicidal thoughts. This interactive workshop will teach participants the basic knowledge of the scope of suicidal behavior through suicide statistics and teach them to recognize and respond to a person in emotional distress and/or suicidal warning signs. Participants will engage in role plays to obtain competency in basic intervention skills to connect a suicidal person to resources that support emotional health and resilience.

**Pre-Registration Required**

**Class Limit: 48**

8:00 AM – Noon

**The History of Women in Law Enforcement: Challenging Institutional and Structural Racism and Promoting Social Justice and Racial Equity**

*Dr. Sharita Jacobs Thompson, Assistant Professor,*

*Prince George’s Community College and*

*Adjunct Professor – University of the District of Columbia*

- *Dr. Bernard Demczuk, Vice President and Professor, George Washington University (Retired)*

**Grand Salon J**

Drs. Thompson and Demczuk will examine the history of women in law enforcement and the current issues around the demands for police reform in this *Era of George Floyd*. The professors will survey the roots of institutional and structural racism in American history and efforts in law enforcement today overcoming this history by promoting procedural justice, social justice and racial equity. They will use Critical Race Theory and an analysis of the history of official government public policy to understand the distrust of police in some communities. They will offer ideas on policing for the future, re-imagining police operations and building better trust between law enforcement and people of color. Drs. Thompson and Demczuk's method of teaching is not to lecture, but to engage law enforcement officers in a dialogue on policing for the future while learning from our shared history. After their presentation, WIFLE will invite law enforcement scholars to offer commentary on their presentations and engage the audience in a dialogue on the history of law enforcement and lessons learned for the future.

**Panelists:**

- *Lynda R. Williams, Immediate Past President, National Organization of Black Law Enforcement Executives (NOBLE), Professor of the Practice – Middle Tennessee State University, Department of Criminal Justice, Deputy Assistant Director (Retired) – U.S. Secret Service*
- *Marcia K. Thompson, ESQ, Chief Diversity, Equity + Inclusion Officer (CDEIO) – Jensen Hughes*
- *Col. Brenda Dietzman (Retired), Undersheriff in Charge of Jail Operations, Sedgwick County Sheriff's Office and Co-Founder of Wayfinder Consulting, LLC*

**Pre-Registration Required**

**Class Limit: 50**

1:00 PM – 5:00 PM

**Grand Salon J**

**The History of Women in Law Enforcement: Challenging Institutional and Structural Racism and Promoting Social Justice and Racial Equity (*Continued*)**

**Pre-Registration Required**

**Class Limit: 50**

5:30 PM – 7:30 PM

**Welcome Reception/Exhibit Hall Preview/Silent Auction**

**Grand Salon F  
and Foyer**

Hosted appetizers and a complimentary beverage will be provided including water, soda, beer, wine or a special WIFLE drink. A full cash bar is available.

**Tuesday August 17, 2021  
Leadership Day**

7:00 AM – 7:45 AM

**Classroom 4**

**Mindful Meditation and Yoga**

*Katherine Casteneda, Assistant Special Agent in Charge - Bureau of Alcohol, Tobacco, Firearms, and Explosives and President – WIFLE, Inc., Executive Committee*

Combined to help you cope with the stresses of everyday life, this *class* offers *Mindfulness, Meditation* and *Yoga* in a way to help you cope with the stresses of everyday life, providing great benefits to both your physical and mental health. This class will provide a guided stretch, gentle flow and meditation.

7:30 AM – 4:30 PM

**Registration and Information**

**Registration Desk**

7:30 AM – 8:30 AM

**Continental Breakfast/Coffee**

**Grand Salon F**

7:30 AM – 5:00 PM

**Exhibit Hall**

**Grand Salon F**

7:30 AM – 5:30 PM

**Silent Auction**

**Grand Salons G & H**

Bid on various items, with all proceed benefiting the WIFLE Scholarship Fund.

8:15 AM - 9:30 AM

**GENERAL ASSEMBLY**

**Grand Salons A-E**

**OPENING CEREMONY**

**PRESENTATION OF COLORS**

Tampa Police Department

**NATIONAL ANTHEM:**

*Corporal Sonja Wise*

*Tampa Police Department*

**WIFLE SPEAKERS**

- *Catherine W. Sanz, President - WIFLE Foundation, Inc., and Executive Director - WIFLE, Inc.*
- *Jessie L. Lane, Vice President - WIFLE Foundation, Inc., and Deputy Executive Director, - WIFLE, Inc.*
- *Katherine Casteneda, Assistant Special Agent in Charge Bureau of Alcohol, Tobacco, Firearms, and Explosives and President – WIFLE, Inc., Executive Committee*

9:30 AM - 10:15 AM

**LEADING WITH EXCELLENCE**

**Frank Figliuzzi**, *Assistant Director, Federal Bureau of Investigation (Retired)*

In his national best-selling book, ***The FBI Way: Inside the Bureau's Code of Excellence***, Former FBI Assistant Director Frank Figliuzzi delves into the Bureau's standard of excellence by expounding on the seven "C's" – Code, Conservancy, Clarity, Consequences, Compassion, Credibility and Consistency. During this session, Mr. Figliuzzi will share valuable information on how the seven "C's" can change the trajectory of your personal life and your professional law enforcement careers.

10:15 AM – 10:30 AM

**Break**

10:30 AM – 12:00 PM

**Women in Leadership: Believing in Yourself**

- *Moderator: Susan Gibson, Special Agent in Charge (SAC), Drug Enforcement Administration (DEA)*

This is your opportunity to join a “real-time” discussion with experienced female executives and top officials as they share how they have successfully navigated through the challenges and triumphs of their distinguished law enforcement careers. Moderator - SAC Susan Gibson, DEA, will allow the WIFLE audience to delve into the panelists’ mindsets on how they confront their critical responsibilities with a keen and distinctive focus on leadership.

**Panelists:**

- *Karin Hoppman, Acting Assistant United States Attorney, Middle District of Florida*
- *Pamela Smith, Chief – U.S. Park Police, Washington, D.C.*
- *Caroline O’Brien Buster, Special Agent in Charge, U.S. Secret Service, Orlando Field Office*

Noon – 1:00 PM

**Lunch Provided**

**Grand Salon F**

1:00 PM – 2:30 PM

**LEADERSHIP WORKSHOPS**

*Choose from Workshop A (WELI extended session) B, C or D*

**A. WIFLE EXECUTIVE LEADERSHIP INSTITUTE (WELI): LEADING WITH COURAGE: EMBRACING EMPLOYEES IN A MULTI-INTERSECTIONAL WORKPLACE**

**Location:**

**Grand Salon I**

- **Marcia K. Thompson, Esq., Diversity + Inclusion +Equity Consultant**

Everyone is talking about how different employees are from each other in the workplace, and it often takes courageous dialogue to see and understand the differences while embracing the oneness at the same time. As leaders you have an opportunity to change the narrative and perspective on working in a multi-intersectional workplace. Every individual contributor has a perspective on how things should be done or could be done; the ability to harness those ideas and utilize the intelligence, experience, wisdom, and know-how of your workforce is the ultimate goal. So, what can you do as a leader to ensure everyone has a voice, feels valued, inspired, and heard? This session will explore techniques, tools, and research on how to improve organizational cohesion across the many intersectionality’s of our diverse workspaces and build engaged teams that see value in the diversity of their colleagues.

WIFLE Executive Leadership Institute (WELI): This seminar requires pre-registration and is open to GS-13, 14, 15 and SES (federal) or the equivalent rank (local and state). The seminar is an immersive facilitated session for up to 40 participants. The WELI extended session will be held from 1:00 p.m. – 5:00 p.m., with a scheduled break.

*If not participating in WIFLE Executive Leadership Training, choose B, C or D.*

Pre-Registration Required      Class Limit: 40

**B. UNCONSCIOUS BIAS**

**Meeting Room 5&6**

*Carolyn Jean McMillon, MA, ACC - ASK-Coaching-Training-Consulting, The Power of 3, LLC*

What is it and where does bias come from anyway? If you have a BRAIN you are bias. From a neuroscience perspective, our brain plays a significant role when it comes to how we engage with one another. Our brain is wired to process everything we encounter in relations to our preferences, beliefs,

reasoning, imagination, feelings, emotions and our perceptions. This seminar will help you define the concept of unconscious bias, understand where bias comes from, how to identify bias, how bias shows up in the workplace and what behaviors you can implement to minimize the negative effects of bias. Understanding bias is the first step to managing it.

**C. HOW TO NAVIGATE YOUR CAREER IN A MALE-DOMINATED CULTURE AT A FEDERAL AGENCY** **Grand Salon A-E**

*Joanna Friedman - Partner at the Federal Practice Group*

This presentation will equip federal law enforcement officers with information on how to best be able to navigate their careers at federal agencies that have a male-dominated culture in leadership. The presentation will cover what supervisors do daily that either keeps them from getting sued or not. It will instruct employees what clues to look for in an agency that may make them aware of whether or not they are working in a poor culture. The presentation will provide examples of women who have successfully navigated things like harassment and more importantly how to proactively help yourself if you think your career will ultimately be in peril for no reason other than your gender.

**D. LEVEL THE PLAYING FIELD: ARE LAW ENFORCEMENT POLICIES AND PRACTICES RIGGED ABOUT WOMEN AND MOTHERS?** **Grand Salon J**

*Dione Neely, Former Assistant to the Special Agent in Charge (Retired), U.S. Secret Service*

1:30 PM – 5:00 PM

**CAREER DAY – OPEN TO THE PUBLIC\*** **Grand Salon F**

- *Hosted by the U.S. Marshals Service*

**Career Day Classes** **Meeting Room 4**

Join us for this unique opportunity to meet with law enforcement representatives and get first-hand information on law enforcement jobs and other positions in the Federal workplace.

\*The WIFLE Career Day event will feature Facebook Live interviews with various law enforcement agencies and private sector organizations hosted by Shaw, Bransford & Roth, Federal Employment, P.C.

**3:00 PM – 3:15 PM**

**Break**

**3:15 PM – 4:45 PM**

**LEADERSHIP WORKSHOPS**

**A. LEADING WITH COURAGE: EMBRACING EMPLOYEES IN A MULTI-INTERSECTIONAL WORKPLACE (Continued)** **Grand Salon I**

*(Continuation of 1:00 p.m. WIFLE Executive Leadership Institute - (WELI)).*

**B. UNCONSCIOUS BIAS** **Meeting Rooms 5-6**

**C. HOW TO NAVIGATE YOUR CAREER IN A MALE-DOMINATED CULTURE AT A FEDERAL AGENCY** **Grand Salon A-E**

**D. LEVEL THE PLAYING FIELD: ARE LAW ENFORCEMENT POLICIES AND PRACTICES RIGGED ABOUT WOMEN AND MOTHERS?** **Grand Salon J**

*(Repeat Sessions: See above for full descriptions)*

5:30 PM – 7:30 PM

**WIFLE MEMBERS/NEW MEMBERS RECEPTION**

Location: TBD

Hosted appetizers and a beverage of your choice (water, soda, beer or wine) are provided. Please join us for this important networking event, designed to promote and expand your professional contacts.

**Special Event: WIFLE’s New Members Reception will feature “An Evening with Author Jean Kanokogi.** Jean is the co-author of her mother's story, *"Get up & Fight" the memoir of Rusty Kanokogi*" She has authored numerous mental health and law enforcement related articles in various professional publications & also publishes a column in the Eighteen Eleven Journal, with a readership of over 36,000. One of her treasured experiences includes consulting on the television program "Law and Order, Special Victim's Unit.”

**Wednesday, August 18, 2021**  
**Law Enforcement and Security**

7:00 AM – 7:45 AM

**Classroom 4**

**Mindful Meditation and Yoga**

*Katherine Casteneda, Assistant Special Agent in Charge - Bureau of Alcohol, Tobacco, Firearms, and Explosives and President – WIFLE, Inc., Executive Committee*

Combined to help you cope with the stresses of everyday life, this *class* offers *Mindfulness, Meditation* and *Yoga* in a way to help you cope with the stresses of everyday life, providing great benefits to both your physical and mental health. This class will provide a guided stretch, gentle flow and meditation.

7:30 AM – 8:30 AM

**Continental Breakfast/Coffee**

**Grand Salon F**

8:00 AM – 4:30 PM

**Registration and Information**

**Registration Desk**

8:00 AM – 11:00 AM

**Exhibit Hall**

**Grand Salon F**

8:00 AM – 5:30 PM

**Silent Auction**

Bid on various items, with all proceeds benefiting the WIFLE Scholarship Fund.

**Grand Salon G & H**

8:30 AM – 9:30 AM

**A. Blue Suicide: Survivors**

Shelley Jones, Executive Director, Survivors of Blue Suicide Foundation, Inc. (SBS)

**Grand Salons A-E**

Survivors of Blue Suicide Foundation, Inc., (SBS) addresses the emotional and psychological needs that arise from the loss of a loved one by suicide in the law enforcement profession. The family and co-workers of any active or retired law enforcement officer who has died by suicide in the United States and its territories may use the services of SBS.

9:30 AM – 10:30 AM

**B. Southwest Border Drug Trends and Trafficking**

**Grand Salons A-E**

*Cheri Oz, Special Agent in Charge, Drug Enforcement Administration*

The challenges of the COVID-19 pandemic have caused many of us to refocus our attention on the looming crisis which is impacting the United States and numerous countries abroad. In spite of our current reality, the Mexican cartels and transnational criminal organizations are taking full advantage by keeping their main focus strictly on their business assets. In this course, the Drug Enforcement Administration provides an in-depth overview of the narcotics trade, the Mexican cartels, and even how the pandemic has caused them to modify their smuggling operations.

10:30 AM – 10:45 AM

**Break**

10:45 AM – Noon

**Grand Salon A-E**

**C. THE CYBERSECURITY THREAT LANDSCAPE: SECURING CRITICAL INFRASTRUCTURE**

*Jason Burt, Regional Cybersecurity Advisor, Department of Homeland Security  
Cyber Security and Infrastructure Security Agency (CISA)*

This session will cover current and emerging Cyber threats to U.S. Critical Infrastructure and the supply chain. It will also cover Cybersecurity best practices to avoid being a victim of cybercrime and the no-cost cybersecurity resources and assessments that are available through the Cybersecurity and Infrastructure Security Agency (CISA).

Noon – 1:00 PM

**Lunch Provided**

**Grand Salon F**

1:00 PM – 2:30 PM

**LAW ENFORCEMENT AND SECURITY WORKSHOPS**

*Choose from Workshop A, B, or C*

**A. Conversation on Civil Rights, Unrest, Equity and Reform**

**Grand Salon I**

- *Cynthia M. Deitle, JD LL.M., Director – Associate General Counsel, Civil Rights - Facebook*
- *Marcia K. Thompson, ESQ – Chief Diversity, Equity + Inclusion Officer (CDEIO) – Jensen Hughes*

In the past few years, our country has seen its communities rocked by civil unrest, hate-fueled violence, and demonstrations, most involving some aspect of law enforcement action, inaction, or reaction. We've watched sometimes in awe and wondered what we can do in our respective roles to advance reform, build communities of trust, and strengthen legitimacy and ensure accountability. This session will explore these topics as the facilitators discuss federal laws applicable to hate crimes, police reform, misconduct allegations as well as strategies relating to community outreach during times of civil unrest and conflict. The facilitators have decades of experience investigating hate crimes and developing strategies to strengthen relationships between communities and law enforcement. They are nationally recognized subject matter experts in police practices, civil rights, misconduct and excessive force cases as well as pattern and practice investigations. The session will be interactive as the facilitators will encourage the attendees to share their experiences and best practices.

**B. Averting Targeted School Violence: A U.S. Secret Service Analysis of Plots Against Schools**

**Grand Salon J**

- *Dr. Lina Alathari, Protective Intelligence Senior Advisor, U.S. Secret Service, Protective Intelligence Division*
- *Ashley Blair, Lead Social Science Research Specialist (LSSRS), U.S. Secret Service, Protective Intelligence Division*

Dr. Lina Alathari and (LSSRS) Ashley Blair will co-present on the Secret Service National Threat Assessment Center's (NTAC) latest study, ***Averting Targeted School Violence: A U.S. Secret Service Analysis of Plots Against Schools***, and the report's implications for the prevention of targeted school violence. The study examines 67 disrupted plots, against K-12 schools, which took place from 2006-2018 and highlights the importance of proactive reporting and intervention. They will also review a case study and leave time for Q&A for both sessions.

**C. Blue Campaign: Human Trafficking**

**Meeting Rooms 5&6**

- *Maraya Lasinsky, Senior Campaign Specialist, Department of Homeland Security, Office of Partnership and Engagement, The Blue Campaign*

This compelling presentation will provide an overview of human trafficking which includes the following topics: overview of the crime; recognizing the indicators; review of real human trafficking cases; responding to victims; vulnerable populations; and an overview of the Blue Campaign and our available resources.

2:30 PM – 2:45 PM

**Break**

2:45 PM– 4:15 PM

**LAW ENFORCEMENT AND SECURITY WORKSHOPS**

*Choose from Workshop A, B, or C*

**A. CONVERSATION ON CIVIL RIGHTS, UNREST, EQUITY AND REFORM**

**Grand Salon I**

**B. AVERTING TARGETED SCHOOL VIOLENCE: A U.S. SECRET SERVICE ANALYSIS OF PLOTS AGAINST SCHOOLS**

**Grand Salon J**

**C. BLUE CAMPAIGN: HUMAN TRAFFICKING**

**Meeting Rooms 5&6**

(Repeat Sessions: See above for full descriptions)

6:00 PM – 7:00 PM

**PRE-AWARDS CEREMONY / VIP Reception**

**The Terrace Room**

For award recipients, agency heads and invited guests only.

7:00 PM – 9:30 PM

**WIFLE AWARDS CEREMONY AND BANQUET**

**Grand Salons A-E**



## **Thursday August 19, 2021**

### **You and Your Federal Career**

7:00 – 8:30 AM

**WIFLE Annual Business Meeting**

**Grand Salon I**

7:30 AM – 8:30 AM

**Continental Breakfast/Coffee**

**Grand Salon Foyer**

8:00 AM – 5:00 PM

**Registration/Information**

**Registration Desk**

8:30 AM – Noon

**GENERAL ASSEMBLY**

**Grand Salons A-E**

#### **YOU SAY MORE THAN YOU THINK: 4 Simple Body Language Secrets to Read and Influence Human Behavior**

*Janine Driver – CEO, Body Language Expert, Emotional Intelligence Training, Decision-Making Profiler, and Best-Selling Author*

During this fun, interactive, and fast-paced 60–120-minute keynote, CEO of the Body Language Institute, New York Times Best-Selling author of *YOU SAY MORE THAN YOU THINK*, and TEDx Speaker Janine Driver will share her 4 Simple Body Language Secrets to Reading and Influencing Human Behavior that can help you:

- Increase self-awareness, boost your executive presence, and broaden your influence through decoding and using the NEW body language and embedded commands and Statement Analysis
- Mentor other law enforcement officers more effectively by reading their verbal and nonverbal signs with 99% accuracy
- Gain a competitive edge (no matter what stage of your career you're in) during in-person conversations and interactions, virtual meetings, and phone calls by using certain rapport and trust-building techniques used by top executives at Fortune 100 companies
- Renew, heal, and create reserves of energy and peace with simple reading people secrets so you can lead your law enforcement team to operate from a more rewarding and easier place
- Decode 3 or 7 Universal Emotions and master the art of thinking like a hostage negotiator combined with the NEW persuasion strategies to turn the tide during difficult conversations and interactions
- Boost your Emotional Intelligence and unlock your warmth and likeability factors and never again struggle with building rapport and trust with the most difficult person to work with (despite the fact that you are no longer having face-to-face interactions)
- And more!

Noon – 1:00 PM

**Lunch on Your Own**

1:00 PM - 2:00 PM

**FERS RETIREMENT: MAKING SMART DECISIONS**

**Grand Salons A-E**

*Tammy Flanagan, Senior Retirement Director,  
National Institute of Transition Planning, Inc.*

Are you interested in learning what the risks are to your retirement security? If so, you might want to join Senior Retirement Director Tammy Flanagan who will discuss the following important topics so that you can make an informed decision as you contemplate retirement:

- Changes in the law can impact retirement planning
- Risk of living a long life
- Managing your TSP before and after retirement
- Understanding survivor benefit changes and elections

2:00 PM – 2:15 PM

**Break**

2:15 PM – 4:30 PM

**FLASH MENTORING**

**Grand Salons A-E**

**Facilitator:**

*Jessie L. Lane, Vice President, WIFLE Foundation, Inc.,  
Deputy Executive Director WIFLE, Inc.*

WIFLE's Flash Mentoring session gives conference attendees an opportunity to meet "face-to-face" with high-ranking law enforcement executive and officials to discuss how to further enhance your current and future career aspirations in the field of law enforcement. You will certainly benefit from this transfer of experiential knowledge following this two-hour networking session.

4:30 – 4: 45 PM

**Grand Salon A-E**

**CLOSEOUT**