

LAW ENFORCEMENT

Continuing Education

Training

Alana N. Williams

National Certified Instructor

IADLEST

International Association of Directors of Law Enforcement Training and Standards



J.A. Consultants and Training Solutions
Birmingham, Alabama



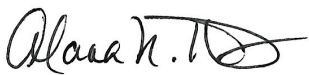
Greetings Training Coordinators:

My name is Alana N. Williams, and I have over 13 years of experience as a POST-certified law enforcement officer. I specialize in improving law enforcement practices by creating and teaching classes to increase safety, professionalism, and ethical practices among law enforcement personnel. My passion is community relations, and some of my most popular and highest-ranked custom training include *Project S.A.F.E: Strengthening Autism Friendly Experiences*, *Workplace Harassment: What You Don't Know Can Cost You*, and *Women in Law Enforcement*. Also, as law enforcement evolves, I am excited to introduce new training, *Implicit Bias: A Shift to Conscious Accountability and Ethics and Professionalism in Law Enforcement*.

This brochure includes a training summary of each class, my biography highlighting my attributes and competencies, and a brief training plan while working with your agency. Also, upon request, I can provide letters of endorsement from police chiefs, sheriffs, and other law enforcement leadership. I hope you find that I can be a valuable asset to your training program and law enforcement personnel in your region.

I would like to schedule a video conference with you to discuss the needs of your training program. If a course is not offered on my current training roster and it's a need of your agency, let's discuss what training curriculum I can develop for your agency. I hope to hear from you soon. Until then, additional information about me can be found on my website: www.solutionsJA.com. If you prefer printed copies or an email link, please do not hesitate to let me know.

Sincerely,



Alana N. Williams
Law Enforcement Trainer

Alana N. Williams

Professional Experiences

- National Certified Instructor, International Association of Directors of Law Enforcement Standards & Training (IADLEST)
Allows teaching at police academies throughout the country
- 13+ years of law enforcement experience
- Alabama Peace Officers Standards and Training (POST) Instructor
 - Sponsored by Montgomery Police Department (Alabama)
- Instructor of Criminal Justice, Alabama State University, since 2013
- International Association of Chiefs of Police
 - Subject Matter Expert (SME) for Elevate Blue Project, 2021

Education

- Doctor of Criminal Justice, Student, Northcentral University
- Master of Science, Criminal Justice, Faulkner University
- Bachelor of Science, Criminal Justice, Alabama State University
- Instructor Development Certification (IDC), Federal Bureau of Investigation (FBI)
- EEO Investigator Certification




About Us

J.A. Consultants and Training Solutions

- J.A. Investigative Services, LLC. /DBA/
J.A. Consultants and Training Solutions
Licensed and insured LLC entity in Alabama
- Minority Women Business Enterprise (MWBE)
Issued by the State of Alabama
- Disadvantage Business Enterprise (DBE)
Issued by Alabama Department of Transportation
- Montgomery Chamber of Commerce, Member
- Trained 1,300+ law enforcement personnel including police and fire chiefs & sheriffs





LAW ENFORCEMENT

Continuing Education Training

- Contemporary Issues in Law Enforcement
- Implicit Bias: A Shift to Conscious Accountability
- Improving Police and Community Relations
- Increasing Student Safety & School Resources
- Law Enforcement: Culture and Diversity Within Our Communities
- PROJECT S.A.F.E. Strengthening Autism Friendly Experiences
- Violence and Sexual Assault Amongst Our Community
- Women in Law Enforcement
- Workplace Harassment: What You Don't Know "Can" Cost You
(All-employee)
- Workplace Harassment: What You Don't Know "Will" Cost You
(Supervisor Training)

Coming Soon:

- Crisis Intervention & De-escalation
- Ethics and Professionalism in Law Enforcement

Contemporary Issues in Law Enforcement

COURSE DESCRIPTION

The "*Contemporary Issues in Law Enforcement*" training will provide an in-depth examination of current issues of policing throughout the U.S. The training will analyze the generational trends of policing leading up to the 21st century. It will discuss the "what works in policing and what doesn't work theories." Also, it will examine the various challenges for law enforcement, such as street drugs, black-on-black crime, human trafficking, minority law enforcement officers, and much more.

COURSE OBJECTIVES

1. Identify today's major policing challenges
2. Examine unethical and/or illegal actions, including corruption, of law enforcement professionals
3. Discuss women and LGBTQ+ in law enforcement
4. Discuss community policing and the various community cultures
5. Discuss the "Black man dead/white officer did it" phenomenon
6. Analyze law enforcement liabilities and lawsuits
7. Discuss ways to contribute to the betterment of law enforcement



Improving Police and Community Relations

COURSE DESCRIPTION

The "*Improving Police and Community Relations*" training is designed to provide an in-depth analysis of successful community policing practices and examine the relationship between the police and the community members they serve. Also, the training will provide an early account of community policing, introduce and compare various community policing models, and identify the strengths and weaknesses of community policing.

COURSE OBJECTIVES

1. Define and discuss the early revolution of community policing
2. Review the pros/cons of community policing
3. Examine the various classes and cultures within the community, including the media.
4. Discuss professional and ethical policing
5. Identify and discuss successful models and strategies of community policing
6. Identify ways to serve a diverse and minority community

Law Enforcement: Culture and Diversity Within Our Communities

COURSE DESCRIPTION

The "*Law Enforcement: Culture and Diversity Within Our Communities*" training will provide an in-depth examination of the "internal" police culture and an in-depth analysis of policing as it relates to community members. Also, the training will discuss the generational trends of policing in the 21st century, the good, the bad, and the ugly of law enforcement. Also, other discussions will include cultural temperament in policing, racial profiling, minorities in law enforcement, police stress/health issues, and much more.

COURSE OBJECTIVES

1. Discuss diversity within the brotherhood of law enforcement
2. Analyze the generational gaps between law enforcement personnel
4. Analyze the generational gaps in U.S. cultures
5. Review corruption and distrust of the police profession
6. Discuss how law enforcement officers interact with minority community members
7. Identify ways to serve a diverse community



Implicit Bias: A Shift to Conscious Accountability

COURSE DESCRIPTION

The “*Implicit Bias: A Shift to Conscious Accountability*” training is designed to increase awareness about implicit bias and help individuals to recognize and understand their own bias in their decision-making. The training will analyze the various forms of biases, including affinity bias, halo bias, perception bias, and confirmation bias. The training will also discuss attitudes, stereotypes, and micro-aggressions and provide participants with tools to effectively counteract the unconscious acts.

COURSE OBJECTIVES

1. Define implicit bias and explicit bias
2. Explain how implicit bias works
3. Examine how implicit bias manifests in personal and professional experiences
4. Explore the negative effects of unmanaged biases
5. Provide strategies to manage and overcome implicit bias



Increasing Student Safety and School Resources

COURSE DESCRIPTION

The “*Increasing Student Safety and School Resources*” training is designed to analyze our students' safety issues. Various issues, not limited to bullying, cyberbullying, sexting, vaping, student sexual assault, school violence, and much more, will be discussed. Also, resources to assist law enforcement administration, school resource officers, and school administration will be identified.

COURSE OBJECTIVES

1. Identify safety issues that students face
2. Discuss the potential causes of such dangerous acts
4. Discuss law enforcement response to student safety issues
5. Discuss the school's response to existing safety issues
6. Offer safety resources for students, parents, schools, and school resources officers



PROJECT S.A.F.E.

Strengthening Autism Friendly Experiences

COURSE DESCRIPTION

The "*Project S.A.F.E., Strengthening Autism Friendly Experiences*" training is designed to bring discussions about the interactions between law enforcement personnel and special-needs community members with Autism Spectrum Disorder (ASD). The training will explain what ASD is, and it will teach possible identifiable characteristics of persons with ASD. Also, it will discuss the common encounters between ASD individuals and law enforcement, and it will provide strategies to can increase to increase the officer and individual's safety.

COURSE OBJECTIVES

1. Define ASD, Autism Spectrum Disorder, and other Intellectual Developmental Disabilities
2. Examine the nationwide prevalence of ASD
3. Discuss the relationship and why First Responders training is important for interacting with persons with ASD
4. Recognize potential indicators of a person with ASD
5. Overcome communication barriers with a person with ASD
6. Provide community resources to first responders

Violence and Sexual Assault Amongst Our Community

COURSE DESCRIPTION

The “*Violence and Sexual Assault Amongst our Community*” training is designed to provide an analysis of violent crimes toward women, men, children, and LGBTQ+ individuals. Various crimes, not limited to domestic violence, sexual assault, assault/stalking, hate crimes, and much more, will be discussed. Also, resources to assist law enforcement and our community members will be identified.

COURSE OBJECTIVES

1. Identify violent and sexual crimes against community members
2. Analyze violent crimes by gender, race, and other characteristics
3. Discuss the potential causes of such dangerous acts
4. Examine proper communication methods with victims
4. Discuss the criminal justice’s response (prevention) to such violent acts
5. Identify valuable resources for community members



Women in Law Enforcement

COURSE DESCRIPTION

The "*Women in Law Enforcement*" training is designed to provide an in-depth analysis of women as law enforcement officers. The training will provide an introduction to women serving in the capacity of police officers since the early 1900's. The training will also provide an account of the various transitions for female officers through the decades as it relates to recruitment, promotions through rank, dating on and off the job, obstacles incurred while working in an alpha-male dominated culture, but most importantly, identifying coping mechanisms while working in law enforcement.

This training is open to all personnel.

COURSE OBJECTIVES

1. Discuss the history of women in law enforcement
2. Examine the male-dominated police environment
3. Assess the experience of the female officer vs. the male officer
4. Discuss women's leadership in policing
5. Discuss workplace harassment, including sexual harassment
6. Identify coping techniques for females in law enforcement

Workplace Harassment: What You Don't Know "Can" Cost You (All-employee Training)

COURSE DESCRIPTION

The *"Workplace Harassment: What You Don't Know "Can" Cost You"* training is designed to provide all personnel with a comprehensive exploration into workplace harassment- including sexual harassment, discrimination, and retaliation. Also, the training will examine why workplace harassment exists, the difference between bullying and workplace harassment, the most common forms of inappropriate behaviors, the effects of hostile working environments, and various intervention strategies to prevent workplace harassment. By educating employees, it is the hope that each employee will play a part in deterring such unbecoming and dangerous conduct.

COURSE OBJECTIVES

1. Define workplace harassment to include sexual harassment, discrimination, and retaliation
2. Identify Federal (EEOC) and State laws relating to harassment, discrimination, and retaliation
3. Examine verbal, non-verbal, and physical harassment
4. Identify the primary causes of workplace harassment
5. Discuss "unintentional" ways employees create hostile working environments
6. Understand the consequences of harassment, discrimination, and retaliation
7. Identify ways to contribute to a positive work environment

Workplace Harassment: What You Don't Know "Will" Cost You (Supervisor Training)

COURSE DESCRIPTION

The “*Workplace Harassment: What You Don’t Know “Will” Cost You*” training is designed for supervisory professionals. It provides a comprehensive analysis of what workplace harassment is, which includes sexual harassment, discrimination, and retaliation. The training will identify dangerous behaviors/acts, discuss the supervisor’s responsibilities, address prohibited employment practices, review consequences, identify prevention measures, and much more. This training will provide management personnel with the adequate tools to (1) deter workplace harassment within their organization and (2) resolve workplace harassment issues in a professional, fair, and neutral manner.

COURSE OBJECTIVES

1. Define and provide examples of harassment, including sexual harassment, discrimination, and retaliation
1. Identify Federal (EEOC) guidelines and State laws as it relates to Title VII
2. Identify primary causes of harassment and discrimination
3. Examine unintentional ways that employees create hostile working environments
4. Discuss the employer’s responsibility in preventing workplace harassment and investigating allegations
5. Identify proactive preventative measures for workplace harassment

Coming Soon!

The following trainings on the next page will be available soon.

Contact us for more information.

Ethics and Professionalism in Law Enforcement

COURSE DESCRIPTION

The *"Ethics and Professionalism in Law Enforcement"* training will provide an in-depth examination of ethical and unethical practices in law enforcement. The training will analyze real-life law enforcement cases and encourage analytical thinking about doing the job professionally and legally. In addition, a discussion about the causes of ethical dilemmas will be explored. Lastly, what is great about this training is that training will also explore the individuals' moral compass in their personal lives.

COURSE OBJECTIVES

1. Define ethics, morals, and professionalism
2. Discuss ethical considerations in law enforcement and the 4th Amendment
3. Analyze ethical practices and accountability
4. Discuss ethical practices outside of the work environment
5. Examine unethical dilemmas in policing and their consequences
6. Explore guidelines for ethical decision-making and discretion



Crisis Intervention & De-escalation

COURSE DESCRIPTION

The “*Crisis Intervention & De-escalation*” is a 2.5-day training designed to provide law enforcement professionals with additional tools to reduce injury to themselves and individuals who may be experiencing a mental or emotional crisis. Communication and de-escalation skills will be emphasized, along with identifying community resources and assistance. This training will incorporate classroom and role-playing training.

COURSE OBJECTIVES

1. Increase the safety of officers and community members
2. Identify indicators of distress
3. Improve communication during a crisis
4. Provide de-escalation tools during a crisis
5. Identify mental health resources in the community

Law Enforcement Training Plan

Presented by Alana N. Williams | (334) 721-3970 | alana@solutionsJA.com

COURSE FORMAT

- CEUs: 2 hours up to 2.5 days
Most training is 4 or 8 hours
- Weekend, 2nd/3rd shift training options
- Instruction modes: In-person lecture, interactive live via Zoom, and/or pre-recorded (online)
- May include, but not limited to: interactive feedback, group exercises, role-playing activities, polls, community engagement, and pre-test/post-test.

COMPENSATION & SCHEDULING

Training contract and schedule are negotiable to include:

- Compensation per training (based on hours per training)
- Reimbursement on travel, meals, lodging, and transportation
- 4-week advance notice for out-of-state (preferably)
- Last-minute scheduling options may be available
- Schedule and travel are flexible and based on availability

PLAN OF ACTION

- Identify the training and how many hours are needed
- Determine compensation rate per training
- Set a training schedule
- Advertise the training (A professional training flyer will be provided for each training at no cost)
- Perform all training according to the contract/memorandum of understanding
- Compensate & reimburse according to the contract/memorandum of understanding
- Certificates will be issued to the participants

CONTACT INFO:

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