

LAW ENFORCEMENT

Continuing Education Training

Dr. Alana N. Williams

National Certified Law Enforcement Instructor

IADLEST

International Association of Directors of Law Enforcement Training and Standards



J.A. Consultants and Training Solutions
Birmingham, Alabama

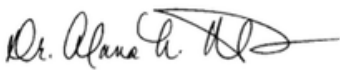
Greetings, Training Coordinators:

My name is Alana N. Williams, and I have 17+ years of experience as a POST-certified law enforcement officer. I specialize in improving law enforcement practices by creating and teaching classes that enhance safety, professionalism, and ethical conduct among law enforcement personnel. My passion is improving police-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 for each class, my biography highlighting my attributes and competencies, and a brief training plan for my work with your agency. Also, upon request, I can provide letters of endorsement from police chiefs, sheriffs, and other law enforcement leaders. 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 particular training is not offered on my current training roster and is needed by your agency, let's discuss the training curriculum I can develop for your agency. Until then, additional information about me can be found on my website: www.solutionsJA.com. I hope to hear from you soon.

Sincerely,



Dr. Alana N. Williams
Certified 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
- 17 years of law enforcement experience
- Peace Officers Standards and Training (POST) Curriculum
Developer and Trainer- Sponsored by Montgomery Police Department
- Professor, 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, Northcentral/National 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





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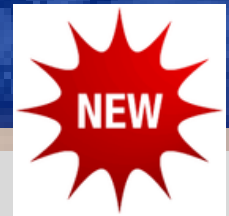
Continuing Education Training

- Ethical Behavior and Professionalism in Law Enforcement
- Implicit Bias: A Shift to Conscious Accountability **** Top Rated ****
- Increasing Student Safety & School Resources
- More than Blue or Black: Culture and Diversity Within Our Communities
- Navigating Contemporary Law Enforcement Issues and Effective Strategies
- Police and Community Relations 101: Strengthening Better Relationships
- PROJECT S.A.F.E. Strengthening Autism Friendly Experiences ****Our #1 Rated****
- Violence and Sexual Assault Amongst Our Community
- Women in Law Enforcement (Open to all). **** Top Rated ****
- Workplace Harassment: What You Don't Know "Can" Cost You
(All-employee)
- Workplace Harassment: What You Don't Know "Will" Cost You
(Supervisor Training)

NEW & Coming Soon:

- Crisis Intervention & De-escalation

Ethical Behavior & Professionalism in Law Enforcement



TRAINING DESCRIPTION

The "*Ethical Behavior 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 how to do the job fairly, professionally, and legally. In addition, the causes of ethical dilemmas will be discussed. Lastly, what is great about this training is that it will also explore individuals' moral compasses in both their personal and professional lives.

TRAINING 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



Implicit Bias: A Shift to Conscious Accountability

TRAINING 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.

TRAINING 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

TRAINING 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.

TRAINING 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



More Than Black or Blue: Culture and Diversity Within Our Communities

TRAINING DESCRIPTION

The "*More Than Black or Blue: 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.

TRAINING 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



Navigating Contemporary Law Enforcement Issues & Effective Strategies

TRAINING DESCRIPTION

The "*Safely Navigating Contemporary Law Enforcement Issues*" 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.

TRAINING 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 excessive force and killing of unarmed black and brown individuals
6. Analyze law enforcement liabilities and lawsuits
7. Discuss ways to contribute to the betterment of law enforcement



Police & Community Relations 101: Strengthening Better Relationships

TRAINING DESCRIPTION

The "*Police and Community Relations 101: Strengthening Better Relationships*" 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.

TRAINING 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



PROJECT S.A.F.E.

Strengthening Autism Friendly Experiences

TRAINING 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 provide strategies to increase the officer and individual's safety.

TRAINING 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

TRAINING 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.

TRAINING 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

TRAINING 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, and men are strongly encouraged to register.

TRAINING 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)

TRAINING 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.

TRAINING 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)

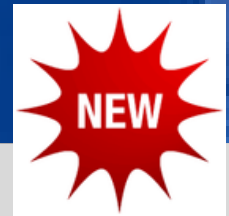
TRAINING DESCRIPTION

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.

TRAINING 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

Crisis Intervention & De-escalation



TRAINING DESCRIPTION

The “*Crisis Intervention & De-escalation*” is an 8-hour up to 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.

TRAINING 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

TRAINING FORMAT

- CEUs: 2 hours up to 2.5 days
Most trainings are 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)
- 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 the compensation rate per training
- Set a training schedule. Registration management is included at no additional cost.
- Advertisement (Social media flyers and content will be provided for each training at no cost)
- Perform all training according to the contract/memorandum of understanding
- Compensate according to the contract/memorandum of understanding
- Certificates will be issued to the participants (optional)

CONTACT INFO



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Call, email or
scan to book a free consultation
today!