

## TEACHING DIVERSITY: TRAIN-THE-TRAINER

Learn Strategies for Promoting Harmony While Increasing  
Officer Safety and Managing Workforce Diversity

*"Best training course I've had in my 16 years of law enforcement."  
2005 participant*

*"The most impressive facility I have ever seen and the most impressive group of instructors I have ever  
had the pleasure of meeting. It's very obvious that all of you believe in what you're doing..."  
2004 participant*

**Course Overview:** Successful completion of this four and one-half day program will prepare officers academically and practically to conduct cultural diversity training within their organizations and academies.

Our society is in transition, and it is becoming more diverse every day. Employees come from a variety of religious backgrounds, live with disabilities, and share many other characteristics that, for years, were not acknowledged and/or supported in the workplace.

In addition, law enforcement is charged with relating to all segments of the communities they serve in a fair and impartial manner. Therefore, familiarization with communication styles, customs, language and behavior patterns of various cultures, ethnic groups and non-traditional populations will effectively enhance the quality of police services and departmental image. Shared knowledge of various populations will enhance officer safety, and is likely to increase understanding and empathy in the process of improving police-citizen contacts.

**Main Topics:**

- Linking multi-cultural education and officer safety
- The demographic shifts in our population
- Communication styles associated with various groups within Canada and the U.S.
- Adult learning in a law enforcement environment
- Police racial profiling and public perceptions
- Creating or maintaining a workplace that welcomes and appreciates differences
- Successful programs and philosophies for teaching cultural diversity
- Establishing, building and maintaining an in-house cultural diversity training program
- The history and psycho-social effects of prejudice, discrimination and racism
- Strategies for teaching cross-cultural communications skills to officers
- Recognizing and affirming all employees
- Strategies for reducing prejudice and discrimination
- In-depth examination and discussion of classic and contemporary diversity-related literature

**Faculty:**

**Felice Markowitz** is the Associate Director of the National Coalition Building Institute Canada, as well as Jewish constituency leader for NCBI International. She has worked and studied in the social service, counseling and educational fields for over 20 years assisting diverse groups with tough issues.

**Gregory Smith** is the Associate Director of the Institute for Law Enforcement Administration. He holds a B.S. degree in Social Science, with a specialization in Multi-Cultural Education from Ball State University. Mr. Smith has more than 20 years of law enforcement, military and teaching experience.

Faculty\* (continued): **David Snoddy** is a full time instructor with the Ontario Police College, Policing Services Division, Ministry of Community Safety and Correctional Services. He is currently the Team Leader for the Race Relations and Adult Education unit. Mr. Snoddy has worked as an educator for the past 25 years in the private, not-for-profit and public sectors with a focus on human relations and social justice issues.

**Gary W. Sykes** is a Professor with Mercyhurst College in Erie, PA. He holds a B.A., M.A., Ph.D. in Political Science from The Pennsylvania State University; is the former Director of ILEA; and a former professor at the University of Louisville School of Justice Administration, the Southern Police Institute and the University of Wisconsin-Superior.

\*Faculty composition based on instructor availability.

Who Should Attend\*: Police instructors  
Community relations specialists  
Community advocates  
Police managers/supervisors

\*This course is best suited for individuals with prior training experience.

Dates and Location: March 6-10, 2006  
Ontario Police College, 10716 Hacienda Road, Aylmer West, Ontario, Canada N5H 2T2  
The College is situated on 300 acres of rural land, approximately 5 kilometers northeast of Aylmer and 190 kilometers west of Toronto and 210 kilometers east of Detroit/Windsor. It is about 40 minutes from London International Airport and 2 hours from Toronto's Pearson International Airport. Directions: Take Highway 401 to Imperial Road (Hwy. 73) (Aylmer Exit); proceed south through the villages of Mossley, Harrietsville and Lyons; turn east (left) onto Ron McNeil Line (County Rd. 52); turn south (right) onto Hacienda Road (County Rd. 32); turn left onto College grounds.

Hours: 8:30am to 4:30pm Monday-Thursday; 8:30 to 12:00 noon Friday

Tuition: \$750(US) or approximately C\$995 (Canadian). This price includes tuition, meals and board at the College. Payments should be mailed to the Institute for Law Enforcement Administration or paid to the onsite instructor.

Meals and Housing: The cost of meals and housing is included in the tuition and will be provided by the Ontario Police College.

Cancellation Policy: Tuition, less a \$50 handling charge for each registration, will be refunded upon WRITTEN CANCELLATION received not later than five (5) working days prior to the program (e-mail: [cburkel@cailaw.org](mailto:cburkel@cailaw.org)). No refunds after this date, although substitutions of attendees for this program are permitted. Registrants not entitled to a refund will receive the course materials, with the exception of copyrighted items.

