

## REGISTRATION

Daily sessions begin promptly at 8:30am and will end at 5:00pm, except on Friday which will conclude at 12:00 noon. Lunch will be on your own.

## COURSE LOCATIONS

**Dallas:** Center for American and International Law, 5201 Democracy Drive, Plano, Texas.

**Ontario:** PEEL Regional Police Training Center, 180 Derry Road East, Mississauga, Ontario, Canada.

## HOTEL ACCOMMODATIONS

**Dallas:** Residence Inn, 5001 Whitestone Lane, Plano, \$89.00 per night studio or 1-bedroom, plus tax. Full breakfast is included. To assure room availability, contact the Residence Inn directly (972.473.6761) at least 30 days prior to arrival and ask for the government rate.

**Ontario:** Best Western, Admiral Hotel and Suites, 40 Admiral Boulevard, Mississauga, Ontario, Canada, Phone: 905.795.1011, Fax: 905.795.1712.

## NONDISCRIMINATORY POLICY

It is the policy of The Center for American and International Law that no person, on the basis of race, sex, color, religion, national origin or ancestry, age or handicap, shall be discriminated against in educational programs and activities, scholarship programs or admissions.

## TUITION CANCELLATION

Tuition, less a \$25 handling charge, will be refunded upon written cancellation received five (5) working days prior to the program. Cancellations received after that date cannot be refunded, although substitutions for this program will be permitted.

## TCLEOSE CREDIT

Persons successfully completing these courses will be eligible for 40 hours of Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) credit.

Please Note: The Institute utilizes outside mailing lists. If you receive a duplicate of this announcement, please pass it along to an interested colleague.



Please let us know of corrections needed in your mailing address.

THE CENTER FOR AMERICAN AND INTERNATIONAL LAW  
5201 Democracy Drive – Plano, Texas 75024



# TEACHING DIVERSITY

## TRAIN-THE-TRAINER FOR LAW ENFORCEMENT PROFESSIONALS

March 8-12, 2004  
Ontario, Canada

May 10-14, 2004  
Plano, Texas

November 15-19, 2004  
Plano, Texas

Nonprofit  
Organization  
U.S. Postage  
PAID  
Permit No. 3778  
Dallas, Texas

INSTITUTE FOR  
LAW ENFORCEMENT ADMINISTRATION

(The Center for American and International Law)

5201 Democracy Drive

Plano, Texas 75024

972-244-3430

[www.theILEA.org](http://www.theILEA.org)

# TEACHING DIVERSITY: TRAIN THE TRAINER

March 8-12, 2004 ■ Ontario, Canada

May 10-14, 2004 ■ Plano, Texas

November 15-19, 2004 ■ Plano, Texas

The Institute for Law Enforcement Administration, a division of The Center for American and International Law, will hold this course at its headquarters located at 5201 Democracy Drive, Plano, Texas and the PEEL Regional Police Training Center, 180 Derry Road East, Mississauga, Ontario, Canada.

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, an is likely to increase understanding and empathy in the process of improving police-citizen contacts.

## COURSE MAIN TOPICS

- Linking multi-cultural education and officer safety
- The demographic shifts in our population
- Communication styles associated with various groups within the United States
- Adult learning in a law enforcement environment
- Police racial profiling and public perceptions
- Creating or maintaining a workplace that welcomes and appreciate 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
- Conflict resolution principles
- Strategies for teaching sexual harassment prevention
- Strategies for fostering teams
- Recognizing and affirming all employees
- Strategies for reducing prejudice and discrimination
- In-depth examination and discussion of classic and contemporary diversity-related literature

## LECTURERS

### ILEA STAFF

**Daniel P. Carlson**, BS, State University of New York, Criminal Justice, Associate Director

**Gregory Smith**, BS, Ball State University, Social Science, Assistant Director

**Gary W. Sykes**, Ph.D., Pennsylvania State University, Political Science, Director

### ADJUNCT FACULTY

**Patricia Bates-Ballard**, BS, Consultant, Former Director of Education, Greater Dallas Community Relations Commission

**James A. Kavina**, Diversity Consultant, FBI, Office of Equal Opportunity, Ret.

**Felice Markowitz**, MA, Professor, George Brown College

**David Snoddy**, MA, Lecturer, Ontario Police College

\*FACULTY composition based on instructor availability

## REGISTRATION - TEACHING DIVERSITY

**Mail, fax or e-mail to:**  
Registrar: Institute for Law  
Enforcement Administration  
5201 Democracy Drive  
Plano, TX 75024

ILEA Phone: 972.244.3430  
or 800.409.1090  
Fax: 972.244.3431  
E-mail: ilea@cailaw.org

**Tuition:** \$445.00 member, \$545.00 non-member of the Institute for Law Enforcement Administration. This includes all instruction and handouts. Lodging and meals are excluded.

Course Date \_\_\_\_\_

Name/Rank \_\_\_\_\_

Agency \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Fax \_\_\_\_\_

E-mail Address: \_\_\_\_\_

## PAYMENT INFORMATION

Check enclosed payable to:  
The Center for American and International Law

Check# \_\_\_\_\_ Check Amount \_\_\_\_\_

Purchase Order attached: # \_\_\_\_\_

Invoice my agency: Attention \_\_\_\_\_

Charge to:  Master Card  Visa

AMEX  Discover

*Credit card tuition may be faxed or e-mailed.*

Card Number \_\_\_\_\_

Expiration Date \_\_\_\_\_

Name on Card \_\_\_\_\_

Billing Address (if different from above address) \_\_\_\_\_

Authorized Signature \_\_\_\_\_