



INTRODUCTION

Since 1976, The National Organization of Black Law Enforcement Executives (NOBLE) has served as the "conscience of law enforcement," addressing critical issues germane to improving both the law enforcement profession and its service to our community.

NOBLE's motto, "Justice by Action," is consistent with our effort to pursue our goals by conducting substantive research, providing training and professional development opportunities, speaking out on relevant issues, and performing a variety of community outreach activities. The success of NOBLE's efforts is reflected by its growth and the major role it has played and continues to play in shaping policy on issues of vital importance to minorities and the law enforcement community.

NOBLE has effectively used the media, training, the judicial process, and direct correspondence to express opinions and concerns. NOBLE firmly believes that speaking out on salient issues helps to favorably influence the decisions of those who develop public policy.

Some of the areas of interest and concern to NOBLE are:

- Racial Profiling
- Family Violence
- Minority Recruitment, Hiring, and Promotion
- Vehicular Passenger Restraints and Child Safety Seats
- "Friendly Fire" Injuries and Deaths
- Use of Unnecessary and Excessive Force
- Traffic Safety
- Community Policing
- Law Enforcement Ethics & Integrity
- Youth Violence
- School Safety
- Law Enforcement Technology
- Police Accountability and Citizen's Review Panels
- Victims Assistance
- Mandatory Sentencing
- Asset Forfeiture
- Drug Enforcement
- Firearms Safety



WHO WE ARE

Law enforcement executives above the rank of lieutenant (GS-13 in the federal sector), police educators, academy directors, interested individuals, and organizations share the following NOBLE goals:

- To provide a platform from which the concerns and opinions of minority law enforcement executives and command-level officers can be expressed.
- To facilitate the exchange of programmatic information among minority law enforcement executives.
- To increase minority participation at all levels of law enforcement.
- To eliminate racism in the field of criminal justice.
- To secure increased cooperation from criminal justice agencies.
- To reduce urban crime and violence.
- To develop and maintain channels of communication between law enforcement agencies and the community.
- To encourage coordinated community efforts to prevent and abate crime and its causes.

NOBLE CEO's command some of the nation's most prestigious federal, state, and local law enforcement agencies in virtually every area of law enforcement from sheriffs to campus chiefs, federal agents to constables.



WHAT WE DO

- **NOBLE** offers on-site technical assistance and training to police departments and develops model policies, practices, and procedures designed to decrease racial and religious violence and harassment.
- **NOBLE** conducts research and training and offers technical assistance in crime victim assistance, community oriented policing, domestic violence, use of deadly force, and minority recruitment.
- **NOBLE** offers fellowships for law enforcement mid-level managers, internships for first-line supervisors and criminal justice majors.
- **NOBLE** provides scholarships for criminal justice majors.
- **NOBLE** is a member of the Community Policing Consortium and provides Human Diversity and Community Partnership training to law enforcement officers and community members.
- **NOBLE** has partnered with the National Highway Traffic Safety Administration (NHTSA) to encourage the use of seatbelts and child-safety seats.
- **NOBLE** has partnered with Allstate Insurance, the NAACP, and the Hispanic-American Police Command Officers Association (HAPCOA) to present *The Law & You*, a nationally recognized training for young people designed to improve their communications with law enforcement officers.
- **NOBLE** has partnered with IES Electronics Industries USA, Inc. to develop an interactive model of *The Law & You*, as well as a training program for law enforcement officers utilizing computer simulators to improve law enforcement officers' communications skills.
- **NOBLE** has been awarded a grant by the U.S. Department of Justice to develop a model policy on Non-traditional Responses to Family Violence.



THE HISTORY OF NOBLE

The National Organization of Black Law Enforcement Executives (NOBLE) was founded in Washington, D.C., on December 7, 1976.

NOBLE was the brainchild of sixty black law enforcement executives who met in Washington, D.C., in September 1976. The Police Foundation, the Law Enforcement Assistance Administration (LEAA), and the Joint Center for Political Studies joined in arranging a three-day symposium on high crime rates in Black urban communities. The delegates represented twenty-four states and fifty-five major cities. They exchanged views about crime rates and the social and economic conditions that lead to crime and violence. They raised questions about fairness in the administration of justice, police-community relations, the hiring and promotion of black police officers, and the unique problems faced by black police executives.

A major by-product of the symposium was the formation of the National Organization of Black Law Enforcement Executives (NOBLE). The officials stated their desire "that this organization be formed for the unification of black law enforcement officers at executive and command levels and that it impact the major problems of crime and delinquency in metropolitan areas by:

- Conducting proper and adequate research.
- Establishing mutually beneficial linkages and liaisons with organizations of similar concern and purpose.
- Establishing effective means for dealing with racism.
- Evaluating and recommending legislation at all levels of government.

We strive to ensure that the contributions of African-American law enforcement officers and executives are remembered. It is our charge that, because of our professional competence, the communities and agencies that we serve enjoy more trust and a much more dynamic relationship. It is our dream that, because of the personal example we set, young people will aspire to enter the law enforcement profession and seek promotion. It is our aspiration that, because of our training, the profession of law enforcement understands its relationship with the community as that of a partner and problem solver whose primary goal is service and not an occupying or oppressive force. It is our responsibility to address issues of unprofessional conduct and discriminatory policies that violate the moral and ethical principles to which we subscribe.



WHERE WE ARE LOCATED

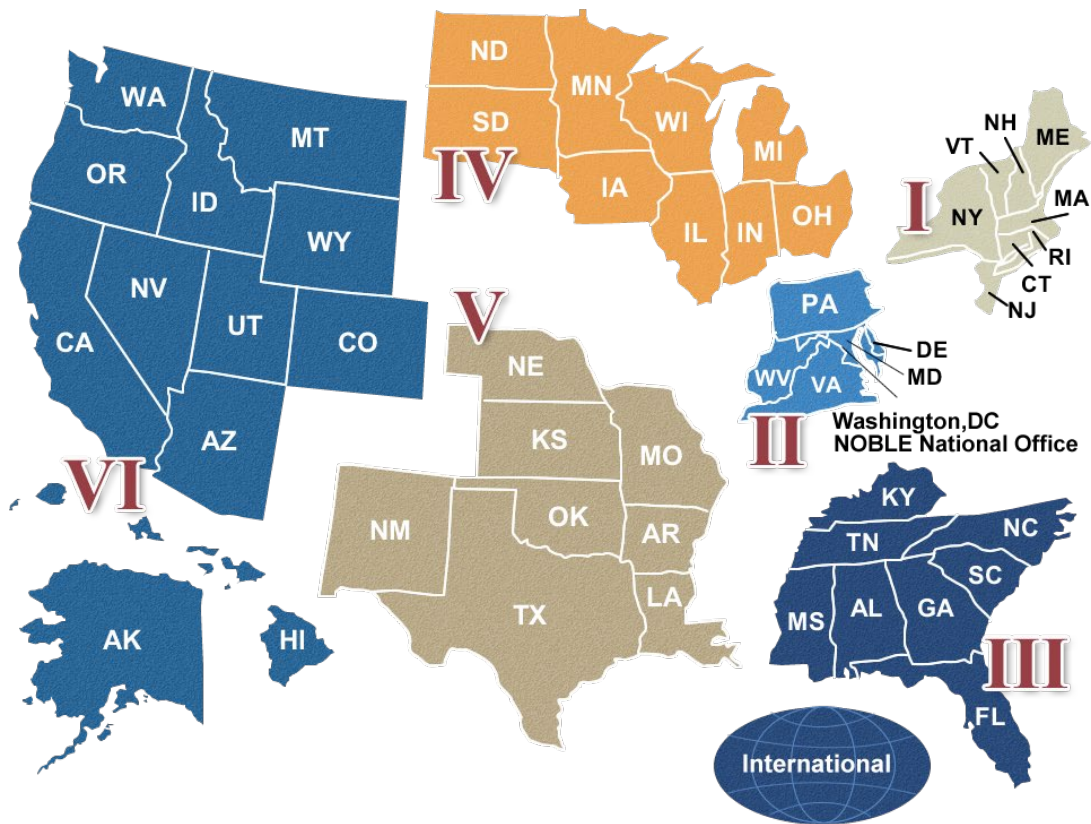
NOBLE CHAPTERS

Region One	Region Three	Region Five
<i>Central New York</i>	<i>Alabama-Birmingham</i>	<i>Greater North Texas</i>
<i>Long Island, New York</i>	<i>Central Florida</i>	<i>Houston</i>
<i>New England</i>	<i>Chattanooga Regional</i>	<i>Kansas City</i>
<i>New York City</i>	<i>Georgia</i>	<i>Louisiana</i>
<i>Northern Jersey</i>	<i>Greater Charlotte</i>	<i>Oklahoma</i>
<i>South Jersey</i>	<i>Kentucky</i>	<i>St. Louis</i>
<i>Western New York</i>	<i>Mississippi</i>	<i>Nebraska</i>
	<i>North Florida</i>	<i>Central Texas</i>
	<i>Greater Jacksonville</i>	<i>Baton Rouge Middle District</i>
Region Two	S. Alabama-Montgomery-Mobile	Region Six
	<i>South Carolina</i>	
<i>Central Pennsylvania</i>	<i>South Florida</i>	<i>Colorado State</i>
<i>Central Virginia</i>	<i>St. Kitts/Nevis (Caribbean)</i>	<i>Doeg Nelson, Arizona</i>
<i>Delaware</i>	<i>West Tennessee</i>	<i>Greater San Diego</i>
<i>Hampton Roads, VA</i>		<i>Northwest, OR</i>
<i>Maryland</i>	Region Four	<i>Sacramento</i>
<i>Northern Virginia</i>		<i>San Francisco Bay Area</i>
<i>Philadelphia</i>	<i>Chicago</i>	<i>San Gabriel Valley, CA</i>
<i>Pittsburgh</i>	<i>Cleveland</i>	<i>Southern California</i>
<i>Washington DC Metropolitan</i>	<i>Detroit</i>	<i>Southern Nevada</i>
	<i>Greater Cincinnati</i>	<i>Washington State</i>
	<i>Land of Lincoln, IL</i>	
	<i>Northern Illinois</i>	
	<i>Northern Indiana</i>	
	<i>Wisconsin</i>	



ORGANIZATION OF THE NATIONAL OFFICE

In 1993, NOBLE relocated its National Office from Washington, D.C., to 4609-F Pinecrest Office Park Drive in Alexandria, Virginia, approximately six miles south of the Nation's Capital. The facility houses NOBLE's professional staff, consisting of training, finance, publications, membership, conference services, and executive staff functions. Additionally, one wing of the complex serves as a satellite office for NOBLE's staff assigned to the Community Policing Consortium.





MISSION, VISION, OBJECTIVES AND PRINCIPLES

NOBLE Mission Statement

To ensure equity in the administration of justice in the provision of public service to all communities and to serve as the conscience of law enforcement by being committed to justice by action.

Vision Statement

The goal of NOBLE is to be recognized as a highly competent, public service organization that is at the forefront of providing solutions to law enforcement issues and concerns, as well as to the ever-changing needs of our communities.

Objectives

The objectives that are employed to implement the goals of the organization include:

- An emphasis on being a competent learning organization that continuously learns from the collective knowledge of its members and other sources of criminal justice research and data, while simultaneously working to rapidly convert this learning into action.
- Working to ensure long-term organizational stability by identifying and establishing mutually beneficial relationships with corporations and other funding sources.
- Recommending and executing policies, processes, and procedures that recognize and pursue goals common to all segments of the community and law enforcement, with a focus on ensuring strict accountability and uncompromising integrity.
- Providing structured mentoring programs and opportunities that support the development of NOBLE members for leadership positions in law enforcement.
- Promoting and encouraging attitudes and characteristics that permit adaptability to the changing demands placed on law enforcement and the development of professional and communication competencies that help view, comprehend, and shape appropriate responses to an ever-changing environment.
- Increasing the effectiveness and efficiency of NOBLE through a clearly defined and shared sense of purpose and commitment among its members.



GUIDING PRINCIPLES

Respect:

Law enforcement must be respectful of the rights of all persons.

Uncompromising Integrity:

NOBLE will conduct its business according to ethical standards of law enforcement.

Courage of Convictions:

NOBLE will be proactive in addressing issues of controversial law enforcement policies and practices.

Accountability:

NOBLE promotes the principle of mutual accountability between the criminal justice system and the community.

Community Partnership:

The community must be an integral part of the criminal justice system, with particular attention being given to criminal justice issues that affect the African-American community.

Value Diversity:

NOBLE promotes the value of diversity at all levels throughout the criminal justice system.

Mentoring:

NOBLE members are committed to mentoring as a way of life.



THE FOUNDING MEMBERS

* Denotes deceased

1. Paul B. Adams, Roanoke VA, Police Department	31. Kenneth Miles, Wilmington, DE, Police Department
2. Lucius Amerson, Macon County, AL, Sheriff's Office *	32. Laurel Miller, Richmond, VA, Police Department
3. Frank Blount, Detroit, MI, Police Department	33. Thomas Mitchelson, New York, NY, Police Department
4. Larry Bolden, Las Vegas, NV, Police Department *	34. William Moore, Pittsburgh, PA, Police Department *
5. Charles Boone, Gary, IN, Police Department	35. George Napper, Atlanta, GA, Bureau of Police Services
6. William Bracey, New York, NY, Police Department *	36. Doeg Nelson, Phoenix, AZ, Police Department*
7. Homer F. Broome Los Angeles, CA, Police Department *	37. Sam Nolan, Chicago, IL, Police Department
8. Lee P. Brown, Multnomah County, OR, Sheriff's Office	38. Tilmon O'Bryant, Washington, DC, Police Department *
9. Willie B. Clayton Jr., Atlantic City, NJ, Police Department*	39. Lloyd Patterson, Cleveland, OH, Police Department
10. Monroe Coleman, Omaha, NE, Police Department	40. Gwynne Peirson, Howard University, Washington, DC, Department of Sociology and Anthropology
11. James V. Dabner, Indianapolis, IN, Police Department	41. Edward Rhodes, Alaska State Troopers
12. Roosevelt Dunning, New York, NY, Police Department *	42. Fred Rice, Chicago, IL, Police Department
13. William E. Dye, Champaign, IL, Police Department *	43. Bishop Robinson, Baltimore, MD, Police Department
14. Reginald Eaves, Atlanta, GA, Department of Public Safety	44. Andrew L. Rodez, Benton Harbor, MI, Police Department
15. Rufus Evans, Kansas City, MO, Police Department	45. Joseph T. Rouzan, Los Angeles, CA, Police Department
16. Joseph Fraser, Atlantic City, NJ, Police Department *	46. Fred Ruffin, Philadelphia, PA, Police Department
17. Vernon Gill, Washington, DC, Police Department	47. Lloyd Sealy, John Jay College of Criminal Justice, New York, NY*
18. Charles Gittens, U.S. Secret Service, Department of the Treasury	48. Leon H. Smith, Trenton, NJ, Police Department
19. James S. Griffin, St. Paul, MN, Police Department *	49. Leroy Smith, City of Miami, FL, Police Department
20. Julius Guillory, Opelousas, LA, Police Department *	50. J.L. Sparks, Atlanta, GA, Bureau of Police Services
21. William C. Helm, Peoria, IL, Police Department	51. Leroy Swift, Kansas City, MO, Police Department
22. Ben Holman, U.S. Department of Justice, Community Relations Services *	52. O'Dell Sylvester, Oakland, CA, Police Department
23. Willie R. Howell, Muskegon Heights, MI, Police Department	53. T.C. Tisdon, Shreveport, LA, Police Department *
24. Frank Ingram, III, Savannah, GA, Police Department *	54. Louis Turner, New Orleans, LA, Police Department
25. Burtell Jefferson, Washington, DC, Police Department	55. Mitchell Ware, Chicago, IL, Police Department
26. Johnnie Johnson, Birmingham, AL, Police Department	56. Atkins Warren, St. Louis, MO, Police Department
27. Sterling Johnson, New York Prosecutor's Office, NY, Narcotics	57. Edward Williams, Newark, NJ, Police Department
28. Robert Lamb, U.S. Department of Justice, Community Relations Service *	58. Hubert Williams, Newark, NJ, Police Department
29. William Logan, Evanston, IL, Police Department	59. Rodney Williams, San Francisco, CA, Police Department
30. William Lucas, Wayne County, MI, Sheriff's Office	60. Samuel L. Williams, Los Angeles, CA, Police Department



THE NATIONAL PRESIDENT

Hubert Williams	1976-1979	Hubert Bell	1994 -1995
Gilbert Branche	1979-1980	Oliver Thompson	1995-1996
Bishop Robinson	1980-1981	Louis Graham	1996-1997
Atkins Warren	1981-1982	Jacquelyn Barrett	1997-1998
Henry DeGeneste	1982-1983	James Golden	1998 -1999
Sylvester Winston*	1983-1984	Wesley Mitchell	1999-2000
Ira Harris	1984-1985	Ida Gillis	2000-2001
Marty Tapscott	1985-1986	Leonard Cooke	2001-2002
George Napper, Ph.D.	1986-1987	Jimmy L. Wilson	2002-2003
Harold Johnson*	1987-1988	Anthony Scott	2003-2004
Ronald Nelson	1988-1989	Clarence Edwards	2004-2005
Marcellus Bowles	1989 -1990	Richard J. Pennington	2005-2006
Moses Ector	1990-1991	Jimmie L. Dotson	2006-2007
Willie Williams	1991-1992	Douglas Deleaver	2007-2008
Perry Anderson	1992-1993	Joseph A. McMillan	2008-2009
John Pritchard	1993-1994	Ernest E. Green, III	2009-2010

* Denotes deceased