



Institute for  
**LAW ENFORCEMENT  
ADMINISTRATION**

## Center for Law Enforcement Ethics



**Center for Law Enforcement Ethics**  
Improving Decision-Making through  
Education, Publication and Action

The Center for American  
and International Law  
Plano, Texas



ILEA is an Institute of  
**THE CENTER FOR AMERICAN  
AND INTERNATIONAL LAW**

### Programs and Services include:

- | Train-the-Trainer courses in Ethics and Diversity
- | Seminars in Ethical Leadership
- | Multi-Cultural Education
- | Contemporary Issues and Ethics Conference
- | Publications: *Ethics Roll Call* and *Journal of Ethics and Leadership*
- | Ethical Courage Award

Learn More! [theilea.org](http://theilea.org)

# CENTER FOR LAW ENFORCEMENT ETHICS

## OUR MISSION

Since 1992, our mission has been to champion the nobility of policing by providing a forum to address the ethical issues of peacekeeping in a democratic society; and to improve police-citizen relationships through service, education and dialogue.

## CORE FACULTY



**Gregory Smith, M.A.**  
Director, ILEA  
Vice President, The Center for  
American and International Law

| Over 30 years of combined  
experience in the U.S. military, law  
enforcement and education

| Bachelor of Science degree in  
Sociology from Ball State University with Minors in  
Multi-Cultural Education and Military Science

| Master of Arts degree in Sociology, (specializing in  
Social Psychology) from the University of Texas at  
Arlington

| Former Police Officer in Texas, and Major, USAR



**Richard N. Holden, Ph.D.**  
Scholar-in-Residence, ILEA  
Professor of Criminal Justice, University  
of North Texas at Dallas

| Over 45 years of experience in  
academic leadership, law enforcement/  
military service

| Ph.D. in Criminal Justice from Sam  
Houston State University

| Former Associate Director of Education and Training, and  
Interim Director of the Caruth Police Institute (CPI)

| Former Director of the State and Local Anti-Terrorism  
Training Program (SLATT)

| Former Police Officer in the states of Washington and Texas



**Patty Bates-Ballard**  
Creative Director and Owner,  
WordSmooth

| Over 25 years of experience in multi-  
cultural relations, conflict resolution,  
diversity training and mediation

| Bachelor of Science degree in  
Psychology and Bachelor of Arts

degree in Philosophy from Austin College

| Co-author of the book *Navigating Diversity*

| Former Diversity Director for the Greater Dallas Community  
Relations Commission



**John M. Ray, Ph.D.**  
Assistant Chief of Police  
Victoria Police Department

| Over 30 years of experience in law  
enforcement leadership in  
municipal and county governments

| Ph.D. in Public Affairs from the  
University of Texas at Dallas

| Former Deputy Chief at Longview PD

| Served in the U.S. Air Force

## ADJUNCT FACULTY

| **Paul Boyles, Ph.D.**, Lieutenant, Lexington Police  
Department, Lexington, KY

| **David N. James**, Chief (Ret.), Carrollton Police Dept.,  
Carrollton, TX

| **John Jones, Ph.D.**, Professor (Ret.), Law and Justice  
Centre, Sir Sanford Fleming College, Ontario, Canada

| **Catherine J. Nanton, M.A.**, Professor, Fanshawe  
College, Ontario, Canada

| **A. Jay Six**, Chief Deputy (Ret.), Tarrant County Sheriff's  
Office, TX

| **John Thorpe**, Captain, (Ret.), Irving, TX

| **Mac Tristan**, Chief, Coppell Police Dept., Coppell, TX



**Deena Siddiq**  
Regional Marketing & Development  
Manager for Africa and Middle East  
regions, World Ventures

| Over 15 years of experience in  
Advertising and Marketing strategy,  
with expertise in Multicultural brand  
marketing

| Bachelor of Arts degree in Advertising and Marketing from  
Fairleigh Dickinson University

| Former Director of Diversity & Inclusion for the Dallas  
Convention & Visitors Bureau

| Has lived in 9 countries including Sri Lanka, Singapore,  
Iraq, Egypt, Saudi Arabia, Tanzania and Kuwait

# COURSES AND CONFERENCES

## ETHICS TRAIN-THE-TRAINER COURSE

Successful completion of this program authorizes graduates to present ILEA's 8 hour Law Enforcement Ethics and 16 hour Ethics for Field Training Officer courses within their own organizations and academies.

## ETHICS AND ETHICAL DECISION MAKING

A one-day seminar that offers strategies to help improve ethical decision making on both a personal and professional level.

## SERVANT LEADERSHIP

This program is presented as an informal group discussion based on the concepts developed by the Robert K. Greenleaf Center for Applied Ethics. It emphasizes service to others, a holistic approach to work, promoting a sense of community and the sharing of power and decision-making.

## CREATING A CULTURE OF INTEGRITY

This seminar focuses on defining what a culture of integrity is, and once defined, how we align the traits of individual integrity with the values, policy and practices of the organization. Participants examine policing over time and develop strategies for improving public trust and enhancing police legitimacy using a Best Practices model.

## ADVANCED ETHICS TRAIN-THE-TRAINER COURSE

This program explores various aspects of theoretical ethics in western, eastern and other societies. It is designed for those more seasoned ethics facilitators who wish to increase their knowledge.

## TEACHING DIVERSITY AND INCLUSION: STRATEGIES FOR INSTRUCTORS

Successful completion of this 40 hour program will prepare officers to conduct diversity training within their organizations and academies. With a focus on cross-cultural communication, understanding implicit bias and various "bridge" building strategies, graduates are able to navigate the difficulties and misunderstanding brought about by difference.

## DIVERSITY THROUGH ETHICAL LEADERSHIP

This program examines communication, upbringing, gender, age and other variables to help participants find the link between ethical behavior and the fair and balanced treatment of all our citizens.

## CONTEMPORARY ISSUES AND ETHICS CONFERENCE

For more than 25 years, this annual assembly has challenged police managers and executives to explore emerging topics and issues that confront the law enforcement profession.

The Contemporary Issues Conference is designed for senior-level police personnel, interested attorneys, and city managers from across the nation to engage in extensive, practical discussions and debates concerning the most pressing ethical issues facing civic leaders today.

## 4 WAYS TO CONNECT

ONLINE  
[www.theilea.org](http://www.theilea.org)

PHONE  
972.244.3430

E-MAIL  
[ilea@cailaw.org](mailto:ilea@cailaw.org)

SOCIAL MEDIA



*"The Center for Law Enforcement Ethics is a symbol of excellence.*

*It's where the best and the brightest come to share tools with justice leaders to the betterment of our society."*

- Laretta Hill  
Commissioner of Public  
Safety and Security  
Dallas County Community  
College District  
Dallas, TX

Learn more at [theilea.org](http://theilea.org)



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5201 Democracy Drive  
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