

...providing training and technical assistance to Virginia's law-enforcement officials and communities...

VCPI Partners



New Year – New Courses

BY LYNDA S. O'CONNELL, VCPI EXECUTIVE DIRECTOR

Coming out of the holiday season, I'm sure that each of you received at least one of those gifts that prompted a "What on Earth were they thinking?" comment as you unwrapped it. My favorite ridiculous gift was a fish pillow, wrapped in Styrofoam and cellophane, complete with a price per pound, fresh seafood sticker. I hope you faired better.

VCPI has been working diligently to ensure that you come out of the holiday season with something that's actually useful and needed. In fact, we have several new "somethings" for you. (I need to just stop the gift analogy right here, because if I keep going and refer to my staff as elves, I'll never hear the end of it.)

In recent years, two community-policing issues have caused great concern in communities across the nation. Speeding in residential neighborhoods has been greatly discussed in the metropolitan Richmond area and other Virginia localities, as has the youth gun violence issue. Both of these issues were addressed by the Department of Justice/Office of Community Oriented Policing Services in Problem Oriented Policing (POP) guides, a series de-

signed to address specific community policing issues in detail. VCPI decided to take it one step further and we've developed two eight-hour courses based on these two POP guides. Both will be piloted in Richmond in January and are the first in VCPI's new Advanced Problem Solving series. Three more are currently under development: Retail and Residential Burglary, Nuisance Issues, and Stalking, with more to follow.

In February, VCPI is sending its Lead Instructor and Curriculum Specialist to a very intensive two week training event on Problem Based Learning (PBL). PBL is nothing new to VCPI. It simply recognizes that true learning takes place through discovery, rather than memorizing information and performing tasks. This training event will apply PBL to PTO: Police Training Officer program. The PTO model was first developed in Reno, NV and replaces the 30-year old FTO program. VCPI has already received requests for PTO training and is eager to bring this information to Virginia's law enforcement agencies.

Several other new courses are being worked on in our shop (by people of average height, not whistling Christmas music,

and without pointed ears). You can expect to have access to training on Human Trafficking, Stress Management for Law Enforcement, Uniform Drug Interdiction, and Gangs, as well as our lengthy list of pre-existing courses. As always, if there is an issue that you need to address through training or technical assistance, please contact VCPI and we'll be glad to help.

VCPI is ushering in the New Year with new resources and new directions that are certain to be more useful than that "something" your aunt gave you. ❖

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TRAINING SPOTLIGHT

Gower Power!

Power Series #3 covers leadership, integrity and perception

BY CHRISTY Y. JENKINS, SPECIAL PROJECTS COORDINATOR

When it comes to leadership, assumption is a tremendous hurdle. But on some level we all continue to make assumptions and allow our unique perceptions color the way we think about and interact with our world. While this truth is evident in all professions and walks of life, it holds particular consequences in the realm of community policing for both law-enforcement officers and the citizens they serve and protect.

So, what do they see when they see you coming?

This is the question that professional speaker and author Stephen Gower will ask of Virginia's law-enforcement community February 8 during VCPI's third Power Series event at the Prince William

campus of George Mason University in Manassas, Virginia.

"If you want cohesiveness between 'the talk' and 'the walk,' then you must allow yourself to be influenced by the perception that others have of you," according to Gower, who has tailored two of his acclaimed presentations – Integrity Pursued and How To Build Your Agenda For Growth – specifically for law enforcement audiences. "Any pursuit toward integrity that ignores the perception of others is in reality not a pursuit toward integrity," he says.

Gower, an accomplished speaker and best-selling author who's done more than 5,000 presentations on leadership, is no stranger to law enforcement; he's been in-

cluded to speak for more than 20 law enforcement associations and departments throughout the country.

"[Gower's] message is one that every Police Manager in the country should hear," says past host Chief Timothy A. Callahan of the City of Kennesaw Police Department. Another past participant, Frank V. Rotondo, Executive Director of the Georgia Association of Chiefs of Police,

says, "You can be confident that I will be recommending you to my counterparts across the country and around the world."

The power of perception is one topic Gower will cover during the course which is approved for eight hours in-service credit. Gower will also introduce his "Agenda For

Growth" in which participants will learn to isolate and expand their strengths, minimize their weaknesses, and apply their unique strengths to overcome their individual weaknesses.

"Growth is facilitated when you develop a 'swap-shop' mentality," Gower says, "where you are willing to exchange existing attitudes and behaviors for new attitudes and behaviors."

"The responsibility for your growth lies within your head and heart," Gower says. "However, you can be assisted by both an army of allies and an arsenal of resources." And VCPI is one of those resources. Come to our next Power Series event and experience it for yourself! ♦

"Growth is facilitated when you develop a 'swap-shop' mentality, where you are willing to exchange existing attitudes and behaviors for new attitudes and behaviors."

www.vcpionline.org
It's the simple way to browse VCPI course offerings and REGISTER for classes!

VCPI NOTEBOOK**LAW ENFORCEMENT TRAINING AT THE VIRGINIA HOLOCAUST MUSEUM****BY LAUREL HEYDENBERK,
DEPUTY DIRECTOR**

Tired of the same old training venue? Ever wish you could attend meaningful training with thought-provoking concepts and presentations? Don't you just wish someone would buy you lunch? VCPI has partnered with the Virginia Holocaust Museum and has exactly what you need. Working together, we have created an eight-hour course entitled *Law Enforcement & Community: Lessons of the Holocaust* suitable for recruits, general in-service training, or command-level personnel. Begin a fascinating day at the museum with an examination of the role of law enforcement during the years leading up to and during the Holocaust through the end of World War II. Participate in a guided tour of the museum as you learn firsthand from survivors who share personal stories of raw courage, faith and survival. Afterward the museum will provide lunch as you engage in an interactive learning experience facilitated by a Holocaust historian designed to bring to light your own observations and feelings. The remainder of the afternoon is dedicated to an exploration of law-enforcement ethics as we compare and contrast the swearing of an oath of office and loyalty to duty in Weimar Germany and our own Law Enforcement Code of Ethics; Nuremberg Laws in Germany and Jim Crow Laws in America, and the potentially unethical act of upholding the law versus doing the right thing for the right reasons.

Rolling out in February 2005, this tuition-free course will be offered monthly at the Virginia Holocaust Museum located in Richmond, VA. Eight hours of in-service credit will be awarded for participating in this training. Register on-line for *Law Enforcement & Community: Lessons of the Holocaust* at www.va-holocaust.com.

SURVIVAL SPANISH MEETS REAL WORLD SUCCESS**BY SHEILA GUNDERMAN,
TRAINING COORDINATOR**

No se mueva. Suelta la pistola. ¡Manos arriba!

As a law enforcement professional, do you know the meaning of these important phrases? Do you also realize that your ability to speak these words could potentially save your life? Officers are challenged not

only to overcome cultural and language barriers to handle normal police-public interactions, but also to respond to immediate tactical, and possibly dangerous situations in Spanish. With this in mind, VCPI has spent the past four years developing and improving a 40-hour *Survival Spanish for Law Enforcement* course designed to teach officers to communicate with predominantly Spanish-speaking citizens.

Officer safety is a paramount goal of this course. Attending officers learn and practice Spanish phrases they need to control a wide variety of tactical and arrest situations. The training includes traffic stops, felony stops, field interviews and domestic disputes, as well as cultural information focused on preventing misunderstandings between the police and the Hispanic community.

In addition to officer safety, completion of *Survival Spanish for Law Enforcement* is a major step in enhancing mutual respect, courtesy and professionalism – the cornerstones of community policing nationwide.

In February 2004 twenty-two law en-

forcement officers including two street supervisors and a gang squad detective attended this course in Norfolk, and the practical results were immediately apparent. An example of its success was evident in a recent operation focusing on a large concentration of Salvadoran and Guatemalan nationals and targeting reported gang activity and fire and safety code violations. In the past, there might not have been any Spanish-speaking officers available to control this potentially explosive situation; however, five former VCPI students who were involved in the operation were instrumental in resolving the situation peacefully, with more than 170 individuals interviewed and important criminal intelligence gathered.

VCPI conducted four *Survival Spanish for Law Enforcement* classes in 2004, reaching 81 students representing 20 different agencies in the Commonwealth, and more classes are scheduled or in the works for 2005. Check out www.vcpionline.org for more information on our February class in Newport News and May class in Martinsville.

New Spin on Newspaper Wanted Ad

The Newport News police are making headlines. Writing them, actually. By buying two pages of advertising space in the Dec. 6 issue of the *Daily Press* of Newport News in an effort to reduce the number of outstanding warrants. Their headline: "Newport News Wanted Person List."

The Associated Press (AP) reported December 7 the police department had named 3,947 fugitives in the two-page spread and asked citizens to call warrant control if they had information about any of the fugitives. About 1,000 of the warrants involve felonies including rape, robbery and murder, police spokesman Harold Eley told the AP.

Police Chief James Fox told the AP the decision to use a newspaper ad to help reduce the number of wanted persons is in line with the department's goal of reducing crime. "We recognize there are a certain number of people who are on that list who are still committing crimes," he told the AP.

By mid-afternoon Dec. 6, 30 people on the list had been arrested and processed at the city jail, Newport News Sheriff's officials told the AP. By the end of the week the total was up to 127. Some individuals surrendered after they saw their name in the newspaper. According to a December 10 report in the *Daily Press*, a court official said two of the men who surrendered, after they learned they were in the ad, are in the military and said they were in Kuwait and at sea when the warrants were issued.

The *Daily Press* report states that a federal grant covered the \$6,000 cost of the ad. Police officials said it was the first time the Newport News department used a newspaper ad to help reduce a backlog of wanted people.

"It certainly got the attention of everyone in the community and brought awareness to our goal of fighting crime," Fox told the *Daily Press*. "I was at a community meeting Wednesday and everyone kept referring to the 'The List.' It sends a message we are serious about making this a safe community," he said. ♦

POWER SERIES

Event #3

Stephen Gower

*Internationally-renowned
Motivational Speaker*

**Factoring
Perception
into
Your Leadership
Equation
and
Developing
Your Agenda for
Professional
Growth**

Tuesday

February 8, 2005

8:00 am – 5:00 pm

(8 hours in-service credit)

**George Mason
University**

Prince William Campus
Manassas, Virginia

\$100 Registration fee

**Payments must be
received in advance
or on the day of the
event.**

VCPI accepts checks or cash
only.

Register on-line at
www.vcpionline.org
or call **804-644-0899**
for information.

VCPI
**POWER
SERIES**
Specialized Training Events

VCPI Power Series, Take Two

Weathering the stress of a law enforcement career

BY CHRISTY Y. JENKINS

Dr. Jack Enter, a retired police officer and nationally renowned criminal justice expert, shared his insights on several societal trends and their potential impact on law enforcement and individual officers as the title speaker at VCPI's second Power Series event, **Future Trends in Crime: Proactive Strategies and Survival Skills for the 21st Century**. Humor, proverbial wisdom, and common sense were the common threads that ran throughout Enter's presentation to more than 50 law enforcement officers at the Richmond Police Training Academy November 4.

You could say the first half of Enter's talk was a bit of a downer. It's hard to be upbeat about a society that is becoming increasingly more violent, desensitized, addicted, and is growing up without the essential basic coping skills needed to thrive in a complex, diverse world. Technology, the aging of the baby boomers, and the transient nature of today's families are just some of the factors that Enter said are already beginning to change the

face of crime in our country. Societal changes are affecting the internal culture of law enforcement agencies, as well, as older "boomer" employees clash with the younger generation Xers, and the most effective workers are overworked and burnt out.

If the first half of Enter's talk described the cause of stress in the life of a law enforcement officer, the second half was all about stress relief and coping. Enter offered a light at the end of the tunnel for the Power Series attendees, but not without a little bit of work. He described how if not monitored, the cycle of highs and lows can leave today's officers without much left to give to their families and personal relationships. He said the first step out of that cycle is to schedule time with your family and hold yourself accountable for keeping that date with your children or spouse. "The road to hell is paved with good intentions," Enter said on more than one occasion. Focusing on daily choices, recognizing verbal and non-verbal communication, and building both



DR. JACK ENTER DISCUSSED THE INTERNAL STRESS FACTORS AND TRENDS IN LAW ENFORCEMENT AGENCIES AND MAPPED OUT HEALTHY WAYS TO DEAL WITH THAT STRESS.

personal and professional relationships were just a few of the other topics on discussion as Enter wrapped up for the afternoon. According to one participant, "This was an excellent class which I think will help me in my work and personal life."

Students who attended the one day seminar offered high praise for Dr. Enter and his presentation. One student commented, "Dr. Enter has an exceptional ability in capturing the audience's attention." Another added, "This was the most informative and educational class that I have attended in my law enforcement career." The class was a diverse mix of both law enforcement officers and supervisors. "It really gave me a lot to

think about as a supervisor," said one participant.

Giving Virginia's law enforcement community "a lot to think about" is something on which the institute prides itself, and we've raised the bar for ourselves with the next scheduled Power Series event February 8, 2005. We're bringing internationally acclaimed motivational speaker Stephen Gower to the Prince William Campus of George Mason University to talk about the power of perception versus reality in your law enforcement career, among other things. Check out the article on page 2 for more details about this exciting event. We hope to see you there! ❖

Partnering with Richmond on Domestic Violence Court Watch Program

BY DAVE MADDOX, VCPI CURRICULUM SPECIALIST

Domestic violence court watch programs are gaining popularity across the country as communities continue to look for additional solutions to the problem of domestic violence. VCPI has played an active role in developing one such court watch program in the city of Richmond.

Court Watch is a program in which concerned citizen volunteers observe court proceedings in order to determine if victims of domestic violence are being treated fairly by the court process, to evaluate the effectiveness of statutes, and to increase community awareness of relationship violence.

The goals of court watch programs are:

- **To promote judicial accountability**
- **To acknowledge exemplary actions by judges**
- **To protect the rights and ensure the safety of victims and children**
- **To make those involved in the judicial process aware of the public's interest in how courts handle domestic violence**
- **To promote consistent application of statutes regarding domestic violence issues**
- **To stop re-victimization in the courtroom**

Richmond recently implemented a court watch program as part of a city-wide effort to address crime concerns. A Community Crime Control Steering Committee was

created in January 2003 to work with the city and the police department and to lead the effort to develop the Community Crime Control Plan. This committee is composed of volunteers interested in making the city safer and committed to helping the police department and the city achieve that goal. The volunteers diligently worked during 2003 to establish six Community Crime Control goals. Implementation Teams, formed in July 2003 are comprised of citizens, members of the business community, and city employees, worked on action plans during the second half of 2003. One Implementation Team was tasked with helping to reduce domestic violence in the city.

I have been involved with this program from the beginning and became co-chairman of the domestic violence reduction team in 2003. After reviewing the current state of domestic violence in the city, one of our first goals was to implement a Court Watch program. The team was made up of representatives from the Richmond Police Department, the Commonwealth Attorney's Office, Richmond Social Services, the YWCA, and the Medical College of Virginia. The domestic violence reduction team researched other court watch programs and gathered materials from around the country, created a questionnaire to be used by volunteers and even designed a button for volunteers to wear to identify themselves in the courtroom.

The team then developed a volunteer training program and manual and began marketing the program. An article in the Richmond Times-Dispatch helped spark

volunteer interest beyond all expectations. Requests to participate in the training far exceeded the available training room space and a second training had to be scheduled.

Two court watch training sessions were held, one in late September and the following in early November. Both were held on Saturdays from 9:00 a.m. to 2:30 p.m. in a Richmond courtroom. Topics included:

- **Introduction to Court Watch**
- **Dynamics of Domestic Violence**
- **The Domestic Violence Case, Start to Finish**
- **The Importance of a Coordinated Community Response**
- **Your Role as a Court Watch Volunteer**

Lunch was provided and the course concluded with a mock domestic violence trial.

To date, nearly 40 volunteers have been trained and though the program is just getting started, early results are promising as the volunteers' presence begins to be felt in the courtroom. The team has elected a coordinator who works closely with the Deputy Commonwealth's Attorney to schedule volunteers and compile volunteer questionnaires.

Richmond's Court Watch program is a great example of the power of partnerships that have a clear vision and the willingness to work to make a difference. For more information on this program please contact me at 804.644.0383 or dmaddox@vcpionline.org. ❖

NOTES FROM THE CLASSROOM

Fashion Emergency: Rethink the hat!

BY DAVE MADDOX, VCPI CURRICULUM SPECIALIST

Okay, let's get this out of the way right up front: This article is not a commentary on the various styles of law enforcement headwear and the abundant rules governing their use and care. It is not another article about how police wear "many different hats". It's about how we think, more specifically, it's about how we think when working with others to solve problems.

One of my pet peeves regarding meetings (besides a lack of anything decent to eat) is the inability of groups to get anything accomplished because group members are unwilling to look at an issue from more than one perspective. And since not everyone looks at an issue in the same way, conflict results, progress stalls, frustration sets in, and the problem remains. It also doesn't help when some of the members of these groups have large titles and/or egos that encourage them to impose their will on others and sabotage the whole group process. And there's still nothing decent to eat!

In the 1980s, Dr. Edward de Bono developed what he called the Six Thinking Hats method as a framework of thinking that would encourage parallel thinking (everyone thinking the same way at the same time), encourage full-spectrum thinking, and separate ego from performance. Here's a quick overview of how it works:

Dr. de Bono said that there are six basic types of thinking and he represented these as six different-colored hats:

White Hat Thinking (Facts)- With this thinking hat you focus on the data available. Look at the information you have, and see what you can learn from it. Look for gaps in your knowledge, and either try to fill them or take account of them. This is where you analyze past trends, and try to extrapolate from historical data.

Red Hat Thinking (Emotions)- "Wearing" the red hat, you look at problems using intuition, gut reaction, and emotion. Also try to think how other people will react emotionally. Try to understand the responses of people who do not fully know your reasoning.

Black Hat Thinking (Caution)- Using black hat thinking, look at all the bad points of the decision. Look at it cautiously

and defensively. Try to see why it might not work. This is important because it highlights the weak points in a plan. It allows you to eliminate them, alter them, or prepare contingency plans to counter them. Black hat thinking helps to make your plans 'tougher' and more resilient. It can also help you to spot fatal flaws and risks before you embark on a course of action. Black hat thinking is one of the real benefits of this technique, as many successful people get so used to thinking positively that often they cannot see problems in advance. This leaves them under-prepared for difficulties.

Yellow Hat Thinking (Positives)- The yellow hat helps you to think positively. It is the optimistic viewpoint that helps you to see all the benefits of the decision and the value in it. Yellow hat thinking helps you to keep going when everything looks gloomy and difficult.

Green Hat Thinking (Creativity)- The green hat stands for creativity. This is where you can develop creative solutions to a problem. It is a freewheeling way of thinking, in which there is little criticism of ideas. A whole range of creativity tools can help you here.

Blue Hat Thinking (Process)- The blue hat stands for process control. This is the hat worn by people chairing meetings. When running into difficulties because ideas are running dry, they may direct activity into green hat thinking. When contingency plans are needed, they will ask for black hat thinking, etc.

You probably know people whose predominant thinking falls into one of these six categories. When everyone is allowed to stay in their prevalent way of thinking on an issue, disagreement often results. Parallel thinking asks that everyone think along the same lines at the same time with the leader of the group making the switch from one way of thought (or hat, as it were) to another, when a change is needed. Here's an example:

A community has a problem with speeding in several residential neighborhoods.

Looking at the problem with the **white hat**, they analyze the data they have. They identify the locations, the times when the majority of incidents occur, and other facts

such as number of incidents, average speeds of the offenders, laws in effect, etc.

With **green hat** thinking they consider several options, one being arresting the most serious, chronic offenders (this actually occurred in Glendale, AZ in the 1990's, but that's another story). They consider the practicality of this idea.

When they think with the **black hat**, they worry that publicity would be negative and that it might overburden the jails and court system.

With the **yellow hat**, however, they felt that it made a strong statement that speeding was a serious offense and that the city was serious about stopping it. They felt the impact would be immediate and word would travel fast.

With **red hat** thinking, some think the idea of putting speeders in jail is just wrong. While it would be effective, they worry that it could hurt the city's reputation and affect tourism.

The **blue hat** is used by the meeting's facilitator to move between the different thinking styles. He or she must keep other members of the team from switching styles, or from criticizing other peoples' points.

This technique allows necessary emotion and skepticism to be brought into what could otherwise be purely rational decisions. It opens up the opportunity for creativity within decision-making. The technique also helps, for example, persistently pessimistic people to be positive and creative.

Plans developed using the "6 Thinking Hats" technique will be sounder and more resilient than would otherwise be the case. It may also help you to avoid public relations mistakes, and spot good reasons not to follow a course of action before you have committed to it.

With so many crime issues now in the hands of collaborative partnerships, can you afford to spend time in meetings dealing with internal conflict and turf issues? Continue to look for new ways to address old and new problems. If you would like additional information on this topic, please contact me at dmaddox@vcpionline.org. ❖

UNLOCKING CREATIVITY

Looking Beneath The Surface

Have you seen the signs of human trafficking?

BY ADAM BRACEY, VCPI LEAD INSTRUCTOR

As the lead instructor for the institute I have the opportunity of attending a number of train-the-trainer events throughout the year. All have value, some more than others, but one I recently attended was truly eye-opening. Sergeant Brent Burnette of the Virginia Beach Police Department and I participated in a two-day course, held in Newport Beach, California, on the issue of human trafficking.

Admittedly, I was almost entirely unaware of human trafficking and its impact on families and communities around the world. Having now completed the train-the-trainer I am nothing short of stunned at the scope of the problem. An estimated 500,000 to two million people are trafficked worldwide annually. As many as 18,000 persons are trafficked in the U.S. each year. It is estimated that approximately 27 million people are held in slavery around the world. The problem is important enough to the international community that the United States Department of Health and Human Services has a website dedicated solely to the topic of human trafficking at <http://www.acf.hhs.gov/trafficking/index.html>. The theme of their campaign to "Rescue and Restore Victims of Human Trafficking" is aptly phrased, "Look Beneath the Surface."

Have you ever responded to a call for service involving a prostitution ring, a massage parlor or strip club and encountered foreign nationals unwilling or unable to speak to you? Have you ever had contact with migrant workers and a foreman or supervisor attempts to keep the group away from the law-enforcement officers? During your interactions with foreign nationals working in this country, look beneath the surface at their living and working conditions. Are indicators of restricted movement or frequent moves present? Do any of the individuals appear submissive or fearful, not just of you but of their co-workers or supervisors? Look deeper – does one person insist on translating for the entire group? Is one individual in possession of all of the identifications or passports?

Although many of the indicators of human trafficking may seem readily apparent, it takes more than just a cursory glance to prove or even recognize that sexual slavery, debt bondage, or forced labor may be present. Recognition of this crime's existence is only part of the battle. Many of the victims do not self-identify as victims. Cultural influences leave them feeling as though they have a responsibility to repay the debt they are told they owe for being brought into the United States. Human traffickers from Mexico, Central, and South America known as "coyotes" approach impoverished families in Latin America and promise the parents of young girls decent-paying jobs in the American workforce in exchange for a fee of \$1,500 to \$5,000.

Obviously the jobs waiting for them are not what they were expecting. Some are held in captivity for weeks where they are repeatedly sexually assaulted. The violence breaks them down emotionally and instills in their minds a sense of shame that leaves them hopeless. The shame is so overpowering they feel unable to return to their homeland even if escape were possible. Within a few weeks they are moved into brothels and forced to perform work as prostitutes.

Women not being held in sexual slavery could be considered "lucky." They may be employed by contracting firms that provide housekeeping services to hospitals, shopping malls, or hotels. While a legitimate contract may exist between the contractor and business hiring them, no such legitimacy is extended to the employees. They earn far less than minimum wage, are never allowed to be alone, and must shop at the "company store" where a bar of soap can run as high as \$20. Their debt grows and grows leaving them no option other than settling into a life of forced labor behind the façade of legitimate employment.

But it's not just women and it's not just Latin America. "Snakeheads" charge Chinese families about \$75,000 a head to be brought into America only to suffer similar fates. Eastern European women are also increasingly seen as easy targets for the sexual-slavery and forced-labor markets. Nor is the problem gender exclusive; all around the U.S. men are suffering as

victims of forced labor and debt bondage.

Look beneath the surface and learn more. Take the time to educate yourself about this problem, how to approach it, and learn more about resources available to the victims. VCPI currently has plans to begin offering this course in the latter part of 2005. Keep checking our web site and on-line training calendar for more information. In the meantime I'd appreciate hearing from any of you who have dealt with this type of crime. Please drop me an email at abracey@vcpionline.org. Stay safe, and as always, do what's right and do it well. ❖

Although many of the indicators of human trafficking may seem readily apparent, it takes more than just a cursory glance to prove or even recognize that sexual slavery, debt bondage, or forced labor may be present.

Save The Date!

VCPI welcomes **Kevin M. Gilmartin, Ph. D.** to our fourth Power Series event **April 4, 2005** in Richmond. Don't miss this opportunity! More coming in the next VCPI Update.

TRAINING SPOTLIGHT

VCPI Announces the First Two Courses in the New Advanced Problem Solving Series

BY DAVE MADDOX, VCPI CURRICULUM SPECIALIST

The Advanced Problem Solving Series is designed for students who want to go beyond VCPI's basic 16-hour problem solving course. It is a collection of eight-hour, problem-specific courses based on the popular POP Guides produced by the Office of Community Oriented Policing Services (COPS). Each course builds on the information in these guides, using research and success stories from throughout the country to challenge participants to examine their local problems in new ways. In true VCPI fashion, these classes place a high priority on interaction, creativity, and immediate application in the community.

The first of these courses, "Speeding in Residential Neighborhoods" focuses on this all too common problem by first asking students to re-examine the nature of the problem. Next, students apply the first two steps of the SARA problem-solving model to local problems using speeding-specific questions and measurement indicators. Students are then introduced to two creative problem-solving techniques to encourage them to find new ways to innovative solutions. They spend the remainder of

the course evaluating response strategies using research and case studies to see what has been found to be effective and what is not effective. This information helps students return to their communities with new ideas for addressing chronic residential speeding problems.

The second in this series, "Youth Gun Violence" follows the same basic format, but uses questions, research and case studies specific to youth gun violence to help students come up with effective local strategies.

These eight-hour courses feature facilitated group discussion, challenging exercises, case studies, and video scenarios in an interactive environment. They are designed for anyone in the law enforcement field, as well as local government officials and concerned citizens.

These courses will be offered for the first time on Tuesday, January 11 (Speeding in Residential Neighborhoods) and Wednesday, January 12, (Youth Gun Violence) at the Richmond Police Academy. Register online at www.vcpionline.org.

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