

Inaugural Issue
Feb. / Mar. 2023



Equal Opportunity Employers/Affirmative Action,
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Featured Profile:

Benjamin A. Kelso, MLS, MPS
Captain: San Diego Police Department

AFRICAN AMERICAN INCLUSION

EMPLOYMENT GUIDE




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AFRICAN AMERICAN HISTORY MONTH



Black History Month, also known as African American History Month, is celebrated annually in the United States in February to recognize and honor the contributions and achievements of African Americans throughout the nation's history. The purpose of this celebration is to increase awareness and understanding of African American history and culture, and to promote equality and social justice for all people. The month-long celebration provides an opportunity to reflect on the history of African Americans and to celebrate their ongoing contributions to society.



The origins of Black History Month can be traced back to 1926, when historian Carter G. Woodson established Negro History Week, which was later expanded to a month-long celebration in 1976. Woodson's goal was to raise awareness of the contributions of African Americans and to counteract the erasure of their history and culture from the larger narrative of American history.

He believed that understanding the history of African Americans was essential to creating a more just and equal society, and that recognition of their achievements would help to dispel the stereotypes and misconceptions that had been used to justify discrimination and oppression.



Black History Month also serves as a way to celebrate the cultural contributions of African Americans. The celebration highlights the rich and diverse cultural heritage of African Americans, including music, art, literature, and cuisine. It provides an opportunity to appreciate the unique contributions that African Americans have made to American culture, and to explore the many different ways that African American culture has influenced and shaped American society as a whole.

One of the key purposes of Black History Month is to promote a more inclusive and accurate understanding of American history. For many years, African Americans were largely excluded from the dominant historical narratives and their contributions were either ignored or minimized. Black History Month provides an opportunity to fill in these gaps and to recognize the important role that African Americans have played in shaping the nation's history and culture.

The celebration includes a wide range of events, including exhibitions, lectures, concerts, and educational programs that highlight the achievements of African Americans in fields such as science, technology, the arts, and politics.

Another important purpose of Black History Month is to promote social justice and equality. The history of African Americans in the United States is marked by centuries of slavery, discrimination, and oppression, and Black History Month provides an opportunity to recognize these injustices and to work towards a more just and equal society. The celebration is an opportunity to reflect on the ongoing struggle for civil rights and to celebrate the achievements of African Americans who have made important contributions to the nation's progress towards greater equality and social justice.

Despite its importance, Black History Month is not without its critics. Some argue that the celebration reinforces the idea that African American history and culture are separate and distinct from the larger narrative of American history. Others argue that the limited time frame of the celebration is insufficient to fully recognize and honor the contributions of African Americans, and that it is important to include African American history and culture in the larger narrative of American history year-round.

Despite these criticisms, Black History Month remains an important and valuable celebration, providing an opportunity for all Americans to learn about and appreciate the rich and diverse history and culture of African Americans. The celebration is a time to reflect on the challenges and injustices that African Americans have faced and overcome, and to celebrate their ongoing contributions to American society.

Whether viewed as a celebration of African American history and culture, or as an opportunity to promote social justice and equality, Black History Month is an important and meaningful celebration that has the potential to enrich the lives of all Americans.

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FEATURED PROFILE

First and Last Name: Benjamin Kelso

Place of Birth: Flint, Michigan

The industry employed, profession and title:

Law Enforcement, Police Captain/Commanding Officer

Current employer: San Diego Police Department

What motivates you?

I am here to help and make a difference. I want people to feel like I did all I could reasonably do to help them.

Did you go to college, what was your major, and did you play sports?

College: Undergraduate: Political Science (Walsh University where I played basketball).

I also attended San Diego Miramar College earning an Associates Degrees in Social and Behavioral Science, Administration of Justice.

Bachelor's Degree in Liberal Studies

Graduate Degrees: Organizational Leadership, and Criminal Justice Studies.

Post Graduate: FBI National Academy Session 283

Why did you choose this industry?

I chose law enforcement after completing a community college course in Career Assessments. Law Enforcement came up as career path after taking multiple assessment tests in the course.

Are you a man of faith and if so, how has your faith guided you in challenging times?

I am a God-fearing man and a member of Bayview Church in San Diego under the leadership of Pastor Terry Wayne Brooks.

What obstacles or challenges have you faced in the workplace and how did you deal with or persevere?

Law Enforcement is not a career for the faint of heart. There are many obstacles to overcome during the career, including responding to emergency calls for service where people are experiencing their worst days. Seeing people in crisis and dealing with the associated trauma they experience is difficult. Law enforcement officers are normal people who experience the same trauma of the public, yet they are trained to mask it so that they can help the victims of the call.

What message would you give to youth and recent college graduates who want to pursue a similar career as yours?

1. Try to do well in school and obtain your college degree in any field. It does not have to be law enforcement related. A degree is not required, but it helps.
2. Pay close attention to your credit score. You do not have to have perfect credit; however, you do want to show that you are responsible and pay your bills on time.
3. Pay attention to your driving and try not to get tickets for moving violations. You do not need a perfect driving record, just be mindful not to get too many recent negative driving events.
4. Get along with your neighbors and be careful who you associate with. It matters. If you have associates who are into activities that would preclude you from being a police officer such as drug abuse or criminal activities, break ties and create distance.

Do you volunteer for any organizations and if so which ones?

I served on several non-profit boards and organizations including NAACP San Diego Branch, Phi Beta Sigma Fraternity, CURE Africa, San Diego Black Police Officer's Association (BPOA), and the San Diego Branch of the National Association of Black Law Enforcement Executives (NOBLE).

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Do you think there are enough qualified African American applicants or candidates in your industry or profession, if not, why in your opinion?

Law enforcement agencies across the nation desperately need qualified people of color in their ranks. Women applicants are also needed. Diversity of backgrounds helps increase cultural competencies within law enforcement.

Does your organization have a workplace that reflects the community it serves, or does it need to be more assertive or committed to this objective?

My agency, much like other departments works hard to seek out qualified applicants across all cultural backgrounds. It is a work in progress today to find applicants who seek a law enforcement career. The largest base of applicants tends to come from the military ranks and from college recruiting.

In your profession, do you think that some of the positions are underpaid, overpaid, or just right?

Pay and benefits are continuously fluctuating regionally which can adversely affect the number of applicants looking for law enforcement jobs. Some agencies pay more, however, the largest agencies often have the best salary packages and opportunities for promotion.

What else would you like our readers to know about you?

I am happily married to a successful wife who is a leader in her profession and holds leadership positions in several civic organizations, and a proud father of five children, four daughters and one son.



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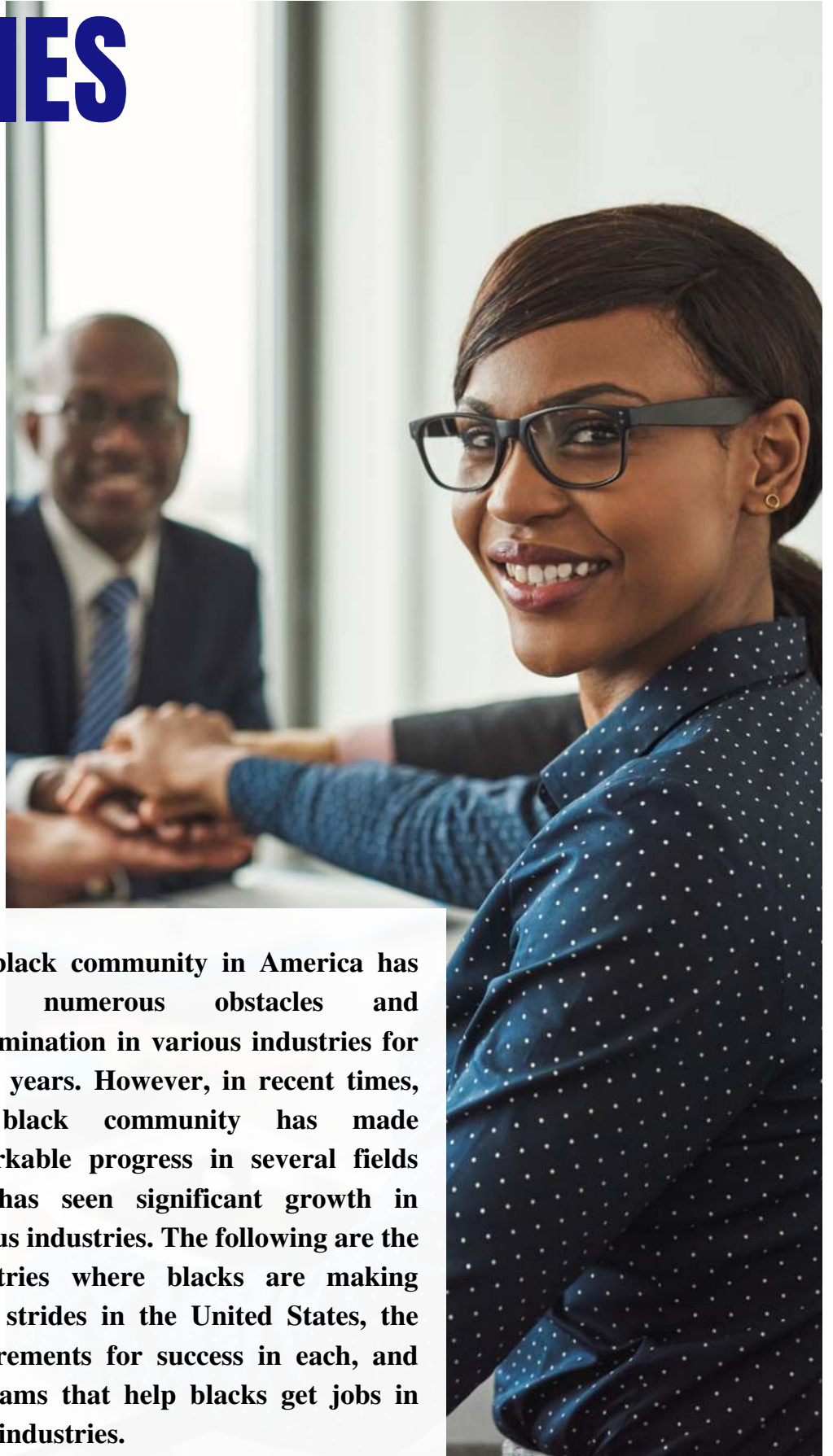


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INDUSTRIES WHERE BLACKS ARE MAKING GREAT STRIDES



The black community in America has faced numerous obstacles and discrimination in various industries for many years. However, in recent times, the black community has made remarkable progress in several fields and has seen significant growth in various industries. The following are the industries where blacks are making great strides in the United States, the requirements for success in each, and programs that help blacks get jobs in these industries.

TECHNOLOGY INDUSTRY

The technology industry is one of the fastest-growing and most lucrative industries in the United States. With the increasing demand for technology products and services, the industry offers ample opportunities for black professionals.

The technology industry is known for its high salaries, flexible work schedules, and opportunities for growth and advancement. In recent years, many black professionals have made a significant impact in this industry, creating new companies and products, as well as leading existing tech firms to success.

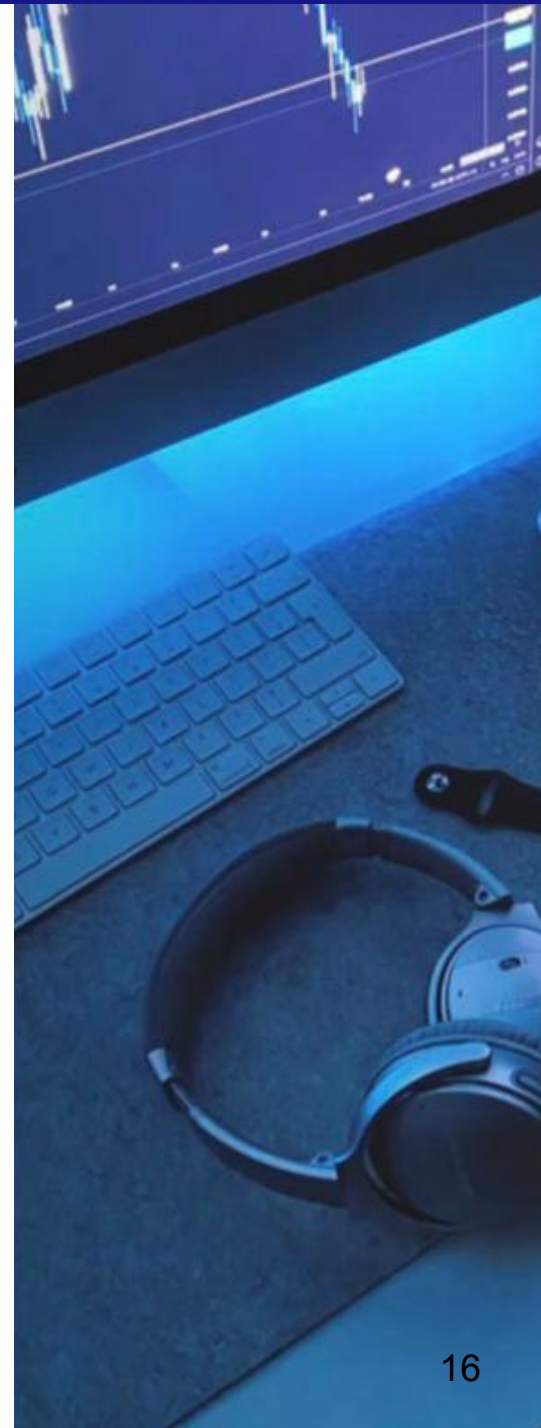
Requirements for success in the technology industry:

- A strong understanding of the latest technology and trends.
- The ability to collaborate and work well with others.
- Strong problem-solving skills and the ability to think creatively.
- Excellent communication skills, both written and verbal.
- The ability to work under pressure and meet tight deadlines.
- A commitment to continuous learning and professional development.

Programs that help blacks get jobs in the technology industry:

- ▶ **Code2040:** A non-profit organization focused on increasing diversity in tech through mentorship and training programs.
- ▶ **Black Girls Code:** A non-profit organization that works to increase the number of black women in technology by teaching them the skills they need to succeed.
- ▶ **TechHire:** A program that helps individuals in underserved communities get jobs in the tech industry by providing training and support.
- ▶ **BET and Techstars:** A program that provides black entrepreneurs with the resources and support they need to succeed in the tech industry.

Continued On Page 18





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HEALTHCARE INDUSTRY

The healthcare industry is a rapidly growing field that offers a wide range of career opportunities for black professionals. The industry is known for its stability and excellent pay, and there is a high demand for professionals with the necessary skills and education. The healthcare industry is also a sector that is often in need of diversity and representation, making it an ideal place for black professionals to thrive.

Requirements for success in the healthcare industry:

- A strong educational background, with a focus on the sciences.
- A commitment to ongoing education and professional development.
- Excellent communication and interpersonal skills.
- Ability to work well under pressure and handle a fast-paced environment.
- A willingness to take on challenges and responsibilities.
- Strong leadership skills and the ability to work as part of a team.

Programs that help blacks get jobs in the healthcare industry:

- ▶ **National Black Nurses Association:** An organization that works to support black nurses and promote diversity in the healthcare industry.
- ▶ **Healthcare Careers Program:** A program that provides training and support to individuals from underrepresented communities who are interested in pursuing careers in the healthcare industry.
- ▶ **National Medical Association:** An organization that represents black physicians and advocates for their interests in the healthcare industry.
- ▶ **Project Pipeline:** A program that provides training and support to individuals from underrepresented communities who are interested in pursuing careers in the healthcare industry.



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FINANCE AND BANKING INDUSTRY

The finance and banking industry is a vital part of the American economy and offers many opportunities for black professionals. From investment banking to financial analysis, there are many different career paths available in this field. With the increasing demand for diverse perspectives in the industry, black professionals have an excellent opportunity to make an impact and advance their careers.

Requirements for success in the finance and banking industry :

- Strong mathematical and analytical skills: Understanding of financial concepts, statistical analysis, and the ability to solve complex financial problems is crucial.
- Good business acumen: Understanding of the economy, markets, and business operations to make informed decisions and provide sound financial advice.
- Detail-oriented and organized: Accuracy and attention to detail are essential in handling financial transactions and records.
- Flexibility and adaptability: Ability to adjust to new regulations, economic conditions, and technology changes in the industry.
- Leadership and teamwork: Success in finance and banking often requires the ability to lead teams and work collaboratively with colleagues.
- Continuous learning: Staying up-to-date with the latest developments and trends in finance and banking through continuing education and professional development.

Programs that help blacks get jobs in the finance industry:

- ▶ **National Black MBA Association (NMBBAA):** This organization provides professional development and career resources to Black business professionals, including those in finance.
- ▶ **BlackRock's Future Financiers:** This program provides students and recent graduates with the opportunity to gain hands-on experience in the finance industry through internships, mentorship, and professional development.
- ▶ **The Executive Leadership Council (ELC):** The ELC focuses on developing and advancing the next generation of Black leaders in corporate America, including those in finance.
- ▶ **Black Economic Alliance (BEA):** The BEA is a coalition of Black leaders and organizations working to build wealth and economic power in the Black community through increased access to capital and career opportunities.
- ▶ **Black Women in Finance:** This organization provides networking, professional development, and advocacy for Black women in finance, helping to advance their careers and increase diversity in the industry.





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MANUFACTURING INDUSTRY

Black individuals have played an important role in the manufacturing industry, contributing to its growth and success. However, there is still a lack of diversity and representation of Black individuals in leadership positions in the industry.

Requirements for success in the manufacturing industry

- **Technical skills and expertise:** Knowledge of the specific processes, technologies, and equipment used in the manufacturing industry is essential for success.
- **Attention to detail and quality control:** Manufacturing is a highly precise and detail-oriented industry, requiring individuals to have strong attention to detail and quality control skills.
- **Strong problem-solving skills:** Successful individuals in the manufacturing industry must be able to identify and solve problems quickly and effectively.
- **Adaptability and flexibility:** The manufacturing industry is constantly evolving, and individuals must be able to adapt to changes in technology, processes, and customer demands.
- **Time management and organizational skills:** The manufacturing industry is fast-paced, and individuals must be able to manage their time effectively, prioritize tasks, and meet deadlines.
- **Knowledge of industry regulations and standards:** Knowledge of industry regulations and standards, including safety and environmental regulations, is essential for success in the manufacturing industry.

Some initiatives aimed at increasing blacks representation and diversity in manufacturing include:



National Black Workers Center (NBWC): NBWC works to promote the employment rights and opportunities of Black workers, including those in the manufacturing industry.

National Association of Black Manufacturers (NABM): NABM is a professional organization for Black manufacturers, providing resources, training, and advocacy to help members succeed and increase diversity in the industry.

Black Manufacturing Alliance (BMA): BMA is a coalition of Black manufacturers, suppliers, and allies working together to promote diversity and inclusion in the manufacturing industry.

The Manufacturing Institute's Diverse suppliers program: This program helps diverse suppliers, including Black-owned businesses, connect with manufacturers and participate in supply chains.

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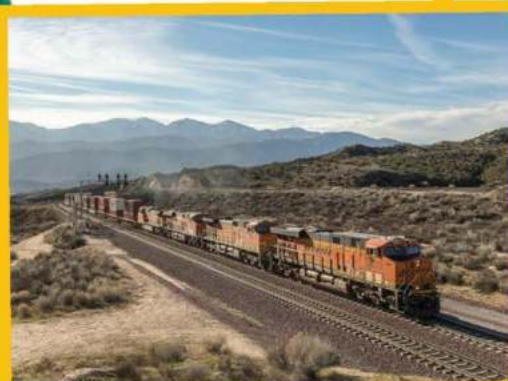
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GOVERNMENT SECTOR

Black individuals have made significant contributions to the government sector, serving as elected officials, administrators, and civil servants. Despite this, there is still a lack of representation and representation of Black individuals in leadership positions in government.

Requirements for success in the government sector

- **Strong ethical and moral standards:** Government employees are held to high standards of ethics and integrity, and must maintain these standards in all of their actions and decisions.
- **Attention to detail and accuracy:** Proper documentation, record-keeping, and attention to detail is essential in the government sector, particularly in areas such as budgeting and financial management.
- **Adaptability and flexibility:** The government sector is constantly evolving, and successful individuals must be able to adapt to changes in policies, regulations, and priorities.
- **Strong organizational and time management skills:** Government employees often have a large workload, and must be able to prioritize tasks and manage their time effectively.
- **Understanding of policy and regulations:** Knowledge of the laws and regulations that govern the government sector is essential, as well as an understanding of the policies and procedures that shape decision-making.
- **Commitment to public service:** The government sector is focused on serving the public, and successful individuals must have a commitment to serving their community and making a positive impact.

There have been efforts in recent years to increase diversity and inclusion in the government sector, including the acceleration of black individuals in leadership positions. Some initiatives aimed at this include:

- ▶ **The Presidential Management Fellows (PMF) Program:** This program is aimed at attracting and developing a diverse group of individuals, including Black individuals, for leadership roles in the federal government.
- ▶ **The Black Government Leadership Institute (BGLI):** BGLI provides professional development, networking, and mentorship opportunities for Black government employees, helping to advance their careers and increase diversity in the government sector.
- ▶ **The National Black Prosecutors Association (NBPA):** NBPA is a professional organization for Black prosecutors, providing training, resources, and advocacy to help members succeed and increase diversity in the field of law enforcement.
- ▶ **The Congressional Black Caucus (CBC):** The CBC is a group of Black members of the U.S. House of Representatives who work together to advance legislative priorities important to the Black community, including promoting diversity and inclusion in the government sector.

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THE GI BILL

The GI Bill is a law that provides educational and housing assistance to veterans of the U.S. military. The original GI Bill, also known as the Servicemen's Readjustment Act of 1944, was designed to help veterans readjust to civilian life after serving in World War II. Since then, the GI Bill has been amended and expanded to include a variety of benefits, such as tuition assistance, vocational training, and home loan guarantees. The current version of the GI Bill, known as the Post-9/11 GI Bill, provides education benefits to veterans who have served on active duty after September 10, 2001.



The GI Bill has played a significant role in helping veterans successfully transition to civilian life after serving in the military. The education and training benefits provided by the GI Bill have helped veterans acquire the skills and knowledge necessary to pursue successful careers in a wide range of fields.

One of the most important ways the GI Bill has helped veterans is by providing them with access to higher education. Before the GI Bill, many veterans were unable to afford a college education. But with the help of the GI Bill, millions of veterans have been able to attend college and earn degrees, which has helped them secure better-paying jobs and improve their overall economic well-being. Additionally, the GI Bill has also provided veterans with access to vocational training programs and apprenticeships, which have helped veterans acquire the skills necessary to pursue careers in fields such as healthcare, information technology, and manufacturing.

The GI Bill also provide home loan guarantees which has also helped veterans buy their own homes and become homeowners. This has been a key factor in their ability to establish roots in their communities and build wealth over time. Overall, the GI Bill has played an important role in helping veterans achieve the American Dream, and it continues to be an essential resource for veterans today.

The eligibility requirements for the Post-9/11 GI Bill

- **Service Requirements:** Veterans must have served at least 90 days of active duty service after September 10, 2001, or have been honorably discharged with a service-connected disability after serving 30 continuous days following September 10, 2001.
- **Character of Service:** Veterans must have been discharged under honorable conditions.
- **Time Limitations:** The benefits must be used within 15 years after the veteran's last discharge or release from active duty.
- **Transferability:** Service members must have served at least six years in the Armed Forces and agree to serve four more years in order to transfer their benefits to their dependents.
- **National Guard and Reserve members:** National Guard and Reserve members may also be eligible for the Post-9/11 GI Bill if they were activated for at least 90 days after September 10, 2001, and were discharged under honorable conditions.
- Some veterans may not be eligible if they have a dishonorable discharge or if they have used up their benefits under the old GI bill or other educational programs.

It's always best to check with the Department of Veterans Affairs (VA) to confirm your specific eligibility for the Post-9/11 GI Bill and the benefits for which you may qualify. Also, you can visit the VA website or speak with a VA representative for more information on how to apply for benefits.

The GI Bill helped African American veterans pursue education by providing financial assistance for tuition, books, and other educational expenses. The bill provided funding for veterans to attend colleges, universities, and vocational schools, allowing them to acquire new skills and gain knowledge in their chosen fields.

However, despite the provisions of the GI Bill, African American veterans still faced significant barriers to accessing education. Many institutions of higher education were segregated, and African American veterans were often denied admission or faced discrimination in their classes and on campus. It wasn't until the Civil Rights Act of 1964 and other legislation that prohibited discrimination based on race, color, religion, sex, or national origin, that African American veterans began to receive equal treatment under the GI Bill.

With these protections in place, African American veterans were finally able to fully participate in the benefits provided by the GI Bill and pursue higher education without facing discrimination. Overall, the GI Bill played a significant role in helping African American veterans pursue education and has helped to close the educational gap between African American and white veterans.



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- Applied Bachelor's Degree in Software Development**
- Applied Bachelor's Degree in Data Analytics**
- Applied Bachelor's Degree in Cybersecurity**

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The GI Bill helped black veterans access better career options by providing financial assistance for education and training. By pursuing higher education or technical training, black veterans were able to acquire new skills and knowledge that would help them secure better paying jobs and advance in their careers. However, despite the benefits provided by the GI Bill, black veterans still faced significant obstacles in their careers due to ongoing racial discrimination in the job market. For many black veterans, the bill was a starting point, but not a guarantee, of better career opportunities.



Organizations that apply the GI Bill and help African Americans in better education and career options;

1. The Department of Veterans Affairs (VA) - The VA administers the GI Bill and provides educational and financial assistance to eligible veterans. The VA also provides counseling and support services to help veterans transition to civilian life and pursue their education and career goals.
2. The National Association for Equal Opportunity in Higher Education (NAFEO) - NAFEO is a national organization that represents and advocates for historically black colleges and universities (HBCUs) and other minority-serving institutions. NAFEO works to ensure that black veterans receive equal access to the benefits of the GI Bill and other education and training programs.
3. The Veterans of Foreign Wars (VFW) - The VFW is a national organization that provides support and assistance to veterans, including black veterans. The VFW provides information and guidance on the GI Bill and other programs that can help veterans access education and better career opportunities.
4. The American Legion - The American Legion is a national organization that provides support and assistance to veterans, including black veterans. The American Legion provides information and guidance on the GI Bill and other programs that can help veterans access education and better career opportunities.
5. The National Black Veterans Association (NBVA) - The NBVA is a national organization that represents and advocates for black veterans. The NBVA works to ensure that black veterans receive equal access to the benefits of the GI Bill and other education and training programs and to provide support and assistance to black veterans as they pursue their education and career goals.

These organizations, among others, play an important role in helping African American veterans access the benefits of the GI Bill and in providing support and assistance as they pursue their education and career goals.



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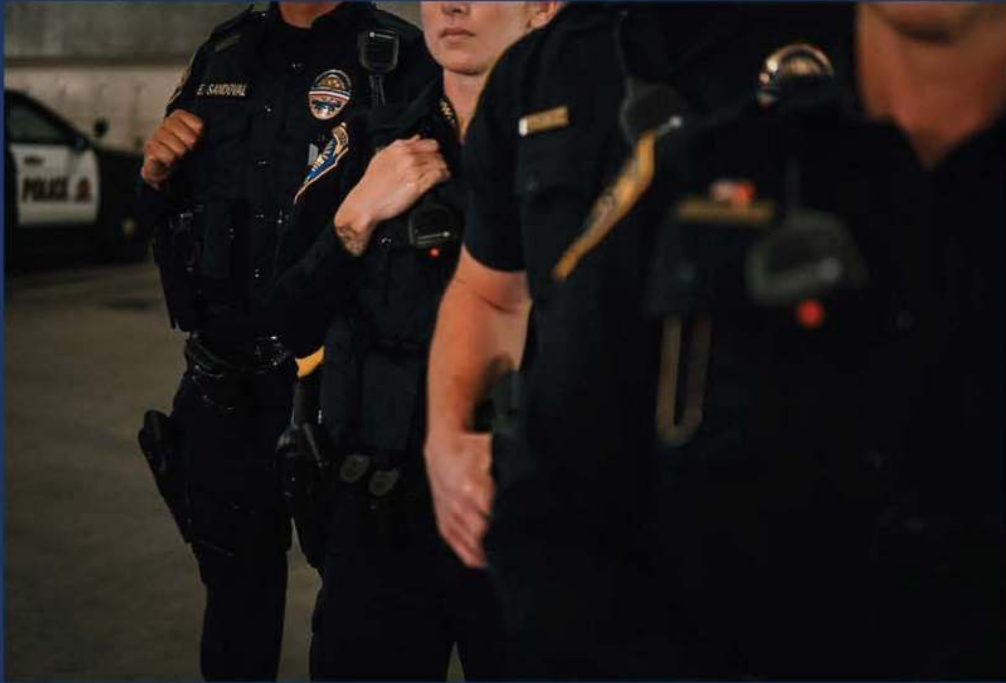
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AFRICAN AMERICANS IN LAW ENFORCEMENT

African Americans have played a role in law enforcement for over a century. The first known African American police officers in the United States were appointed in the late 1800s. Today, African Americans continue to be a significant presence in the law enforcement community, serving as officers, detectives, and in other roles.



However, the relationship between African Americans and law enforcement has often been strained, as communities of color have historically experienced discrimination and unequal treatment by police. This has led to calls for increased diversity and reforms in policing practices.

African American officers have also faced challenges within their own agencies, including discrimination and limited opportunities for advancement. Efforts to address these issues and increase diversity within law enforcement continue to be a topic of conversation and advocacy.

Percentage of African Americans in law enforcement agencies

The exact percentage of African Americans in law enforcement agencies varies, but it is generally lower than the percentage of African Americans in the general population. According to data from the U.S. Bureau of Justice Statistics, in 2016, approximately 13% of full-time law enforcement officers were African American, while African Americans made up approximately 14% of the total U.S. population. The representation of African Americans in law enforcement may be higher in some cities and lower in others, depending on various factors such as demographics, departmental policies, and hiring practices.



African Americans and Federal Bureau of Investigation (FBI)

African Americans have been part of the Federal Bureau of Investigation (FBI) since its inception, but their representation and experiences within the agency have been shaped by the broader historical and social context. In the early years of the FBI, African American agents were relatively rare and often faced discrimination and obstacles in their careers.

However, in recent decades, the FBI has made efforts to increase diversity and inclusion within the agency, including efforts to recruit and retain African American agents. Today, African Americans make up a significant portion of the FBI's workforce, including at the leadership level. Despite these efforts, some African American agents have reported experiencing discrimination and bias within the FBI, and the agency has faced criticism for its handling of cases involving African Americans, particularly in relation to issues of police misconduct.

Overall, the experiences of African Americans within the FBI reflect both progress and ongoing challenges in the broader society, as well as the unique history and culture of the agency itself.

African Americans and DEA

The representation of African Americans in the Drug Enforcement Administration (DEA) has been an issue of concern and discussion in recent years. Although the exact percentage of African Americans in the DEA is not publicly available, it is generally acknowledged that African Americans are underrepresented in federal law enforcement agencies compared to their representation in the general population.

The DEA, like other law enforcement agencies, has faced challenges in diversifying its workforce and promoting equity in its hiring practices. Despite these challenges, the DEA has made efforts in recent years to increase diversity and promote equity in its hiring and promotion processes.

It is important to note that the relationship between African Americans and the DEA, like other law enforcement agencies, has often been strained due to historical patterns of discrimination and unequal treatment by police. Addressing these issues and increasing diversity in law enforcement remains an important topic of conversation and advocacy.

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Blacks in law enforcement face a unique set of challenges, including overcoming a history of systemic racism within law enforcement institutions and a lack of diversity and representation at higher levels of the organization. Additionally, they may face discrimination and racial bias from both the communities they serve and fellow officers. Some Black officers may also struggle with balancing their dual identities as both a member of the Black community and a member of law enforcement, which can lead to feelings of isolation and mistrust. Despite these obstacles, many Black officers continue to serve their communities and strive to make positive changes within their departments.



The requirements and payment structure for African Americans to pursue a career in law enforcement agencies, such as the FBI, Sheriffs' offices, DEA, U.S. Customs and Border Protection (CBP), and others, vary depending on the agency and the specific position. However, there are some general requirements and payment structures that are common to many law enforcement agencies.

- U.S. citizenship
- Minimum age (usually 21 years old)
- Clean criminal record
- High school diploma or GED (in some cases, a college degree may be required)
- Physical fitness
- Drug test and background check
- Starting salaries for law enforcement officers vary depending on the agency and the specific position, but they typically start in the low to mid \$40,000s per year.
- Law enforcement officers often receive benefits, such as health insurance, paid time off, and retirement plans.
- Law enforcement officers may receive additional pay for working night shifts, weekends, and holidays.
- Many law enforcement agencies offer opportunities for advancement and higher salaries for officers who move up the ranks.



It is important to note that these requirements and payment structures may vary depending on the specific agency and location, and that the information provided here is general in nature. Potential candidates should check with the specific agency they are interested in for the most up- to-date information on requirements and payment structure.



There are several programs that aim to help increase the representation of African Americans in FBI, Sheriffs' offices, DEA, U.S. Customs and Border Protection (CBP), and other law enforcement agencies. Some of these programs include:

- **Diversity recruitment initiatives:** Many law enforcement agencies, including the FBI, DEA, and CBP, have launched diversity recruitment initiatives to attract a more diverse pool of applicants, including African Americans. These initiatives often include outreach to historically black colleges and universities (HBCUs), community organizations, and other groups.
- **Mentorship programs:** Some law enforcement agencies, such as the FBI, offer mentorship programs for African American recruits and early-career officers. These programs pair African American recruits with experienced African American officers who can offer guidance and support as they navigate their careers in law enforcement.
- **Diversity and inclusion training:** Many law enforcement agencies, including Sheriffs' offices, offer diversity and inclusion training for their employees. This training aims to promote understanding and respect for diversity, and to help build inclusive workplace cultures.
- **Scholarships and education programs:** Some law enforcement agencies, such as the DEA, offer scholarships and education programs to support African American students interested in pursuing careers in law enforcement.



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National Organizations Include:

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