



National Organization of Black Law Enforcement Executives

March 1, 2026

Dear NOBLE Members,

On behalf of the National Organization of Black Law Enforcement Executives (NOBLE), we are proud to announce our partnership with Dr. Tracie L. Keesee, Associate Professor of Public Safety & Justice at the University of Virginia and Co-Founder of the Center for Policing Equity, to launch the Black Officer Wellness Study.

This timely and necessary study is designed to better understand the wellness needs, experiences, and support gaps affecting Black sworn and non-sworn personnel across all levels of law enforcement. As professionals who serve in complex and often challenging environments, our ability to thrive—mentally, emotionally, financially, and physically—is critical not only to our own well-being but also to the health and effectiveness of our institutions.

We are calling on you—our members—to participate in this confidential wellness survey, which will take less than 10 minutes to complete. Your voice is vital. By contributing your experiences and insights, you are helping shape the future of wellness support systems tailored to the unique realities of Black officers and public safety professionals.

You can access the survey by clicking the link below or scanning the QR code:

<https://www.surveymonkey.com/r/I9FVW6Q>



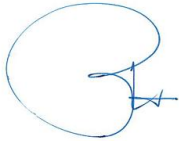
In addition to the survey, we will be convening a series of focus groups during the 2026 William R. Bracey CEO Symposium, April 9-11, 2026 in Detroit, MI. These sessions are designed to further explore the themes emerging from the survey in a more personal and

in-depth format. We strongly encourage your participation if you are attending the symposium.

The findings from both the survey and the focus groups will be shared with our membership, as part of our shared commitment to transparency, action, and collective wellness.

Thank you in advance for your engagement in this important initiative. Together, we can build a foundation of support that honors our service and centers our wellness.

With respect and appreciation,



Chief Renee Hall (Ret.)
President, National Organization of Black Law Enforcement Executives (NOBLE)



Colonel Jeffery Glover
Past President, National Organization of Black Law Enforcement Executives (NOBLE)