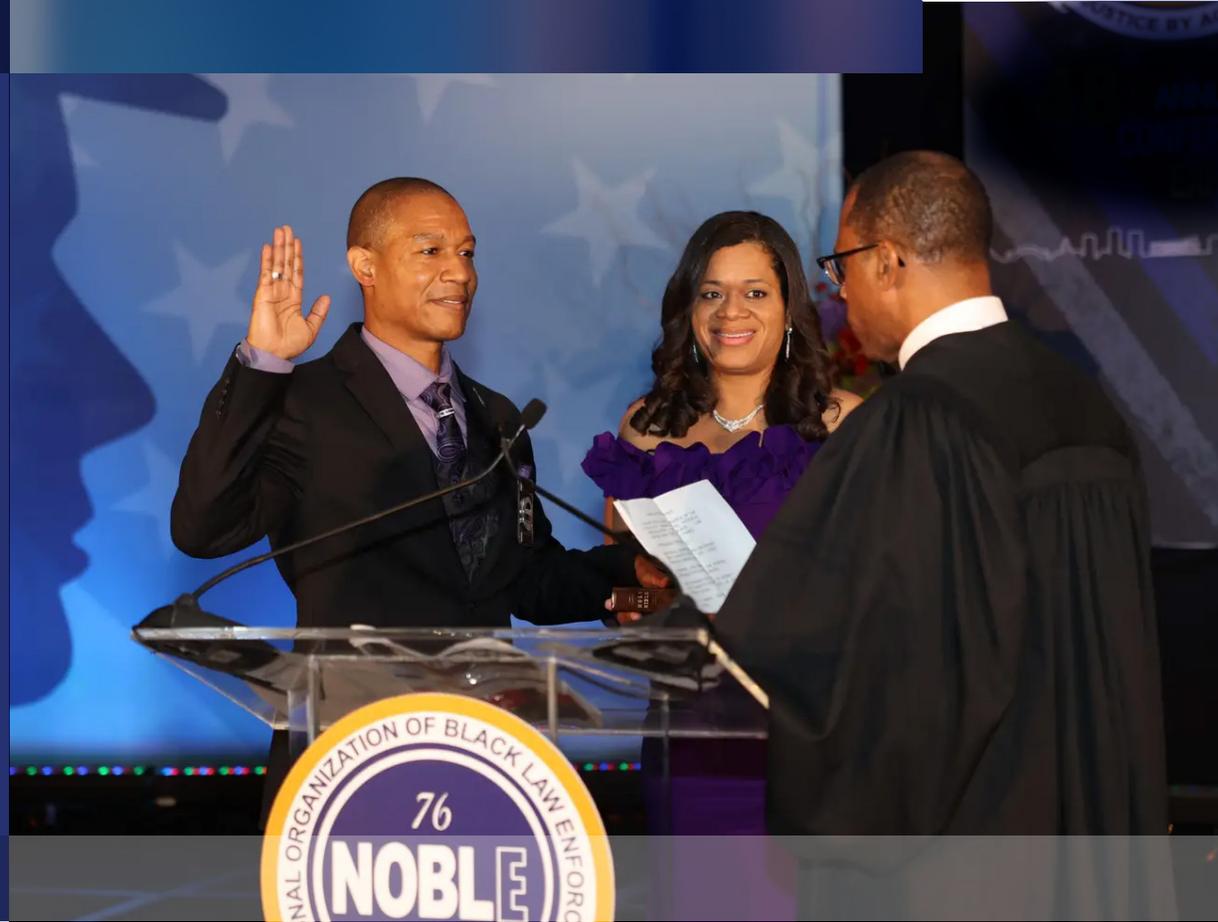
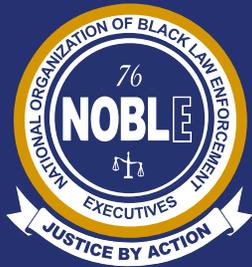


One NOBLE *One* TEAM

NOBLE

President's Impact Report



2024 - 2025

www.noblenational.org



Our Mission

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**.

Our Vision

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.

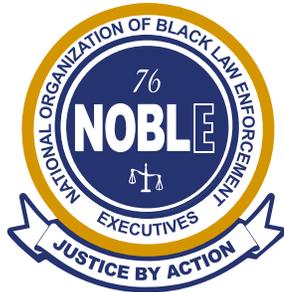




Table of contents

| | |
|-------------------------------------|----|
| President's Letter | 05 |
| Operations Milestones | 06 |
| Executive Director | 06 |
| Deputy Director | 07 |
| Our Chapters | 10 |
| Thought Leadership & PR | 16 |
| Trainings and Webinars | 18 |
| Executive Board | 20 |
| A Year at a Glance in Photos | 22 |
| Acknowledgement of Partners | 23 |

One NOBLE One TEAM



Message From the President

Dear Team NOBLE,

As I reflect on my journey as President, I am filled with immense pride and deep gratitude. This past year has demonstrated extraordinary progress we can achieve when guided by purpose, fueled by passion, and united in our commitment to justice, equity, and community. Together, we have shown what's possible when dedicated professionals align around a shared mission. Serving alongside you, some of the most committed, courageous, and inspiring leaders in law enforcement—has been one of the greatest honors of my career.

Each of you represents the very best of NOBLE's mission: to ensure safety and fairness for all, without exception. Throughout the year, we have broken through barriers once thought impenetrable, shaped policies that advance equity, and mentored future leaders who reflect the diverse communities they serve with honor and integrity.

At the beginning of my term, I set forth key priorities to guide our work:

1. Advancing Social Justice and Equality through impactful policy change
2. Fostering Education and Innovation to develop well-equipped leaders
3. Creating Meaningful Community Impact through service and outreach
4. Strengthening Relationships with key stakeholders and partners
5. Encouraging Civic Engagement and promoting Transparency

Thanks to your commitment and tireless efforts, we've made remarkable strides across all of these priorities. From launching transformative programming to elevating national and international conversations around policing and justice reform, our progress has been both measurable and meaningful.

- We established a formal partnership with National University for future law enforcement leaders
- We spoke at the Congressional Black Caucus in Washington, D.C.
- We influenced policy discussions before the Senate on officer safety and mental health.
- We formed new relationships, new alliances and actively engaged directly with communities and youth

This momentum is a testament to the power of collective leadership, and to your belief in a better, fairer system of justice.

Looking ahead, I am filled with excitement and confidence. Under the visionary leadership of Chief Renee Hall in 2025–2026 and Chief Mitchell Davis in 2026–2027, NOBLE's mission will not only endure, it will soar. Their wisdom, strength, and integrity will continue to elevate our organization and expand our impact nationwide.

As I transition from the national stage, my commitment to NOBLE remains as strong as ever. I look forward to continuing this journey with all of you—championing justice, supporting rising leaders, and making a difference in the communities we serve.

With deep pride, sincere gratitude, and enduring hope,



Colonel Jeffrey Glover

Operational MILESTONES

The **CEO Summit**, November 2024, held in San Diego, brought together leaders from across the country to engage in critical discussions centered on public safety. The event provided a platform for sharing strategies, building partnerships, and exploring innovative approaches to address evolving challenges in communities.

In a historic milestone, the **NOBLE National Office** relocated to a new headquarters after more than three decades in the same location. The transition was formally commemorated with a Grand Opening celebration in March 2025, bringing together members, partners, and community leaders to mark the beginning of a new era for the organization.



Grand Opening CELEBRATION

NOBLE *Executive Director*



“ Over the past year, NOBLE has made significant strides in strengthening our fiscal resources, expanding our brand presence, and ensuring our long-term sustainability. Through intentional strategic planning, we have also diversified and enhanced the delivery of programs and services to both our members and the communities we serve. These collective efforts position us to meet the future with resilience, innovation, and an unwavering commitment to our mission. ”

Mr. Dwayne Crawford
NOBLE Executive Director

“ The same things that inspired me when I first joined NOBLE nearly three years ago still drive my passion today—the members, the leadership, the team and the communities we serve. My role continues to center on operational efficiency and ensuring we have the structure and resources to focus on our organizational mission. It is a privilege to serve NOBLE as we move confidently into the year ahead. ”

Ms. Giovanna Rogow
NOBLE Deputy Director



NOBLE *Deputy Director*

Our Chapters

NOBLE promotes its own programming that makes a difference in the communities we serve. We have been able to amplify our voice and impact, in large part, because of the tireless efforts of the members in our 56 chapters in six regions throughout the United States and several other countries—all of which prioritize service and public safety.

Included here are a few spotlights of where our chapters have been and what they have done to make a difference.

▶ Region I

Community Engagement Highlights

NOBLE New York Chapter

Target NOBLE NY: Inspiring Local Youth Through Hands-On Experiences

In partnership with Target, NOBLE NY hosted students from P.S. 12 and MS 353 at a local Target store for an unforgettable day of learning and fun.

Students participated in a scavenger hunt, took on the role of personal shoppers to “style their teacher,” learned how to scan items at checkout, observed Starbucks team members crafting drinks, and served as enthusiastic taste-testers. The event fostered excitement, curiosity, and meaningful engagement with local community members.

Chop It Up! – NOBLE NY Barbershop Mentoring Series

Sponsored by Target, and held in collaboration with D Strands Barbershop and Friends of the Children–Harlem, the *Chop It Up!* mentoring program brings guidance and empowerment to young men in a trusted community setting.

This initiative aims to foster financial literacy, independence, and a strong sense of purpose—helping youth envision a future where **there are no limits to what they can achieve**, no matter the challenges they face.



Mentees Learn the Art of First Impressions

NOBLE NY mentees at MS 353 participated in a hands-on session to learn the **importance of professional appearance**—starting with **how to properly wear a tie**. Understanding the power of first impressions is a critical step on the path to personal and professional success.

► Region II

Community Engagement Highlights

NOBLE Washington Metro Chapter

Washington Metro Chapter held its annual Build-A-Bike event

On June 13, the Washington Metro Chapter held its annual Build-A-Bike event with local, state, and federal law enforcement agencies from the region **working together to assemble and donate 100 bicycles** to children in the local communities. The bicycles were provided by Thomson Reuters, corporate sponsor for the event, and the accompanying helmets were made possible by donations from chapter members and local partners.

► Region III

Community Engagement Highlights

NOBLE Alabama–Birmingham Chapter

Alabama–Birmingham Chapter Hosts “Stop the Violence” Symposium

On September 17, 2024, the Alabama–Birmingham Chapter of NOBLE partnered with local NBC affiliate WVTM 13 and Kappa Alpha Psi Fraternity, Inc. to host a powerful Stop the Violence Symposium.

The panel featured a dynamic group of experts, including community leaders, clergy, prosecutors, and law enforcement officials. Together, they explored the root causes of gun violence and discussed actionable, community-driven solutions.

The event drew approximately 200 attendees and was prominently featured as the lead story on WVTM 13’s nightly news, amplifying its reach and impact throughout the region.



▶ Region IV

Community Engagement Highlights

In her first term as a U.S. Representative, Nikki Budzinski prioritized **making the site of the Springfield 1908 Race Riot a national monument**, considering it a significant request to the Biden Administration. Nearly two months after President Joe Biden designated it as a national monument, Budzinski and others celebrated this milestone. Prominent community figures, including past Springfield NAACP presidents and U.S. Senators, joined the event, recognizing the years-long effort to bring attention to the riot's history.



The 1908 race riot resulted in significant violence and damage, leading to the formation of the NAACP. Significant archaeological findings at the site revealed burned homes and artifacts, fueling efforts to gain national monument status. This initiative serves as a reminder of ongoing issues of hate and violence in the community. It highlights Springfield's collaborative spirit, which came together across racial and partisan lines to achieve the designation. The National Park Service plans to collaborate with the Springfield community to make the historical events more accessible and engaging for future generations, marking the second NPS site alongside the Lincoln Home National Historic Site in Springfield.

['A proud day for Springfield.' City celebrates race riot site as newest national monument](#)

The screenshot shows a news article from The State Journal-Register. The article title is "'A proud day for Springfield.' City celebrates race riot site as newest national monument". The byline is "By Steven Spearie, Springfield State Journal-Register, 2024-10-10". The article text includes: "In her first term as a U.S. Representative, Nikki Budzinski said the push to make the site of the Springfield 1908 Race Riot a national monument was 'the single largest ask of the Biden Administration.'" and "On Wednesday, Budzinski and others joined in a celebration at HSHS St. John's Children's Hospital nearly two months after President Joe Biden made the designation official through the Antiquities Act." A quote from Budzinski is also present: "I'm so excited to see it come to fruition after so many years of community pushing for this recognition," said Budzinski, a Springfield Democrat. "This is a proud day for Springfield. This is a great day for Springfield."



► Region V

Community Engagement Highlights

NOBLE Houston Chapter

The Houston Chapter of NOBLE, in partnership with the Houston Police Department, hosted a community engagement event at a Houston Rockets game aimed at bridging the gap between law enforcement and local youth.

The event welcomed 32 youth and 11 adults, creating a meaningful opportunity for dialogue, mentorship, and connection in a positive setting.

Events like these are part of NOBLE's continued efforts to build trust and foster stronger relationships between law enforcement and the communities they serve.



► Region VI

Advocating for Access: Sharon in Washington, D.C.

As a Board Member at LifeLong Medical Care and a leader with the National Organization of Black Law Enforcement Executives (NOBLE), **Sharon is represented her community** at the **NACHC Policy & Issues (P&I) Forum** in Washington, D.C.

Her focus was and continues to be: ensuring that individuals—particularly those who rely on Medicaid—are not overlooked in national discussions around healthcare access and equity.

During her time in D.C., Sharon is meeting with lawmakers to advocate for **continued federal funding for Community Health Centers (CHCs)**, which serve **over 30 million people** across the country.

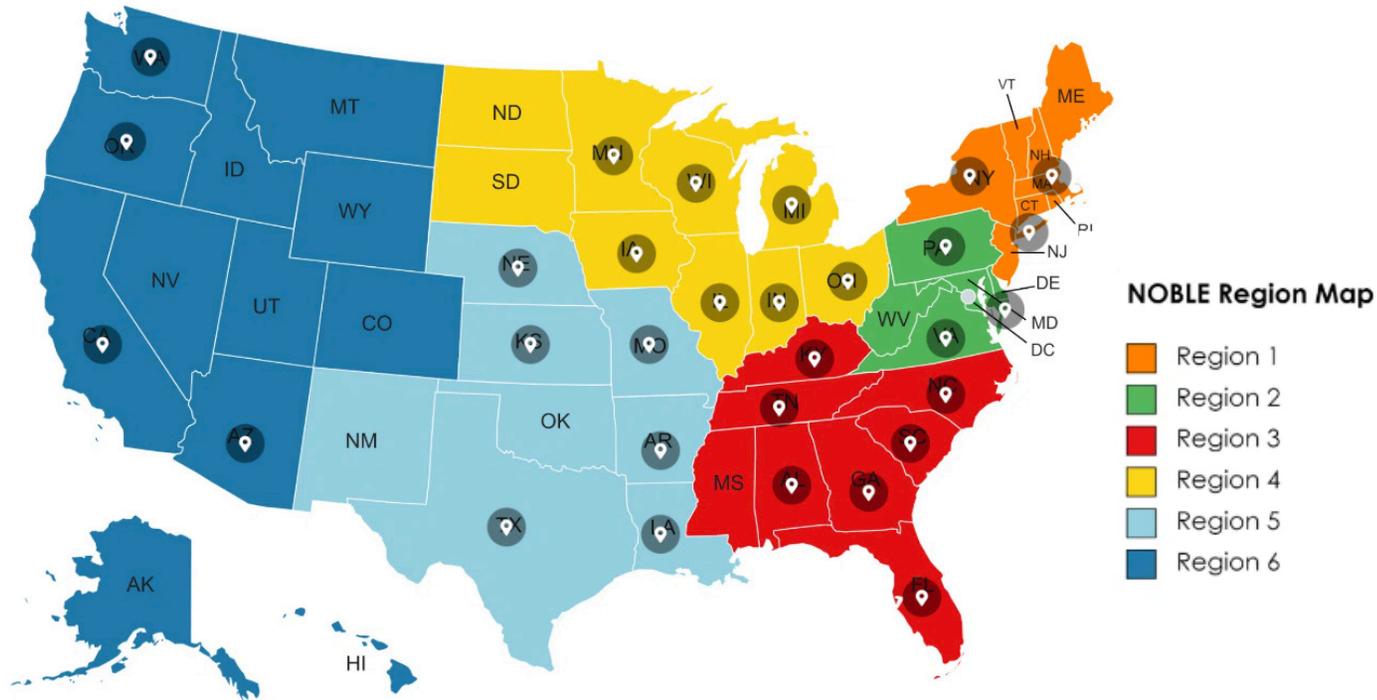
A central theme of her message is the importance of collaboration between **law enforcement and healthcare providers** to support individuals in crisis, reduce reliance on incarceration, and strengthen pathways to care.

Sharon's leadership is helping elevate this vital conversation at the national level. As she often notes, *"Healthy communities are safe communities."*

Her work with both LifeLong and NOBLE underscores the powerful connection between public health and public safety—and the need for policies that support both.

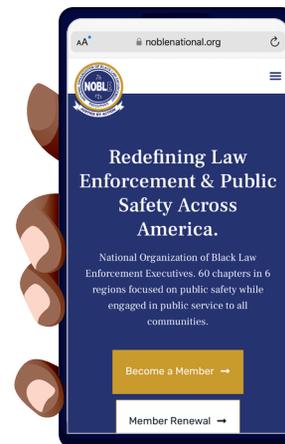


OUR *Chapters* ARE WHERE WE MAKE THE MOST IMPACT IN *Communities*.



60
CHAPTERS
IN SIX REGIONS

4,600+
BOOTS ON THE GROUND



Thought Leadership & Public Relations

NBC 4 – Yougananda Pittman on Inauguration Safety



MSNBC (Al Sharpton) – Featuring President Glover

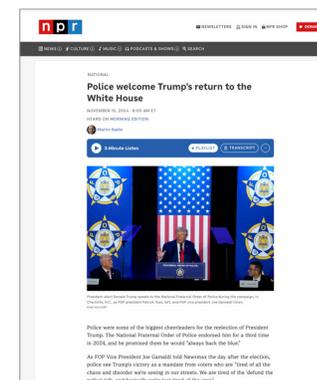


Afro News – Police Recruitment

Excessive force and misconduct allegations against Minneapolis police officers | AFRO American Newspapers



NPR – Police Hiring Reform Coverage



[Afro News – Baltimore Police Chief](#)

Baltimore City Police Department hires chief who resigned from Boise Police Department with misconduct allegations



[Roland Martin Unfiltered – Interviews with Chief Davis and DOJ](#)

DOJ ends police oversight, ACLU States safety campaign, Ramaphosa/Trump Meeting, Crockett Chronicles



[NY Times – Quoted commentary from President Glover](#)

Border Officials Told Not to Attend Events Tied to Diversity in Law Enforcement

A Trump administration memo issued to border and customs officials in March further curtailed efforts to ensure a more diverse work force.

Listen to this article - 5:46 min [Listen to this article](#)

By Zolan Kanno-Youngs and Hamed Aleaziz
Reporting from Washington
June 2, 2025

The Trump administration this year ordered federal border agents officers not to attend events hosted by organizations that support v minority groups in law enforcement, according to a senior border o

Customs and Border Protection, the largest law enforcement agency government, issued a little-noticed internal memo in late March tel not to attend events or conferences hosted by organizations like W Law Enforcement and the National Organization of Black Law Enf Executives, or NOBLE, said the senior official, Timothy Quinn. Mr. at the agency for nearly 12 years until he retired on Friday as a res

In an interview on Monday, Mr. Quinn said the directive was includ travel advisory issued on March 28 to senior officials at the agency expected to pass along the instruction to the rank and file. The me invoked President Trump's executive order banning diversity prac federal government, barred attendance at events or conferences "t gender basis, race basis or a culture basis," Mr. Quinn said.

Are you a federal worker? We want to hear from you.

The Times would like to hear about your experience as a federal worker under the second Trump administration. We may reach out about your submission, but we will not publish any part of your response without contacting you first.

Continue >

Col. Jeffrey Glover, the director of the Arizona Department of Public Safety and the president of NOBLE, which has many white officers as members, said the administration's prohibition on attending his organization's events was "disappointing."

"We are not D.E.I. organizations — we are law enforcement organizations," Mr. Glover said. "It's shortsighted but it does sort of lay out in a way a layer of discrimination against organizations that are there to support your staff and personnel so they can advance in their career field."

With more than 60,000 employees, Customs and Border Protection is one of the world's largest law enforcement organizations. It oversees the Border Patrol, Air and Marine Operations, and customs officers.

It is unclear whether other federal law enforcement agencies have received a similar directive. The Justice Department did not respond to questions about whether it had also directed federal agents not to attend events hosted by organizations that focus on minority groups in law enforcement.

Former Customs and Border Protection officials said that collaborating with the different organizations was not only an opportunity to help improve the diversity in the rank and file of federal law enforcement, but it was also a means for getting a broad perspective on the best way to ensure public safety for a range of communities.

The events hosted by those organizations provided an opportunity to hear from Black, Latino and female law enforcement chiefs about the challenges they faced in their careers, said Gil Kerlikowske, a commissioner for Customs and Border

[Quality Policing Podcast](#)

(56) QPP 61: Jeffery Glover and Renee Hall, NOBLE - YouTube



Trainings and Webinars

February 24, 2025

[Black History Month - Law Enforcement Webinar](#)

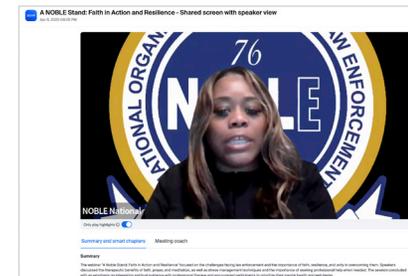
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April 8, 2025

[A NOBLE Stand: Faith in Action and Resilience](#)

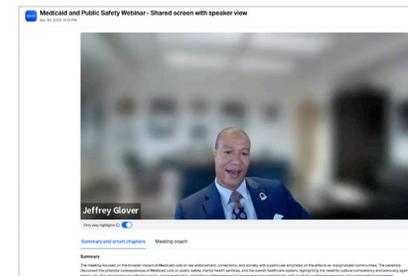
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April 30, 2025

[Medicaid and Public Safety Webinar](#)

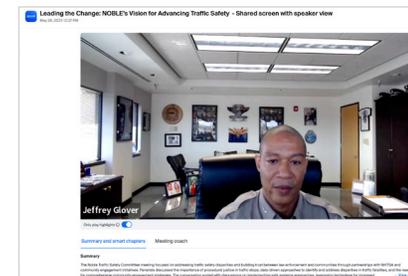
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May 28, 2025

[Leading the Change: NOBLE's Vision for Advancing Traffic Safety](#)

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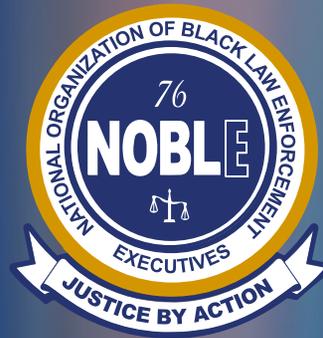
Reverend John A. Heath

General Counsel to the

National President

Sean Smoot

We extend our sincere gratitude to the members of our Board of Directors for their steadfast leadership and vision. Their commitment to shaping and overseeing our policies, guiding strategic direction to safeguard stakeholder interests, and offering invaluable insight on critical business decisions continues to strengthen our mission and ensure our long-term success.



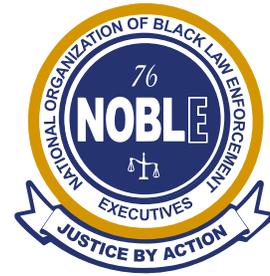


Thank-You PARTNERS

Acknowledgement of Partners

NOBLE gratefully acknowledges and thanks our network of sponsors who share our values and commit their resources to programs, initiatives, and events that advance our efforts aimed at serving law enforcement and meeting the ever-changing needs of the communities we serve.

| | | | |
|---------------------------------------|---|---|-------------------------------------|
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| Acorn Engineering Company | Flying Cross | ModCorr | Siren |
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**National Headquarters of
National Organization of Black
Law Enforcement Executives (NOBLE)**

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