



# NABNA 43<sup>RD</sup>

LEADERSHIP & TRAINING CONFERENCE  
**AUGUST 2-4, 2022**  
**HOUSTON, TEXAS**





# NABNA FOUNDERS

Charles Brown

Calvin Campbell

Gerald Chapman

Morris Davis

Ellis Dean

Albert L. Parish

James H. Williams

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# NABNA OFFICERS

Jason Braford  
**President**

Ikechi Chuku  
**Vice President**

Elisabeth Brown  
**Secretary**

Aprile Whitesell  
**Treasurer**

Anthony Thurman  
**Sergeant-At-Arms**

Gerald West  
**Parliamentarian**

Rogeana Patterson-King  
**Chaplain**

# WELCOME TO NABNA 2022

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The 43rd Annual Leadership  
Conference of the National  
Association of Black  
Narcotic Agents





# NABNA

National Association of Black Narcotic Agents  
P.O. Box 694, Marietta, GA, 30061-0694  
[www.nabna.org](http://www.nabna.org)



July 13, 2022

Greetings,

Dear NABNA Members and supporters:

As previously mentioned by the Immediate past president of NABNA (Karen D. Dorrough –Adams) our everyday lives have been changed in ways like we have never experienced before, the safety and well-being of our family and community is a top priority with the leadership of NABNA. As our nation, and others throughout the world, continues to battle the health needs of those inflicted with the coronavirus (COVID-19), we have repositioned ourselves to remain laser-focused on protecting and preserving our families while continually to meeting the critical needs of this Nation.

As the new president of NABNA, I will continue to lead with safety and health in mind as we transition to public gatherings and continue down the path of the "new normal". In doing so NABNA has decided to reassemble for the purpose of holding its annual conference.

I ask that we all do our individual part in making sure we take health and safety protocols seriously so collectively we can reap the benefits including the hierarchy of needs public assembly provides.

I am immensely grateful for the ongoing support of present NABNA members and supporters. I am optimistic about the new membership and direction of NABNA. The collective effort of active leadership and participation, has been essential in the stability and continued growth of NABNA during difficult times. NABNA leadership has continued to adjust, communicate and succeed using current means of technology. Adaptation will remain one of our core principles, for we know the one constant in life is change. We will keep an open hand extended for every government series and organization that aligns with our ideals and goals.

The NABNA Executive Board and I would also like to extend our gratitude to all of those that risk everything (and their families) when serving and protecting our neighborhoods and country. We understand the high standard and expectations you carry and are judged by daily. We realize mental health is as vital as your physical fitness. Please take the time for self-care and as always; stay vigilant!

Live long and prosper,

Jason Bradford

**President**

**National Association of Black Narcotic Agents**



Daniel C. Comeaux  
Special Agent in Charge  
Houston Field Division  
Drug Enforcement Administration



Greetings,

As the Special Agent in Charge of the Drug Enforcement Administration (DEA) Houston Field Division, I welcome the **National Association of Black Narcotics Agents (NABNA) 43rd annual leadership conference** to the Bayou City.

For decades, NABNA has supported minority youth by mentoring those who aspire to have careers in criminal justice, providing annual scholarships for students attending various colleges and universities, and conducting community service in under-served neighborhoods on a regular basis.

Throughout my 31-year law enforcement career (that began here in Houston), I have seen the impact NABNA has had both professionally and personally. NABNA members bring a wealth of skills and knowledge to the field of law enforcement, are pillars in their communities, and always go above and beyond to aid their friends, family, colleagues and neighbors. It is truly an honor to host the annual conference here.

NABNA's 43rd annual leadership conference is an essential opportunity to network, share experiences and ideas to enhance NABNA's mission, and assist the next generation of law enforcement. I look forward to a rewarding conference this year under the theme of "You Don't Have to Be Perfect, Just Beat Yesterday!" Enjoy the conference and our beautiful city!

Sincerely,

A handwritten signature in blue ink, appearing to read 'Daniel C. Comeaux'. The signature is fluid and cursive.

Daniel C. Comeaux  
Special Agent in Charge  
Houston Field Division



# CITY OF HOUSTON

**Sylvester Turner**

Mayor

P.O. Box 1562  
Houston, Texas 77251-1562

Telephone – Dial 311  
[www.houstontx.gov](http://www.houstontx.gov)

July 26, 2022

Greetings,

As Mayor of the City of Houston, I would like to congratulate the **43<sup>rd</sup> Annual National Association of Black Narcotics Agents (NABNA)** on their upcoming Leadership & Training Conference from August 2-4, 2022 at the Houston Regency Houston Galleria. The theme is “You Don't Have to Be Perfect, Just Beat Yesterday.”

The NABNA focuses on Communities and Law Enforcement Careers. The organization develops a relationship within minority communities for the recruitment of minorities for local, state and federal enforcement positions. The NABNA works to develop methods of improving the image of narcotic law enforcement as a sustainable career among members of the minority community and assists such law enforcement agencies in the recruitment of minority persons as employees. The NABNA serves as mentors to disadvantaged youth.

I commend **43<sup>rd</sup> Annual National Association of Black Narcotics Agents** on their commitment to advancing opportunities for professional growth and development in law enforcement. This event is a time of joy and excitement for a bright future ahead. As you gather to honor and celebrate this special occasion, please accept my best wishes for a rewarding conference.

Sincerely,

A handwritten signature in black ink that reads "Sylvester Turner".

Sylvester Turner  
Mayor





**U.S. Department of Justice**

Federal Bureau of Investigation  
*Houston Field Office*

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Office of the Special Agent in Charge

1 Justice Park Drive  
Houston, Texas 77092

August 2, 2022

Dear National Association of Black Narcotic Agents Conference Attendees:

On behalf of the employees of the Houston Field Office of the Federal Bureau of Investigation, it is my pleasure to welcome you to Houston for the 43<sup>rd</sup> Annual NABNA Leadership & Training Conference.

This conference brings together narcotic law enforcement professionals from local, state and federal agencies across the country for the purposes of education, teambuilding and mentorship. It also serves as an outstanding platform for NABNA's mission to develop relationships within minority communities, which in turn leads to increased recruitment of minorities into law enforcement professions. NABNA's mission mirrors one of the FBI's Core Values, Diversity, and as law enforcement professionals we know that our efforts are far more successful when our workforce represents the communities we serve.

I am delighted that you have chosen Houston as the location for your 43<sup>rd</sup> Annual Conference and I hope you take the time to enjoy the city. Please don't hesitate to contact us if we can be of assistance during your time here.

FBI Houston wishes you a safe and successful event.

Sincerely,

A handwritten signature in blue ink, appearing to read "James H. Smith III", is written over a horizontal line.

James H. Smith III  
Special Agent in Charge



Houston HIDTA  
15311 Vantage Pkwy W  
Suite 286  
Houston TX 77032  
(281) 372-5857

July 18, 2022

Jason Bradford  
President  
NABNA

Aransas County

Austin County

Brazoria County

Brooks County

Chambers County

Fort Bend County

Galveston County

Harris County

Jefferson County

Jim Wells County

Kenedy County

Kleberg County

Liberty County

Montgomery County

Nueces County

Refugio County

Victoria County

Walker County

Mr. Bradford,

On behalf of the Houston High Intensity Drug Trafficking Area (HIDTA), I would like to congratulate you on convening the 43<sup>rd</sup> Annual NABNA Leadership Conference here in Houston, Texas on August 2-4, 2022. Through the combined efforts of many Special Agents, Diversion Investigators, Intelligence Analysts and other law enforcement personnel, NABNA has provided mentorship to countless African American drug law enforcement personnel for the express purpose of combatting the challenges they face while providing critical drug law enforcement services in the US and abroad. Additionally, NABNA's efforts to mentor African Americans who aspire to careers in law enforcement through its support of educational and community programs, as well as its funding of annual scholarships for students attending Black Colleges and Universities (HBCUs), is well-recognized and universally praised throughout the law enforcement community. NABNA is truly paving the way for tomorrow's leaders in law enforcement! Thanks for all of your efforts.

Houston HIDTA wishes you great success as you engage in what I am sure will prove to be highly valuable leadership training, collaboration and fellowship at this year's conference. Please let us know if we can be of assistance now, or in the future.

Sincerely,

F. Mike McDaniel  
Houston HIDTA Director  
[fmcdaniel@houstonhidta.net](mailto:fmcdaniel@houstonhidta.net)  
Ph. 281-203-2283



**OFFICE OF THE  
CHIEF OF POLICE**

1200 Travis Street  
Houston, TX 77002  
Office: 713.308.1600  
Fax: 713.308.1602

**Troy Finner**  
Chief of Police

Welcome to Houston,

On behalf of the men and women of the Houston Police Department, it is my honor and privilege to welcome the National Association of Black Narcotic Agents to Houston, Texas.

As the country's fourth largest city with well over two million residents, the City of Houston is quite like no other. Houston is home to a wonderful mix of cultures, nationalities, cuisine, businesses, professional sports, and world class arts and museums. Whether you are a visitor from out of town or a local resident, I encourage you to take advantage of what Houston has to offer.

I wish you a very safe and successful conference, and encourage you to enjoy our wonderful city.

Sincerely,

A handwritten signature in blue ink, appearing to be "TF", written over a faint circular stamp.

Troy Finner  
Chief of Police

**WE HAVE OVER 95% OF U.S.  
DOCTORS IN OUR NETWORK**

**SO YOU CAN HAVE COVERAGE  
THAT GOES WHERE YOU DO.**

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BlueShield.**  
Federal Employee Program.

We are proud to support the National Association of Black  
Narcotic Agents and the 43rd Leadership & Training Conference.





# NABNA AGENDA

## **Monday August 1, 2022**

- 4:00 PM – 7:00 PM:      **Welcome & Registration**
- 7:15 PM – 7:45 PM:      **Executive Board Meeting**

## **Tuesday August 2, 2022**

- 9:00 AM – 10:30 AM:      **Opening Ceremony, Honor Guard, Welcome,  
History of NABNA, Museum project**
- 10:30- 10:45 AM:              **Break**
- 10:45 AM – 11:45 AM:      **Dealing with Work Stress - EAP Administrator Adrienne Wright-Williams**
- Noon – 1:00 PM:              **Lunch (On your own)**
- 1:10 PM- 2:00 PM:            **OPR & Inspections (Split Session) Supervisors, Agents/DI**
- 2:10 PM- 3:00 PM:            **OPR & Inspections Joint Session - Associate Dep. Chief Inspector Keith  
Williams, Senior Inspector Marissa Lee, Executive Assistant - IGX Lisa Pryor**
- 3:10 – 4:00 PM:              **Cyber Section General Overview**
- 4:10PM – 5:00 PM:            **Cyber Section Search Warrants /Evidence Collection**
- 5:30 PM – 6:30 PM:            **NABNA National Business Meeting**

## **Wednesday August 3, 2022**

- 9:00 AM – 9:50 AM: “Operation Nemesis” Presentation - Unit Chief June Howard
- 10:00 AM – 10:50 AM: Pill Press & IRADD Presentation - Staff Coordinator Mike Miller
- 11:00 AM – 11:50 AM: “Operation SNAKE IN THE BOOT.” DI Brianna Moser (Diversion) case study
- Noon – 2:00 PM: Scholarship presentation Luncheon Lynden Rose Keynote Speaker
- 2:15 – 3:00 PM: Precursor Chemical Investigations Start to Finish - GS Kyle Mori
- 3:10 – 5:00 PM: Criminal Drug Networks: Mexico - RD Todd Zimmerman
- 5:10PM – 6:00 PM: Retirement Presentation - Dep SAC Tony Hubbard
- 6:10 PM – 8:00 PM: Retiree’s Gathering TBD

## **Thursday August 4, 2022**

- 9:00 AM – 9:50 AM: Combatting Opioids; A Diversion Case Study – DI/GS Mike Mills
- 10:00 AM – 10:50 AM: “You Don’t Have to be Perfect, Beat Yesterday” - Waco Police Chief Sheryl Victorian
- 11:00 AM – 11:50 AM: S.A.F.E. & Sponsors
- Noon – 1:00 PM: Lunch (On your own)
- 1:05 – 3:00 PM: Foreign Transnational Criminal Drug Investigations, Resulting in U.S. Federal Prosecutions – GS Ikechi “Ikey” Chuku
- 3:15 – 4:15 PM: Special Operations Division
- 4:25 – 5:30 PM: “Flash Mentoring” w/ Senior Leadership (Split session) “Life After DEA”
- 5:40PM – 5:50 PM: Closing, Comments, Suggestions, Survey’s
- 6:30 PM – 7:30 PM: NABNA National Business Meeting (presentation of the Cup)
- 



## **LYNDEN B. ROSE, ESQUIRE**

HONORARY CONSUL, COMMONWEALTH OF THE BAHAMAS  
Counsel and Attorney-At-Law  
Houston, Texas  
Phone: 713-480-9226  
Email: [lyndenrose@aol.com](mailto:lyndenrose@aol.com)

As an attorney and entrepreneur, Lynden Rose has been in practice for more than 30 years. He has served as Honorary Consul for the Commonwealth of The Bahamas in the State of Texas since 2014. He has vast legal experience in corporate law, sports and entertainment law, real estate development, construction and infrastructure. He has represented several governmental entities and companies in issues involving community interests, impactful initiatives and development projects. Mr. Rose's legal practice and consulting company's clients include domestic and international organizations and high net worth individual investors, as well as elite professional athletes.

Lynden Rose, a conservative, is an active participant in national and local political, civic and philanthropic activities. Lynden Rose is also Founder and Chairman of National Education and Sports Solutions (NESS), and Founder of the LM Rose Consulting Group. He was also a former student athlete and captain of the University of Houston basketball team in 1982. Lynden Rose was drafted by the Los Angeles Lakers.

### **PROFESSIONAL AFFILIATION/RECOGNITION**

Lynden Rose's professional honors and community achievements are numerous. He served on the 2007 Texas Inaugural Committee for Governor Rick Perry, and in 2019 on the Texas Inaugural Committee for Governor Greg Abbott. He has been recognized with the Arrival Award by the University of Houston Law School Immigration Clinic. He has previously served on the Board of Regents of the University of Houston, his alma mater, Greater Houston Convention and Visitors Bureau, and the Harris County Sheriff's Civil Service Commission. He currently serves on the Board of Memorial Hermann Health System, the largest not-for-profit healthcare system in the State of Texas, and also serves as a Regent/Trustee for the College of Biblical Studies. He is married to Marilyn, and they have three children, Madelyn, Lynden Jr., and Lynnard.

### **EDUCATION**

#### **University of Houston Law School**

Houston, Texas

Degree: Juris Doctorate, 1989

#### **University of Houston**

Houston, Texas

Degree: Bachelor of Science in Political Science, 1983



## ***Troy Finner***

### *Chief of Police Biography*

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Troy Finner is the Chief of Police of the Houston Police Department, the largest law enforcement agency in the state of Texas, and the fourth largest city in the United States.

He leads over 5,200 sworn personnel and over 900 civilian staff members.

He was born in the Fifth Ward area of Houston and raised in the Hiram Clarke neighborhood. He graduated from Madison High School and obtained a Bachelor's of Science degree in Criminal Justice from Sam Houston University. He also received a Master's of Science degree in Criminology from the University of Houston-Clear Lake.

Chief Finner strives for professional growth, and he graduated from the Senior Management Institute for Police (SMIP), the Police Executive Leadership Institute (PELI), and the Federal Bureau of Investigation National Executive Institute (NEI).

Chief Finner began his law enforcement career in 1990. Among his assignments in the service of the citizens of Houston, he was in the Office of Public Affairs, Southwest Patrol Division, South Gessner Patrol Division, and the Internal Investigation Command. As an Assistant Chief, he was over the South Patrol Command, and as Executive Assistant Chief, he managed Field & Support Operations.

Chief Finner is committed and dedicated to relational policing wherein each contact with a citizen is an opportunity to improve relationships and a means by which to build trust. Chief Finner leads from the front line during major events, civil unrest, and protests, and he embraces the use of technology and data-driven analysis in the reduction of crime. He is especially committed to youth mentoring programs that aid in bridging the gaps in trust and communication with the police. He is committed to strong community policing, and has a proven record of bringing unity within the community, balanced with leading operational improvements and initiatives, which have enhanced departmental productivity and reduced costs.

## **Chief Sheryl D. Victorian, Ph.D.**



Sheryl Victorian is a native Texan and 29-year law enforcement professional. She was sworn in as the City of Waco's Chief of Police on March 15, 2021, after serving with the Houston Police Department for almost 28 years.

She holds a Bachelor of Science degree in Administration of Justice from Texas Southern University (1992), a Master of Science Degree in Criminal Justice from the University of Houston – Downtown (2003), and a Doctor of Philosophy Degree in Administration of Justice from Texas Southern University (2013). She is the creator and the co-designer of "Building Trust From Trauma," a course designed in the Summer of 2020 to educate and inspire officers to learn about the trust-building

and trust-eroding events that negatively impact trust between communities of color and the police. Sheryl is also the founder of Leading on Purpose, an organization dedicated to developing intentional leaders through course development and instruction.

Chief Victorian is a graduate of the Police Executive Research Forum's (PERF) Senior Management Institute for Police (SMIP) session #81, the Federal Bureau of Investigation's National Academy (FBINA) session #267, Discover Leadership Master Graduate of class #252, a current fellow of American Leadership Forum's class XLVII (47), Law Enforcement Management Institute of Texas' (LEMIT) Leadership Inventory for Female Executives (LIFE) class #17, and a graduate of the International Association of Chiefs of Police's (IACP) Women's Leadership Institute (WLI). Chief Victorian is an adjunct professor at Southern New Hampshire University (SNHU) where she teaches Contemporary Issues in Criminal Justice, Ethics, and the Graduate Capstone course, and Baylor University where she teaches Criminal Justice and Community Law Enforcement.



**Ikechi "Ikey" Chuku, BA Criminal Justice and Political Science  
Saint Joseph's University - degree: MS Criminal Justice –  
concentration: Federal Law Enforcement**

Mr. Ikechi (Ikey) N. Chuku is a Group Supervisor (GS) with the Department of Justice Drug Enforcement Administration (DOJ-DEA), assigned to a foreign post, at the DEA Panama City Country Office in Panama City, Panama. GS Chuku has worked for the DEA for over 12 years and currently supervises several special agents that liaison, support, and coordinate DEA enforcement operations in Panama. In 2006, GS Chuku started his law enforcement career as an Adult Probation and Parole Officer at the Philadelphia Adult Probation and Parole Department (APPD), working closely with police officers from the Philadelphia Police Department, Assistant District Attorney's from the Philadelphia District Attorney's Office, and Judges from Philadelphia's Court of Common Pleas within the First Judicial District of Pennsylvania. In 2010, after departing APPD, GS Chuku became a special agent with DOJ-DEA. After graduating the DEA Basic Agent Training Academy, GS Chuku worked in the DEA Philadelphia Field Division Office for a short period of time, before being permanently assigned to the Texas southwest border, at the DEA El Paso Division Office (EPD), in El Paso, Texas. While at the EPD, GS Chuku worked in various investigative capacities from working undercover, complex financial and drug conspiracy investigations, T-III investigations, checkpoint response cases, interdiction investigations, confidential source handling, joint domestic and foreign investigations, and much more. GS Chuku has worked extensively with local, state, and federal prosecutors and law enforcement officers to investigate drug trafficking and money laundering organizations tied to Mexican cartels, operating in the El Paso/Ciudad Juarez drug trafficking corridor (Western District of Texas). In 2017, GS Chuku was reassigned to the DEA Panama City Country Office (PCCO), located at the United States Embassy in Panama City, Panama. GS Chuku was promoted to a supervisor in 2021. While assigned to the PCCO, GS Chuku worked closely with Panamanian law enforcement counterparts to continue to combat transnational criminal organization involved in international drug trafficking and money laundering, with ties to the United States (U.S.). GS Chuku routinely collaborated with Panama's Attorney General's Drug Prosecutor's Office, the Panama National Police (SIU), Panama Air and Naval Service (SENAN), and Panama's Border Patrol Service (SENAFRONT) to support counternarcotic enforcement operations in Central and South America. From Panama, GS Chuku has coordinated several joint foreign and domestic enforcement operations that have led to U.S. indictments, issuance of provisional arrest warrants, international arrests, extraditions, and U.S. convictions of high-level drug traffickers in Panama and Colombia. GS Chuku has worked closely with the DOJ Office of International Affairs, several U.S. Attorney's Offices, the U.S. Embassy Panama, Panama's Drug Prosecutor's Office, the Panama National Police, and Panama's Ministry of Foreign Affairs, to assist DEA domestic offices bring forth U.S. criminal charges against drug traffickers in Panama, Colombia, and Costa Rica. GS Chuku has worked with elite Panamanian and Colombian law enforcement units that have disrupted and dismantled several high-profile Panamanian and Colombian criminal organizations involved in drug trafficking and money laundering in the U.S., Central America, and South America. GS Chuku enjoys the partnerships and friendships that have been obtained throughout his successful foreign and domestic law enforcement career.



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## HISTORY OF

### **“National Association of Black Narcotics Agents, Inc.” (NABNA)**

In May 1979, the National Association of Black Narcotic Agents (NABNA) was officially incorporated as a Non-profit, 501 C (3) Organization in Atlanta, Georgia. The Organization's charter and bylaws were signed and registered by eight (8) Special Agents (SA) of the U.S. Drug Enforcement Administration (DEA) of African American decent. Those Black Special Agents were: Charlie Brown, Jr., Calvin C. Campbell, Gerald D. Chapman, Morris H. Davis, Ellis L. Dean, Gene H. Johnson, Albert L. Parrish, Jr., and James H. Williams.

### **Events leading to the establishment /organization of NABNA**

In the late 1960's and early 1970's, the Department of Justice, Bureau of Narcotics and Dangerous Drugs (BNDD) conducted a massive recruitment program of Black Special Agents from across the United States. Between the years of 1968 and 1972, there were more Blacks recruited for Special Agents positions during that period than had been done any time in agency history. Mr. Arthur Lewis, Mr. Clarence Cook and Mr. Kenneth Rhodes were probably responsible for recruiting more than 90% of the Blacks who came on the job during that period of time.

In order for this time period to be relevant, it is important for one to know the political and social climate of our country. Black American in the United States had been in an active and ongoing struggle for equal rights for all citizens, even the right to vote since the Montgomery Bus Boycott in 1955. In 1965, the Civil Rights Act was signed and became the law of the land. However, this set off another level of mistreatment, anger, tension among the races and sometimes violence. Most notable, 1968 history logged the assassinations of Robert F Kennedy and Martin Luther King, Jr. Desegregation of schools, universities, public establishments and EEOC Title VII legislation became law. There were many demonstrations against the new enacted laws which produced an atmosphere of anger, resentment, acts of violence against Blacks and their institutions, threats against the lives of Black Clergy as leaders of the civil rights movement as well as against Whites and other ethnic races of people identified as helping garner equal rights for all people. The events that had taken place in the earlier years of the 1950's and 60's were still fresh and although we had new laws, they were hard for people to accept and comply. This was still fresh and anger and division among the races were running high, etc. Those tensions were felt by Blacks every day, on their jobs, private sector as well as in the government. Civil Service jobs and employees who worked or hired on those jobs were not insulated or protected from this atmosphere. In some cases, law enforcement agencies on the

local, state and federal levels were the biggest violators of the Civil Rights Act of 1964. Most notable during this era our country was heavily engaged in a 'war on drugs'. The smuggling, manufacturing and distribution of illegal and illicit drugs were ramped in our cities, towns and communities destroying lives like a Tsunami that had been unleashed by a major earthquake. Drugs use and abuse had penetrated every fabric of our society causing an increase in violent crime and increase in deaths of citizens who were caught up in and or engaged in its illegal activity. The majority of our law enforcement communities were basically populated with White males and very few departments hired any ethnic group of minorities. In many police departments across the south enacted laws that prohibited the hiring of Blacks. Police departments who did hire Black officers were rare and if they did, law enforcement authority and duties were limited and or relegated to Black communities and sometimes only in special circumstances.

### **The Event that Brought these 8 DEA Special Agents Together**

The above named Special Agents worked in different Regional and Field Offices of the Drug Enforcement during that time but had a few things in common; all having attended a Historical Black College or University of higher learning, loved college football, especially the historical rivalries of the teams and the excellent competition during half-time of the Battle of the Marching Bands. The SAs mentioned above attended one or two of the annual classics annually and consistently every year for four or five years prior to 1978. During these annual football classic games, the SA always found time to discuss issues and concerns we had in our respective offices and talked about the current climate we each faced regarding work conditions, assignments, undervalued and the overall tone of racial injustices we observed or were actual targets in the offices we were assigned at the time. We often talked about what can do to make things better for ourselves. We also discussed issues we learned from other Black agents in other locations who did not attend these games. While learned the treatment of Black agents were not just unique to the issues each of us faced in our respective offices and division but across the DEA Offices across the nation. I must admit, not every Black agent at the time said they were having issues but more than 80% of the agents reported some issue with either promotion, assignments and training opportunities. An interesting note here is that we later learned that many of those Black agents who didn't originally admit or report they were having issues later confirmed they were indeed having problems. The most common reason given was embarrassment, afraid of retaliation and or they didn't know who they were talking to and therefore was afraid to speak out.

Over the four to five years prior to 1978, we made a concerted effort to reach out to Black agents across the country to get information from their perspective and experiences they were seeing regarding the treatment of Black agents in their offices and divisions. We invited other Black

agents to join us at the games we scheduled to involve them in the discussions; many of them didn't really believe we could be successful in our endeavor.

During the time between late 1976 and 1977 there had been wide spread knowledge of issues raised in different DEA Regions and DEA Field Offices of the discrimination practices and injustice treatment of Black Special Agents within DEA. There were discrimination issues regarding recruitment, hiring, assignments, selection for training opportunities, discrimination in promotional opportunities, not being competitive and non-selection to senior status and supervisory positions. There were serious issues brought to light and open knowledge of discrimination practices throughout the agency when it came to discipline and more severe and notable punishment dealt out against Black agents vs. White agents for similar infractions. Black special agents begin to report increased negative activity and hostility being directed toward them from other employees in their offices including hostility by non-agent (1811) personnel. Even Black Special Agents who reported in the beginning they didn't have any issues or problems were beginning to feel the pressure and unwarranted negative treatment after about mid-year 1977 when the Segar vs Bell "Class Action" Law Suit was filed in 1977. We also detected from conversations of some of the Black agents that they were confused, didn't want to get involved or be associated with starting an organization for fear of losing their jobs, harsher treatment if it were known they were participating, and/or retaliation. As hard as we tried to communicate with Black agents, we learned from them the talk going around in the different DEA offices were the Black agents were starting trouble especially when the word circulated throughout the agency of the "Class Action" law suit that was disclosed. In a lot of locations around the agency, there were offices that no Black agents and in most locations where there were Black agents, there may have been one or perhaps two in Divisional Offices. In larger Regional Offices where there were fairly populated larger cities included, you may find one Black agent assigned to that District office. The atmosphere for a Black agent during that time was very harsh in most cases where the Black agent admitted he was experiencing some sort of discrimination. The founding members, from their point of view, observed a declining interest on the part of DEA to recruit, interview, hire, and train and retain African American candidates for the Special Agent Position.

Several who participated one or two times were transferred or could not participate regularly to contribute in a way to be named or included as a co-founder. We shared with them what brought us together and that we are forming a network of communications available to other agents if they thought they needed someone to reach out to even if it were just to talk to and get an opinion or whatever help they could to remedy their situation. We were aiming to help those who felt they were alone, didn't know what to do or say in their situation to mitigate the mistreatment, negative feeling. We could hopefully offer someone they can reach out to when they felt overwhelmed or just to get some advice how they may be able to get help for a positive resolution. In 1978, after having knowledge and information for over the four years, the founders believed we needed to do something not only for ourselves but something that could

benefit all Black agents on the job. We decided we needed a formal way of organizing and a plan for addressing the issues so many of us were facing. And at the same time we needed to develop strategies to address and mitigate other racial and general issues known throughout the agency regarding Black Special Agents. We needed a forum whereby Black agents can come together, discuss the issues, develop strategies to address the negative working conditions, how to address training, promotions and other negative conditions/feeling of non-Black colleagues on the job.

During the early spring of 1977, the committee members met with attorneys from the law firm Parks, Jackson & Howell to discuss the possibility of establishing a nonprofit professional organization to address the issues Black Special Agents were facing on the job. In the fall of 1977, we, each committee (founding) member mentioned above dedicated ourselves, devised a time-line divided up assignments, corroborated and communicated with each other from our individual offices location, exchanged ideas, corrected and approved a working document to present to a law firm to fine tune, file with the state Article of Incorporation of the organization.

It was in 1978 that we decided to vote on a name and move forward to incorporate NABNA. Draft documents were passed between offices to each member for review and comment or make corrections and or additions. Parrish solicited the help of two Miami Regional Office Clerk Typists (Office / Group Assistants), Ms. Ruthie Jones and Ms. Myrtle Sherwood who assisted / helped in the organizing and typing the final documents. This process took approximately 7 months to bring to completion before presenting to a law firm. Chapman had a contact in the law offices of Parks, Jackson and Howell in Atlanta, Georgia. Attorney George L. Howell, Partner in Parks, Jackson and Howell, reviewed and filed The Articles of Incorporation for the non-profit organization of the National Association of Black Narcotics Agents, Inc. (NABNA) in the State of Georgia, approved and signed by the Secretary of State on May 2, 1979.

### **What Next Steps of Challenges, Where Do We Meet?**

When NABNA was finally established in May 1979, the founding members knew we have a huge task of importance in accordance to overcome. We had already experienced some resistance with bringing in members due to several reasons, the chatter of non-Black agents in the DEA and the majority of the supervision and management among the agent rank were White. Therefore, there was some hesitation among the Black agents to get involved, join the organization and felt intimidated. Reason being that the Segar lawsuit was well known and was a 'hot topic' of contention and resistance as displayed out in some of the DEA office where Black agents observed and witness the brunt of mistreatment. The Founding Members also knew that if people joined and supported NABNA, each would be responsible for any cost associated with travel and they knew that attending any meeting not sponsored or sanctioned by the DEA, would have to be on their own time. The most important issue the member had was whether or not their participation in NABNA would be considered in violation of their employee standards of

conduct and thereby could result in discipline by the agency as deterrence from joining or participation. With this in mind, Chapman's responsibility in his role and title as Executive Director of NABNA at the time, prepared a communication to DEA Headquarters to Personnel office, EEO Office and copies to the Administrator announcing the establishment of NABNA as a professional organization, outlining its purpose, goals and objectives. It was made known that NABNA was not in any way a subversive or adversary organization of the DEA. It was explained the goal was to work in conjunction with DEA management in its efforts in recruiting minorities, mentoring, being a positive force for the community, provide training, assist whenever and wherever possible in policy decisions affecting Black agents on career matters. This move was to help quell the tensions, negative reactions by White counterparts, and to keep DEA management informed as we didn't have anything to hide and let our intentions be heard from NABNA and not from other people who had no knowledge of what or why we saw the need to form a professional organization like other professions and was provided examples of other professional organizations. Within a week after DEA received Chapman's communication, we received a shot letter back that in effect advise us that we did not have permission to form an organization and that the only Black organization that DEA recognized was the Black Affairs Committee and Blacks in Government (BIG). In effect, the response letter gave the tone that it was illegal and we had better shut it down. The reply was made known to the general population of Black agents but, the founders decided that we had done nothing wrong and it appeared we were not going to get DEA's help or cooperation, at least not then and perhaps never.

Because we knew we were facing these obstacles, planning continued and we had about a year before our first general meeting and hoped that we could generate enough interest to have a relative good showing. We always knew and never expected every Black agent to be present at a "General Organization Meeting". NABNA membership was not formed to be a DEA Black Agent "Membership Only" organization. It was created to include all employees of DEA in whatever job title or role they we employed as well as state and local law enforcement personnel who worked in the field or had interests in supported narcotic enforcement and NABNA's goals and objectives. The 'when' to hold the General Meeting was decided by the Constitution Bylaws of NABNA. Where to hold the meeting was more challenging due to the fact that anyone who wanted to attend would have to be responsible for their own transportation and lodging expenses. The Founding Members decided on Dallas, Texas for its first General Meeting site. Dallas was picked after much research of how to reduce the expenses a participant would have to pay when we took in factors of the greatest distance where any one group would have to travel from to the destination city. We obtained fare pricing from Eastern and Delta Airlines since we had connections with the corporate offices of Delta in Atlanta, GA and Eastern in Miami, FL at that time. Their travel office also helped in hotel location and discount pricing.

Honestly speaking, we didn't receive a lot of interest or receive many paid members along the way. It was quite out there and the main reason we learned was fear of reprisal or the unknown of what would happen to the participants who attended a meeting they knew was not sanctioned

by DEA and they knew this upfront. About six (6) weeks prior to the scheduled first “General Meeting” of NABNA, the flood gates opened and we begin to receive word that participants were booking rooms at the hotel. Many participants advised the Treasurer they would join and pay their dues upon arrival. What looked like a very low turnout or interest in the beginning, we had state and local officers and many DEA employees, agents, analyst and secretaries beyond our initial expectation / hopes, attended the first NABNA Training Conference held in Dallas, Texas. Many brought their families. Some drove while others flew, and many made a vacation and stayed in the area several days after the Training Conference. It was a huge success by all standards. The Founding Members had their work cut out and now NABNA was off to a good start. All Founding Members each, provided an overview and their perspective of why NABNA was created, the need for an organization, the importance of networking and for comraderies, building relationships and assisting others. Many others who did not or were not able to attend the General Meeting learned about the success of the conference and decided to join NABNA during the year. At the first conference meeting, several attending groups from three or four states and having access to more personnel in their respective Divisions proposed to host the next year’s conference site. The different groups made a presentation before the body in an attempt to persuade a vote for their choice. The body voted and confirmed the selection site of the next two General Meeting and Training Conference sites. At this General Meeting and Training Conference, the first set of Official NABNA Officers were nominate and voted in by the body attending the conference.

### **NABNA’s Logo / Emblem**

**The NABNA Logo /NABNA Emblem the founders chose / adopted was the World Globe since DEA’s mission and offices spanned the globe, developing and establishing and maintain effect and positive relationships, touching all people of all nations in pursuit of its mission, goals and objectives. On the front of the world globe are two hands depicted in a manner of a handshake, one Black and one White, in a gesture of offering a bond of trust, friendship and a spirit of working together to accomplish the mission in unity, friendship and one focused purpose. All the founders agreed we wanted this logo to be the signature that covered domestic, national and International boundaries.**

Chapman engaged a college classmate and Fraternity Brother (Mr. Willie J. Wilson), who was a semi-professional Artist, to design the Logo / Emblem with the above objectives in mind. We were presented several different designs that represented this theme but the Founders chose our current design mentioned above and has been this Logo since incorporation in 1979.

## **NABNA Annual Conference and Training Expanded**

NABNA was started by the Black Special Agents of the DEA but its membership was opened to local, state and other federal law enforcement organizations that had jurisdiction and responsibility for narcotic law enforcement. NABNA's membership also was opened to other core employees in those organizations who supported or had a role and interest in the goals and objectives of narcotic enforcement. This included regulatory, intelligence, technical and other support personnel in these organizations.

The Annual NABNA Conference and Training Sessions were designed and offered various investigative technique training, subject matter material as well as case study, applicable laws to our state and local partners as well as provided liaison and professional relationship building which fostered and led to better cooperation and recruitment in helping DEA meet its goals and objectives in the area of narcotic enforcement.

The Annual NABNA Conference and Training sessions had been seen by many DEA members as a positive and it provided an avenue for networking and expanding their knowledge and skills in conducting narcotic investigations. During the early years, Black agents were more populated in DEA's Regional, Divisional and large District Offices. Black Special Agents who were assigned in those Regional, Divisional and District offices of the DEA begin to formalize and start local chapters of NABNA. They elected their own local leadership and officers and were heavily engaged in local educational projects, mentoring of high school student, engaging in community and civic events in the cities and communities where they worked. There were local chapters established in Atlanta, Miami, Washington, D.C., Philadelphia, New Jersey, New York, New Orleans, Chicago, Detroit, St. Louis, Dallas, Houston, and Los Angeles. It is also worthy to mention that Black Special Agents and other core DEA personnel who were members of NABNA and who did not have enough members to start a local chapter on its own, affiliated with members in larger offices closest to their location and / or duty station.

All of the regions, divisions and or district offices who established NABNA Local Chapters hosted the Annual NABNA Conference and Training Meetings multiple times over the past 40 plus years.

### **NABNA's Board of Director Members During the Early Years**

Dr. Lee P. Brown, Commissioner Public Safety (Atlanta, Georgia)

Alcee L. Hastings, U.S. District Judge, FL / U.S. House of Representatives

George L. Howell, Attorney (Parks, Jackson & Howell)

Maynard H. Jackson, Mayor, City of Atlanta

Dr. Komanduri Murty, Professor of Psychology and Criminal Justice (Atlanta University) / Ft. Valley State

Dr. George Napper, Director of Police Services (Chief of Police) Atlanta's 1st

Dr. Joann D (“JD”) Smith, Professor of Criminal Justice, Atlanta University  
Ozell Sutton, Director, U.S. Dept. of Justice’s Community Relations Services Atlanta / Civil Rights Activist

### **DEA Special Agent Board Members**

Glenn C. Brown, DEA Special Agent (International Training Division) / CA Nassau Bahamas  
George L. Heard, DEA Special Agent (Los Angeles Office)  
Bennie Swint, Jr., DEA Special Agent (Atlanta, Georgia)  
Tyrone V. Yarn, DEA Special Agent (Atlanta, Georgia)

### **NABNA’s Long Term Supporting Board Members and Advisors 20+ Years**

The Honorable Clarence Cooper, Senior U.S. District Court Judge, NDGA  
The Honorable Sterling Johnson, Jr., Senior U.S. District Court Judge, SDNY

### **Special Agent Serving as NABNA’s CEO / Executive Secretary**

Gerald D. Chapman – 1979 – 1990

### **Special Agents Elected to Serve as President of NABNA**

Morris H. “Pete” Davis - 1st President  
Carl L. Jackson - 2nd President  
R C Gamble, Jr.  
Ernest L. Howard  
Roger C. Johnson  
John W. Lee  
Normadine Murphy  
Terry L. Parham  
Karl C. Colder – Longest serving President + 10 years  
Anthony “Tony” Scott  
Daniel C. Comeaux  
Karen D. Dorough-Adams - Current Serving President

### **Footnote:**

DEA Special Agent Calvin C. Campbell passed away while still on the job as the Resident Agent in Charge, DEA Memphis, TN Office on May 13, 1990.

DEA Special Agent Gene H. Johnson passed away while still on the job as the Resident Agent in Charge, DEA Orlando, FL Resident Office on March 10, 1995.

DEA Retired ASAC Morris "Pete" Davis passed away on October 23, 2021.