



## Emelike “Eme” Delancy

Patrol Officer at Hood River PD

DPSST Instructor

**Topic:** *“How to be Comfortable in the Uncomfortable Conversation Surrounding Diversity, Equity, Inclusion, and Bias”*

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Emelike “Eme” Delancy, a dedicated public servant with over a decade of experience working in law enforcement, Eme is dedicated to investing in developing responses that create thriving and safe communities and supporting problem-solving techniques to proactively address conditions that give rise to public safety issues. Law enforcement isn't just a profession, for Eme it's a life's calling to protect and to serve. Some of his core strengths include strong de-escalation techniques, demonstrated experience working with diverse communities, experienced bias trainer for police recruits, well versed in trauma-informed policing tactics and highly adept in community engagement and collaboration.

Some of his notable leadership contributions and certifications include:

- Field Training Officer (FTO)
- Drug Recognition Expert (DRE)
- Department of Public Safety and Standards Training Instructor Certification
- Community Engagement regarding traffic safety for new drivers
- Employee of the Quarter (June '21)
- 2021 DUII Enforcement Officer of the Year Award recipient

Currently, Eme is employed with Hood River Police Department where he has exhibited tremendous accolades both in his enforcement capability as well as compassion for engaging the community. He is often dispatched to the most complex cases because of his ability to de-escalate situations as well as apply the non-bias lens when engaging with community members.

Born and raised in the Bahamas where tourism is one of the main industries, Eme's formative years were spent engaging with diverse groups of people from various backgrounds. Most of his weekends were at the “Straw Market” a local business hub for locals and a major attraction for tourism. It was at the Straw Market where Eme began to understand biases and how the people beyond the Bahamas viewed and judged his brown skin. He also learned the importance of key communication skills and how to engage people from various communities. These experiences were the building blocks for how Eme chooses to be a police officer.

Eme earned his bachelor's degree in Psychology at Cascade College in Portland, OR.

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### ***Topic: “How to be Comfortable in the Uncomfortable Conversation Surrounding Diversity, Equity, Inclusion, and Bias”***

Provide a realistic view on how actions or inactions surrounding bias, diversity and inclusion can help or hurt the profession. Challenging the Department leaders to step outside of themselves and take an introspective look into how their decisions set the culture for their Agency.