

## 2017 Ethics in the Workplace Speakers



**Colonel JoAnn D. Johnson** began her law enforcement career in 1989 as a Trooper with the Illinois State Police. In her 28 years with the department, she has worked patrol, general criminal investigations, and narcotics investigations in the Chicagoland area where she was promoted to the rank of Sergeant. JoAnn has served under the Director's Office as an Investigative Sergeant in the department's Office of Equal Employment Opportunity before being promoted to the rank of Master Sergeant, Investigative Squad leader in that office. In 2008, she was promoted to the rank of Lieutenant, Division of Operations District 15 Patrol.

In 2010, JoAnn relocated to Springfield, Illinois and accepted a position as Lieutenant, Special Projects Officer at the Illinois State Police Training Academy, ultimately being assigned as the Educational Services Bureau Chief. In that role, she developed, and facilitated training curriculum to Illinois State Police sworn, cadets and Local law enforcement recruits. This training included Ethics Training, Illinois State Police History and Structure, The Prohibition of Biased-Based Policing, Procedural Justice, Integrated Strategic Performance Evaluations, and Instructor Development Training. In 2012, she accepted a position under the Director's Office as Chief of the Office of Equal Employment Opportunity where she was promoted to the rank of Captain and served until 2013.

In 2013, JoAnn was appointed to Lieutenant Colonel in the Division of Internal Investigation where she oversees all internal investigations of misconduct amongst Illinois State Police sworn officers and civilian employees as well as investigations of alleged misconduct against state government employees. She was subsequently promoted to Colonel of the Division of Internal Investigation in November of 2016 making her the first African-American female to be promoted to the rank of Colonel in the history of the Illinois State Police.

JoAnn is a graduate of the Northwestern School of Police Staff and Command, Class #282, and the Illinois Law Enforcement Training and Standards Board Executive Institute Police Executive Role in the 21<sup>st</sup> Century. She holds a Bachelor's of Science Degree in Administration of Justice from Southern Illinois University, Carbondale, Illinois, and a Master's of Art's degree in Organizational Leadership from Lewis University, Romeoville, Illinois.

Outside of the Illinois State Police, JoAnn is a Senior National Instructor for Fair and Impartial Policing, LLC. She is a certified FranklinCovey facilitator for The 7 Habits for Law Enforcement, The Nobility of Policing, Leading at the Speed of Trust, and Diversity Centered Leadership. JoAnn is a member of many organizations, including the Illinois Association of Chiefs of Police (ILACP), the National Organization of Black Law Enforcement Executives (NOBLE), and the National Association of Women Law Enforcement Executives (NAWLEE). In 2014, JoAnn was appointed to serve as a Law Enforcement representative on the Governor's Racial Profiling Prevention and Data Oversight Board where she continues to serve.