October 31, 2016

To: Chiefs, Sheriffs, Public Safety Directors

From: Thomas Reasoner, Director
North East Multi-Regional Training, Inc.

Re: New mandated training requirements

As you may know, passage of the Police Reform Act (PA 99-352) has led to sweeping, immediate changes in how the Illinois Law Enforcement Training and Standards Board will certify training programs, classify their content, and provide training credit to officers attending in-service courses.

Specifically, PA 99-352 amended Section 7 of the Police Training Act (50 ILCS 705/7) to now require the following mandates:

- That officers complete annual in-service training on legal updates and the use of force; and,

- That officers complete in-service training every three years in the following topical areas:
  - Civil Rights
  - Constitutional & Proper Use of Law Enforcement Authority
  - Cultural Competency
  - Homicide Investigation
  - Human Rights
  - Procedural Justice

North East Multi-Regional Training is working diligently to determine which of our existing catalog classes meet these new mandates. I.T. staff is building a reporting system which will allow authorized member users access to these important training statistics through the NEMRT website.

In an effort to address the immediate need for training in some of these critical areas, we have scheduled the following NEW classes to be held in the coming weeks. Please note all have been submitted to the ILETSB for certification approval:
Procedural Justice for Law Enforcement Agencies – MAN162R

Recently endorsed by the President's Task Force on 21st Century Policing and long-embraced by the USDOJ, Office of Community Oriented Policing Services (COPS), the philosophy of procedural justice aims at the heart of an organization's culture and provides a structure for positive organizational transformation. The movement from a community reaction of, "that's not fair" to, "I understand" may begin within the individual police officer-community member interaction, but is more often rooted in the deeper culture of the law enforcement agency.

Developed by the Center for Public Safety and Justice at the University of Illinois, in partnership with key researchers and law enforcement executives, this 8-hour course introduces sworn and civilian law enforcement supervisors to the philosophy of procedural justice and provides practical steps for its implementation. Through interactive, department-specific exercises and examples of national success stories, this course will provide guidance on incorporating procedural justice principles into organizational decision making, policies, and procedures with the aim of creating an environment in which procedural justice core principles are supported and practiced at all levels of the agency. This course is structured in the following format:

- Module 1 - Introduction
- Module 2 - The Pillars of Procedural Justice
- Module 3 - Organizational Change through Leadership
- Module 4 - Incorporating Procedural Justice into Policy
- Module 5 - Recruiting and Recruit Training
- Module 6 - Evaluation, Promotion, and Retention
- Module 7 - Practices that Enhance Encounters with Police

This course is instructed by a highly-qualified two person team comprised of an experienced law enforcement leader and an allied professional.

PLEASE NOTE: This course is intended for command-level law enforcement personnel.

**Cancellations must be received by NEMRT 35 days prior to the start of class in order to avoid being billed.**

DATES & LOCATIONS:

- **November 15, 2016**  Lake Zurich Police Department
- **February 17, 2017**  Westmont Police Department

8:00a.m. to 4:00p.m.

Member tuition:  $125.00  
Non-member tuition:  $250.00

Limit: 2 per department
For those in law enforcement, implicit bias - beliefs that are most often outside a person's conscious awareness - may adversely affect their behavior. The PEACE Program is a two day course designed to be a realistic examination of how bias, including implicit bias, is ingrained in people from all walks of life. This program specifically addresses why these biases exist and how they can be both useful and maladaptive.

Implicit bias will be examined from the perspective of experienced law enforcement officers. Communication skills which offset negative behaviors resulting from these inherent preconceptions will be explored and students will learn how to manage their perceptions and prejudgments on a conscious level.

Course topics to be addressed include the following:

- How the unconscious works: Is it possible for a person to be free of bias?
- The difference between "implicit" and "explicit" bias
- Managing prejudice: Prejudice and racism are NOT synonymous
- Behavior, focus, memory, and priorities: How the human brain fills gaps in information
- Understanding how obstacles born of the unconscious affect communication

This program is intended for officers of all ranks and assignments and will provide students with simple yet realistic and effective techniques for overcoming maladaptive bias, utilizing productive bias, understanding memory, and immediately improving non-verbal communication skills.

***Cancellations for this course must be received by NEMRT 35 days prior to the start of class in order to avoid being billed.

The third generation in a family of law enforcement officers, Instructor Jim Glennon began his career with the Lombard, IL Police Department in 1980. Holding positions from patrol officer to Lieutenant, he was selected as the first Commander of Investigations for the newly formed Du Page County Major Crimes (Homicide) Task Force in 1998. Lt. Glennon has a BA in Psychology and a Master’s Degree in Police Management.

DATES & LOCATIONS:

November 21-22, 2016  Fox Valley Park District, Prisco Community Center
8:00a.m. to 4:00p.m.

January 10-11, 2017  Skokie Police Department
8:00a.m. to 4:00p.m.

Member tuition: $150.00
Non-member tuition: $300.00

Limit: 2 per department
This engaging and practical course will provide attendees with an examination of critical factors which influence personal and professional wellness within the law enforcement community. This program seeks to increase officers’ awareness of the myriad challenges presented by a life spent in public service and the impact each has on an overall sense of well-being.

Team taught by a veteran law enforcement officers and seasoned psychologists experienced with paramilitary culture, this program will provide students with strategies for engaging in fuller, more satisfactory lives which encompass a full range of experiences found beyond the demands of the job.

Topics to be addressed in this program include the following:

- Police cultural identity: How it influences individual mindsets and behaviors
- Managing trauma reactions
- Reducing the risk of officer suicide
- Creating a comprehensive professional identity
- Handling personal relationships
- Practicing effective self-care
- Developing action plans for implementation after class

Upon completion of the class, students will be encouraged to maintain contact with their instructors and classmates as a means of continuing support and resources for their individual wellness journeys.

This course has been submitted for certification by the Illinois Law Enforcement Training and Standards Board. If approved, it will not be reimbursable by the ILETSB.

**DATES & LOCATIONS:**

**November 9, 2016**  
Wheeling Police Department  
8:00a.m. to 4:00p.m.

**February 15, 2017**  
Palos Heights Police Department  
8:00a.m. to 4:00p.m.

**Member tuition:** FREE  
**Non-member tuition:** $105.00

**Limit:** 2 per department
Cultural Competency for Public Safety Personnel – PAT332R

This program has been designed to teach the basics of cultural competency, civility, and customer service to law enforcement professionals of all ranks. It will introduce students to the complexities involved with working in cross-cultural environments and will allow them to develop a greater appreciation for how these three concepts are interrelated.

Through lecture, examination of case studies, completion of a cultural diversity self-assessment, viewing of videos, and participation in role-laying scenarios, students will begin to develop systemic approaches for successfully managing cultural differences in their roles as public servants and will be provided tools and strategies that will help them develop stronger cross-cultural relationships in the community and the workplace.

Topics to be addressed include:

- 5 essential elements of cultural competency
- The Cultural Proficiency Continuum
- Transcending nervousness and fear in our interactions about race and culture
- Why cultural competency matters in public service
- Increasing population diversity and its impact on cultural competency
- Public Servants vs. Selective Servants
- Differences across cultures and how they manifest themselves in cross-cultural interactions.
- Civility in the workplace
- Characteristics of culturally-competent public servants

This course has been submitted for certification by the Illinois Law Enforcement Training and Standards Board. If approved, it will not be reimbursable by the ILETSB.

Professor Randy Burnside (Ph.D., University of New Orleans 2004) is Deputy Associate Provost and Associate Professor at Southern Illinois University, Carbondale. He joined S.I.U. in the Fall of 2005, and teaches courses in Public Administration. His current research focuses on disaster behavior with primary focuses on evacuation, bureaucratic leadership and management of disasters and the socio-legal aspects of recovery. Additionally, he does work in the area of human resource management with a focus on diversity and cultural competency in public service delivery. His most recent work appears in the New York Times, The Journal of Applied Social Science and The Ralph Bunch Journal of Public Affairs.

DATES & LOCATIONS:

November 10, 2016  Bensenville Police Department  
8:00a.m. to 4:00p.m.

January 20, 2017  Naperville Police Department  
8:00a.m. to 4:00p.m.

Member tuition: FREE  
Non-member tuition: $105.00

Limit: 2 per department
Harassment & Bullying in the Workplace – PAT329R

Harassment and bullying in the workplace cause harm to organizations and employees alike. A harassment-free workplace can be created by increasing awareness of the types of conduct that may result in a claim of harassment or bullying and by informing all employees of their legal and ethical responsibilities with regard to these behaviors.

This 4 hour, practically-oriented training program has been designed for all sworn and civilian law enforcement and public safety personnel. It will provide attendees with a legal and practical understanding of what constitutes illegal harassment and bullying, as well as methods for addressing and preventing harassment and acts of bullying.

Topics to be addressed include:

- General legal principles
- Diversity
- All forms of harassment under the Civil Rights Act
- Retaliation and other forms of harassment
- Bullying and workplace violence
- Methods for prevention

This course has been submitted for certification by the Illinois Law Enforcement Training and Standards Board. If approved, it will not be reimbursable by the ILETSB.

Instructor Susan Garvey is the Director of Legal Services for the Intergovernmental Risk Management Agency (IRMA), and has held that position since it was created on December 31, 2000. Ms. Garvey received her law degree from the John Marshall Law School and was admitted to the Illinois bar in 1992. She is licensed to practice in the state of Illinois and the United States District Court for the Northern District of Illinois. Immediately prior to joining IRMA, she was in private practice with a municipal law firm and while in private practice provided legal services to IRMA. Susan is a member of the Illinois State Bar Association, the Claims and Litigation Management Alliance, and the Defense Research Institute participating in the Insurance Law Committee, Governmental Liability Committee, and Corporate Counsel Committee of the Institute. Ms. Garvey has conducted hundreds of harassment training programs for municipalities during her tenure with IRMA.

DATES & LOCATIONS:

December 13, 2016  East Hazel Crest Police Department
8:00a.m. to 12:00p.m.

January 19, 2017  Streamwood Police Department
8:00a.m. to 12:00p.m.

Member tuition:  FREE
Non-member tuition:  $105.00

Limit:  2 per department
Islamic Cultural Awareness for Law Enforcement – PAT324R

This half day program will assist students in developing a cultural understanding of the Muslim community, including basic belief structures and social dynamics of Muslim Americans. Ways in which routine police work is interpreted by Muslim Americans will be examined, as will the incidence and nature of hate crimes perpetrated against this community.

Topics to be addressed include:

- Basics of Islam, culture, and traditions
- Considerations during pat-downs, searches, booking procedures, and incarcerations
- Understanding Sharia law and addressing potential fears and misconceptions
- Balancing constitutional rights and religious freedoms with safety and effective enforcement of the law

This program has been submitted for certification approval by the Illinois Law Enforcement Training and Standards Board. If approved, it will not be reimbursable by the ILETSB.

Instructor Sadia Covert is an Attorney, owner and partner at Covert & Covert, LLP. She also leads community building and outreach programs in the greater Chicago area through different institutions. As the co-chair on the Mayor’s Diversity Commission in Lansing, Michigan, she was the recipient of the 2013 Lansing Mayoral award for uniting communities against hunger, and was the founder of the Annual Mayor’s Ramadan Unity Dinner. She has also served as a board member for Family Support Services working with battered women. She has been appointed as the Vice-Chair of the Women and Minorities Committee for DuPage County and publicly speaks on numerous topics relating to the legal system, hate crimes, and Islamic culture. Currently, Sadia Covert trains police officers, law enforcement, and other organizations about the Islamic faith and hate crimes, and is in the process of working with the State legislature and Congress on amending the current hate crime law. She is the also the founder and CEO of UCARE which is a non-profit speakers’ bureau that raises awareness about Muslim Americans, their culture, and traditions.

DATES & LOCATIONS:

December 7, 2016  Lisle Police Department
8:00a.m. to 12:00p.m.

January 6, 2017  Plainfield Police Department
8:00a.m. to 12:00p.m.

February 15, 2017  Lake in the Hills Police Department
8:00a.m. to 12:00p.m.

Member tuition: FREE
Non-member tuition: $105.00

Limit: 2 per department
Strengthening Identity & Wellness for Officers of Color – PAT327R

This engaging and practical course will provide officers of color with an examination of critical factors which influence personal and professional wellness within the law enforcement community as well as unique circumstances often encountered within the police culture and their respective cultural communities. This program seeks to increase officers’ awareness of the myriad challenges presented by a life spent in public service and the impact each has on an overall sense of well-being.

Team taught by a veteran law enforcement officer and seasoned psychologist of color experienced with paramilitary culture, this program will provide students with strategies for engaging in fuller, more satisfactory lives which encompass a full range of experiences found beyond the demands of the job, as well as the expectations of their cultural communities.

Topics to be addressed in this program include the following:

- Police and ethnic cultural identities: How they influence individual mindsets and behaviors
- Managing trauma reactions
- Reducing the risk of officer suicide
- Creating a comprehensive professional identity
- Handling personal relationships and cultural communities and expectations
- Practicing effective self-care
- Developing action plans for implementation after class

Upon completion of the class, students will be encouraged to maintain contact with their instructors and classmates as a means of continuing support and resources for their individual wellness journeys.

This course has been submitted for certification by the Illinois Law Enforcement Training and Standards Board. If approved, it will not be reimbursable by the ILETSB.

DATE & LOCATION:

January 11, 2017  North Aurora Police Department
8:00a.m. to 4:00p.m.

Member tuition:  FREE
Non-member tuition:  $105.00

Limit: 2 per department