

SEPTEMBER 2020 | VOL. 1, ISSUE 4

# THE INSTITUTE FOR LAW ENFORCEMENT ADMINISTRATION

## NOTES AND HOPES

As if dealing with the Coronavirus was not enough, law enforcement is once again under attack. Maintaining calm and composure is more important than ever. Remember that you are not alone; the majority of your communities value your efforts. Stay safe.

### Links for Law Enforcement

Sources of current information for leaders in law enforcement:

1. Ethics Training in Use of Force  
<https://inpublicsafety.com/2016/10/turning-ethical-theory-into-practice-in-policing/>
2. Examination of Police Use of Force  
<https://www.usccr.gov/pubs/2018/11-15-Police-Force.pdf>
3. Use of Force Review  
<https://nij.ojp.gov/topics/articles/overview-police-use-force>

### ILEA Update

Should the country be able to return to a more normal state this summer, we, at ILEA, plan to resume the School for Executive Leadership on August 31. The October Supervision School will convene as usual September 28.

IT IS TRUE THAT INTEGRITY ALONE WON'T MAKE YOU A LEADER, BUT WITHOUT INTEGRITY YOU WILL NEVER BE ONE.

— Zig Ziglar

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## TEACHING DIVERSITY: A VIEW FROM THE CLASSROOM AT DFW AIRPORT DPS

**Jasmine Hunt, M.A.**

As we begin to take part in critical dialogue across the country, one of the main pillars of progress is to essentially hold space for new perspectives as we evolve. It is vital to the collective healing and well-being within our communities and the law enforcement profession as a whole. We have entered a new era. The infrastructure of communication and connection has shifted drastically in the wake of Covid-19. Our nation has entered a period of reflection and social revision as we navigate this new terrain. Despite the challenges, the Institute is proud to shape and lead law enforcement education to new altitudes. Our goal is to equip and support law enforcement professionals not only with sustainable tools and resources, but to also possess the ability to reshape and adapt them in crucial moments.

### Experiential Learning is Key



Last month, we packed up our materials and technology and took our long-standing diversity training program, Teaching Diversity: Instructor Skills for Promoting Inclusion, Anti-Bias and Justice Education, to DFW Airport Department of Public Safety. As we set up the classroom, we prepared for the new social distancing protocols and set up several virtual sessions to ensure the utmost safety, efficiency and execution. There were many challenges that we overcame but it all came down to our strategies for adapting to the new normal. Gloves, face shields, mask requirements, and hand sanitizer - these products not only helped us deliver the program, but allowed our students to take part in experiential learning activities. In one exercise led by Donna Tharp and Hilary Jirasek of The Girl Scouts of America, students were divided into two groups to complete a challenge using memory skills and teamwork. Through this activity, students safely interacted with one another while learning about the challenges and effects of gender equity.



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### What Do Difficult Conversations Look Like?

It's no secret that discussing race and diversity can be the most difficult topic for so many. But in our classrooms, ILEA's outstanding faculty knew precisely how to facilitate those conversations while exploring the roots of why we hold back. Our students had multiple opportunities to cultivate and hold space for challenging dialogue. They learned about the facilitation process, the rules and art of discussion, how to remove shame from conversations and more importantly, why these conversations are critical to the health and success of law enforcement agencies. Students were asked to share opinions on tough topics in small breakout groups and other times, they had larger group discussions. The classroom discussions led to several breakthroughs which promoted greater understanding among fellow officers. This incredible group of policing professionals practiced respect and empathy for one another every day.

### Historical Perspectives

In a session led by Lieutenant Carl Pendleton of Norman Police Department, *Diversity and Inclusion 101*, he unpacked the historical aspects of law enforcement and how it has impacted society today. During the course, the students participated in an exercise called "The Walk" which illustrates the effects and complexities of privilege. Through this activity, Lt. Pendleton successfully demonstrated how we can begin to value diversity and harness cultural competence. The exercise was designed to shed light on how individuals

are affected by a diaspora of various factors beyond one's control. These factors also expose blindspots and privileges that we often overlook, especially in the workplace. The goal was to build a sense of acknowledgement while diminishing stigmas and stereotypes.



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### Cultural and Religious Inclusivity

In other sessions such as Patty Bates-Ballard's *Bridging Cultures: Building Cross-Cultural Understanding* and Deena Siddiqi and Sunitha Chevuru's *Religious Diversity: Building Bridges Across Faith*, students took a deeper look into how culture and religion impact our perceptions and experiences with various communities. Our facilitators added essential layers to the discussion of diversity in regards to customs, upbringing, and family systems. The best part was the open dialogue and sharing of values amongst one another. One instructor in particular, Dr. Nancy Hutchins, helped students learn the process of facilitation and how to create a safe space



for discussion. These valuable skills were sharpened during each session. The course was certainly challenging in many aspects. Students read chapters from *White Fragility* by Dr. Robin DiAngelo and shared a spectrum of perspectives. They observed documentaries on decision-making and justice through *Lessons from the Holocaust: Understanding Choice and Bias* with Dr. Charlotte Decoster and Casey Bush of the Dallas Holocaust and Human Rights Museum. Despite all of the challenges, everyone remained tethered to a common goal. Every single student took part in the collective dialogue, further advancing the law enforcement profession while building advancements around race and diversity relations.



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### ILEA Values | VISION

As an Institute, ILEA is proud to cultivate these specialized trainings for law enforcement. This is the cornerstone to the success of our programs. ILEA's pillars consist of six values: Education, Scholarship, Vision, Justice, Integrity and Respecting Diversity. In a sense, Vision is one pillar that really stood out that week during the program. We define Vision as "constantly cultivating a sense of how positive change in policing must occur into the future". Teaching Diversity is exactly the kind of program that promotes this positive change.

A huge thank you goes out to the staff and law enforcement professionals of DFW Airport Department of Public Safety. We would also like to recognize Chief JT Taylor and Sergeant Min Chong for making this program a success.

