

# BRILL LAW ENFORCEMENT ACTION IN DEMOCRACY (LEAD) TRAINING



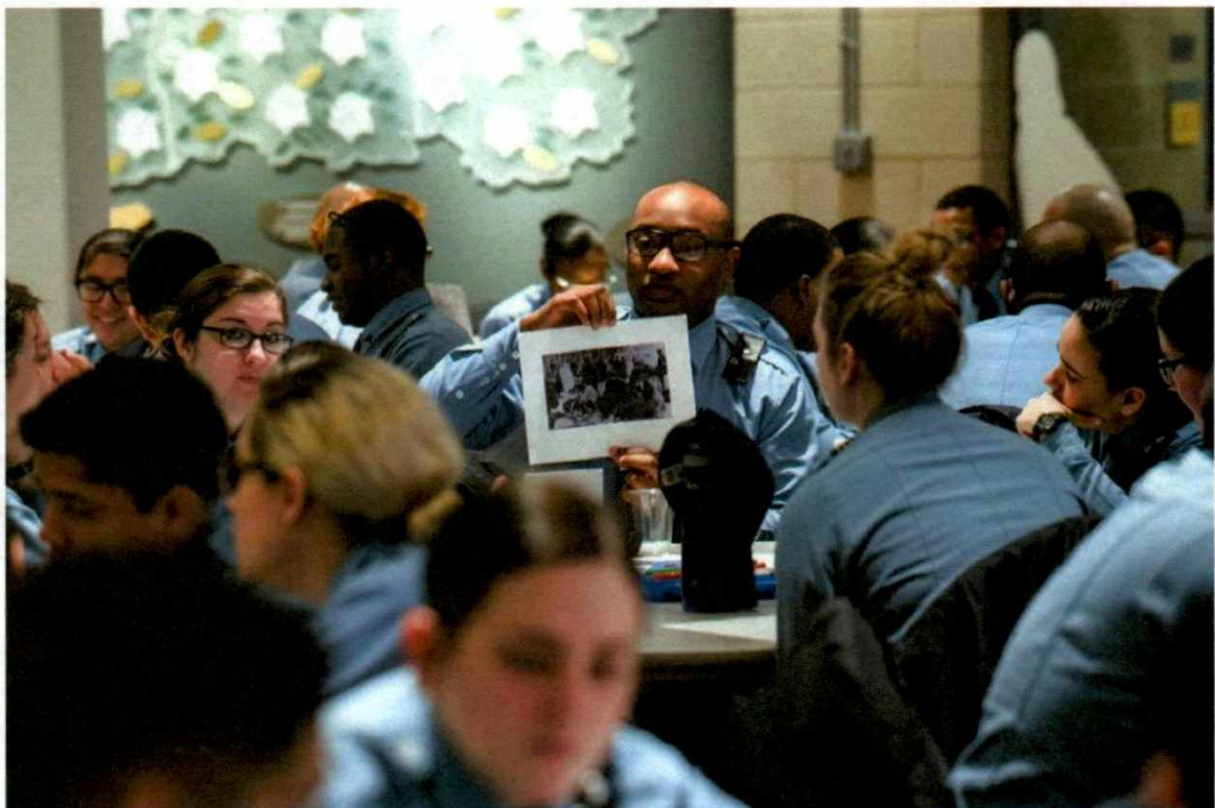
ILLINOIS HOLOCAUST MUSEUM  
& EDUCATION CENTER

Thank you for your interest in Illinois Holocaust Museum's Brill Law Enforcement Action in Democracy (LEAD) Training, which has trained over 6,000 law enforcement officers since 2011.

LEAD is certified by the Illinois Law Enforcement Training and Standards Board and assists police departments in meeting and supporting the Shared Principles of Policing issued by the NAACP in 2018.

In the following pages, you will find the Executive Summary of the in-depth evaluation of the LEAD program conducted in 2017-2018 by PIE Organization in Chicago, a highly-regarded external evaluation firm utilized by organizations including The Robert R. McCormick Foundation, Mikva Challenge, Chicago History Museum, and Loyola University Chicago.

A brief overview of the training program is also included, along with additional information, photos, and testimonials from program participants.



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## PIE EXECUTIVE SUMMARY

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Brill Law Enforcement Action in Democracy (LEAD) is a program designed by the Illinois Holocaust Museum and Education Center, where Chicago-area law enforcement officers participate in an intense day of active learning at the Museum, exploring the meaning and importance of democracy and law enforcement through the lens of the Holocaust.

The purpose of the LEAD evaluation was to investigate key questions about the program and measure program outcomes. Overall, LEAD reached its desired outcomes and demonstrated a positive impact on law enforcement officers. The summary below provides a description of key findings associated with each LEAD outcome, as informed by comprehensive data collection and analysis of the program.

1. Increased Knowledge of the Role of Police in Democracy:

LEAD positively impacted participants' knowledge of the role of the police in democracy, as well as their ability to apply this knowledge.

- Over 97% of the participants reported that LEAD increased their knowledge of abuses of power, of the role of the officer as an active participant in the community, and of their responsibility in protecting human and civil rights.
- 99% of the participants reported that LEAD increased the likelihood of them intervening when witnessing unethical behavior, holding peers accountable, and engaging in acts of kindness.
- Participants highlighted that LEAD increased their awareness of their authority and the importance of acting ethically and responsibly.

2. Increased Ability to Apply Knowledge of the Role of Police in Democracy: Participating in LEAD increased participants' understanding of how bias can influence decision making.

- Over 96% of the participants reported that LEAD helped them recognize their own biases and be aware of the prejudices that might influence their decisions.
- Participants reported that LEAD encouraged them to reflect on their core values and to stay conscious of their professional values.

3. Increased Understanding of How Overt Bias Influences One's Decision Making: LEAD impacted participants' understanding of diversity. Taking part in this training encourages participants to engage responsibly in the communities they serve.

- Over 98% of the participants reported that LEAD impacted their sensitivity towards the communities they serve and their ability to empathize with individuals who need protection.
- Participants reported that, as a result of the program, they saw their role as going beyond law enforcement.

4. Increased Understanding of How Diversity of the Community Impacts How to Engage with the Community:

Officers that took part in LEAD reported an increased knowledge of hate groups, hate crime laws, and the importance of identifying and reporting hate crimes.

- 99% of the participants reported that, as a result of LEAD, they are more likely to be proficient in designating and documenting hate crimes.
- Participants reported that LEAD highlighted the importance of distinguishing hate crimes, recognizing hate symbols, and tracking hate crimes.



## BRILL LAW ENFORCEMENT ACTION IN DEMOCRACY (LEAD) TRAINING



Illinois Holocaust Museum's Brill Law Enforcement Action in Democracy (LEAD) Training works with law enforcement officials providing them with the training and tools necessary for understanding abuses of authority, responding to hate crimes and bias, and balancing the rights of individuals with societal protection. LEAD is a proven program that impacts how law enforcement approaches their jobs with empathy, as well as their understanding of the importance of moral and ethical standards in decision making.

LEAD is approved by the Illinois Law Enforcement Training and Standards Board, and exceeds standards including: Police Ethics, Police Citizen Relations, Communication in the Police Environment, Crisis Intervention/Disturbance Calls, and Dealing with Variant Behavior. LEAD also assists police departments in meeting and supporting the Shared Principals of Policing issued by the NAACP in 2018.

**"Humbling and sobering. Reminds an individual in Law Enforcement of the tremendous responsibility to stand up for those who lack power and may be vulnerable. Speak out against injustice – refuse to be silent in the face of abuse and atrocities." (Evanston PD, Lieutenant)**

**"I feel compelled to take an extra opportunity to share my gratitude to all of you. The entire day was extremely organized. Speakers were knowledgeable and well-prepared. They covered extremely difficult historical truths that are pertinent to our modern times. Yet they did so in a way that was supportive to law enforcement." (CPD Sergeant)**

### LEAD Training Cost:

#### In-Person Training (8 hours)\*:

- Up to 50 participants: \$1,500
- Over 50 participants: \$25 per person

#### Virtual Training (4 hours):

- Up to 50 participants: \$1,000
- 51-100 participants; \$1,800

\*Location: Illinois Holocaust Museum, 9603 Woods Drive, Skokie, IL 60077

### Each LEAD Training includes:

- Multimedia presentations using video, photography, and historical documents
- Interactive discussion using the lens of the Holocaust and the role of policing in Nazi Europe to stimulate reflective discussion on the challenges of balancing the rights of people with the protection of society
- Modules that explore issues of racism, bias and violence through exploration of contemporary case studies that help participants reflect on their personal and professional responsibilities, as well as the dangers of silence and indifference.
- Tour of the Museum's Karkomi Holocaust Exhibition (on-site or virtual)
- Unforgettable encounter with living history through the testimony of a Holocaust eyewitness (*Based on availability*)

*Additional funding for Brill LEAD Training provided by Takiff Family Foundation and Union Pacific Foundation.*

The Museum's **Brill Law Enforcement Action in Democracy (LEAD) Training** utilizes the sobering lessons of the Holocaust and hate crime case studies to educate law enforcement officials from across the Chicago area about the importance of centering moral and ethical standards in decision making.

The summary and testimonials below provide a description of key findings associated with each LEAD outcome informed by comprehensive data collection and analysis of the program by the PIE Organization.

Increased Knowledge of the Role of Police in Democracy:

**LEAD positively impacted participants' knowledge of the role of police in a democracy, as well as their ability to apply this knowledge.** Interviewees described that the training provided a reminder of their role in maintaining our social structure, the power and authority of their role, and how they represent the establishment or the government to the community members they serve.



- Over 97% of the participants reported that LEAD increased their knowledge of abuses of power, of the role of the officer as an active participant in the community, and of their responsibility in protecting human and civil rights. 99% of the participants reported that LEAD increased the likelihood of them intervening when witnessing unethical behavior, holding peers accountable, and engaging in acts of kindness.
- 99% of participants highlighted that LEAD increased their awareness of their authority and the importance of acting ethically and responsibly.



"I never realized how fragile our social structure is and that realistically when you bear the responsibility of being able to restrict people's freedoms, that you walk a very thin line. That's a huge thing for law enforcement to understand. It's a deep conceptual thing to grasp, and the training does a good job of conveying that message, because I would have never given that legitimate thought. And if I did, I would have never considered its ramifications at my job, especially. To realize that I play a role in maintaining that fragile atmosphere was pretty eye opening to me. I don't think I'd ever asked myself those questions."



Increased Ability to Apply Knowledge of the Role of Police in Democracy: **Participating in LEAD increased participants' understanding of how bias can influence decision making.**

- Over 96% of the participants reported that LEAD helped them recognize their own biases and be aware of the prejudices that might influence their decisions.
- Participants reported that LEAD encouraged them to reflect on their core values and to stay conscious of their professional values.

"[The training] made me think about how I view myself and about how outsiders might view us. I was able to reflect a little bit. Sometimes dealing with certain people, it can be difficult to stay positive, people who have negative attitudes towards you. I try not to let that affect my everyday policing."

Increased Understanding of How Overt Bias Influences One's Decision Making: **LEAD impacted participants' understanding of diversity.** Participants reported that as a result of the program, they saw their role as going beyond law enforcement. They saw the importance of active participation and positive engagement in the community - how to treat the people in their communities, including not dehumanizing people, treating everyone with respect and dignity, and treating everyone the way you want to be treated.

- Over 98% of the participants reported that LEAD impacted their sensitivity towards the communities they serve and their ability to empathize with individuals who need protection.



"People come from different backgrounds. You don't know these people's stories. You still need to come in with an open mind that these people need help. We have to leave our biases behind and focus on the problem they called for."



Increased Understanding of How Diversity of the Community Impacts How to Engage with the Community: **Officers that took part in LEAD reported an increased knowledge of hate groups, hate crime laws, and the importance of identifying and reporting hate crimes.**

-99% of the participants reported that, as a result of LEAD, they are more likely to be proficient in designating and documenting hate crimes.

- Participants reported that LEAD highlighted the importance of distinguishing hate crimes, recognizing hate symbols, and tracking hate crimes

Increased Awareness of Authority as Police Officers and the Importance of Not Abusing their Authority: **LEAD participants indicated that they understood the responsibility of their role as law enforcement and made connections to their professional lives in contemporary society and illuminated the consequences of abusing their authority.**

"The training showed that you can't violate people's rights. Your role as a police officer is to maintain their rights and serve people, no matter the views/what's going on in society."

"The training focused on what we need to deal with as police officers in the United States, when you infringe upon those rights, how it affects society as a whole, and snowballs and steamrolls. That part of the training was very relevant. It was important to see."

Increased Perspective on Handling Situations Where Officers may be Ethically Challenged:

**Participants reported that they were more aware of challenges that could potentially arise, describing the high level of accountability in the current culture of their profession and that all of their actions are documented.**

"The program gives you perspective. That's important. That's a good training tool...it gives you a perspective about how a group was oppressed by the government and the police force and how you can do your best to feel like you're not oppressing. You've got to check yourself. Maybe we're drifting somewhere into where we shouldn't be going. Or question things. And just to think things through before you do it versus just act when someone tells you to do something. Think to yourself internally, why are we doing this? What's the intent of it? Perform your duty, and make sure you're doing it legally and lawfully with the right intent."