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The Official Publication of the Illinois Association of Chiefs of Police

The Imperative of Communication



CHANGES IN POLICE-COMMUNITY RELATIONS POST FERGUSON

SECRETARY OF STATE: SECURITY UPGRADES TO DL/ID CARDS

STRAIGHT UP ADVICE: HOW TO BE A BETTER LEADER

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ILACP RESOLUTION 2001-4 ON BIAS-BASED POLICING



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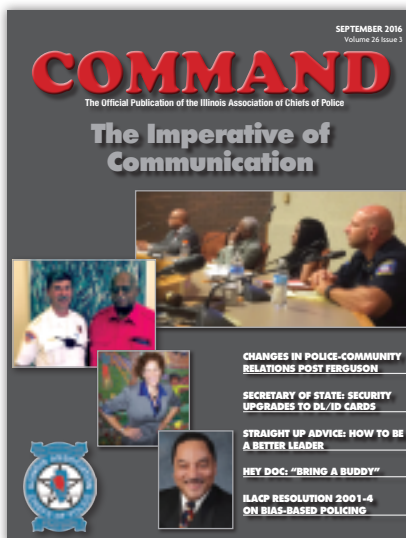
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On the Cover: In 2015, then-ILACP President Frank Kaminski (left) met in Evanston with then-Illinois NAACP President George Mitchell to initiate dialogue about collaboration. In July 2016, Decatur Interim Chief Jim Getz (left) was on a panel with NAACP and NOBLE leaders at a Decatur Town Hall meeting. To Getz's right is current Illinois NAACP President Teresa Haley. Also pictured are Deanna Shoss and Elmer Dixon, who describe cross-cultural communications in an article on page 15.



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Illinois Association of Chiefs of Police Mission Statement

We promote the professional and personal development of our members through innovative services, training, and camaraderie.

We make a positive impact on the quality of life in the communities we serve through proactive leadership in:

Vision and Innovative Change
Legislation
Ethics and Integrity
Professional Standards

Knowledge and Information
Dissemination
Media Relations
Community Partnerships



PRESIDENT'S MESSAGE



As summer draws to a close and we look forward to the shift in seasons, it's a good time to reflect on some of the changes we have made in our association and how we can continue to advance in a thoughtful and vigorous manner.

One change you may have noticed was the issue of Command magazine in June, where I shared the cover with my two deputy chiefs, Roy Bethge and Mike Szos. I felt strongly about this decision for

two reasons that I hope resonate with many of my colleagues. First, I am a firm believer that for law enforcement agencies to thrive, there must be a true sense of teamwork and, frankly, of family. We must have values, priorities, and goals in common and must be able to pursue them with the knowledge that we are continually encouraged and supported by our partners. Roy and Mike are dedicated, they listen, they provide candid feedback, and they fully embrace the vision for professionalism of the Buffalo Grove Police Department.

Second, like many of you, I could not do what I am doing without the support of my leadership team. In addition to being the chief executive of an agency, I have taken on additional roles and responsibilities within our profession. I have to rely on the skill, judgment, and principles of my command staff as it relates to issues within the department as well as their ability to manage external relationships and communication. This kind of mutual respect and reliance has proven to be a winning combination with our team.

The other development I mentioned in my inaugural message is the President's Membership Drive. I encourage you to visit the ILACP website to learn more about the benefits and incentives you can receive by recruiting additional members. But the goal here isn't solely to increase numbers; as noted before, I believe it is incumbent on us as chiefs and leaders in our industry to introduce sergeants, lieutenants, and captains to the organization that serves as their voice, both in the state and across the nation.



This membership drive runs through October 31st, so you still have time to help build our ranks. **(See Page 12)**

In addition to the membership drive, the ILACP has developed another venue to increase representation for our entire state through the addition of three new positions for Vice Presidents at Large. These positions would draw from designated regions of the state and would serve in this capacity for three years each. Initially, the first three positions will be divided into one-year, two-year and three-year terms and then continuous three year terms after that. This will ensure that the three positions are vacated during alternating years and will provide more continuity to the Board. The opportunity for individuals to announce their candidacy is still open. Please contact ILACP headquarters for additional information.

As you all know, we will be celebrating our association's 75th anniversary next month at Drury Lane in Oak Brook. An incredible amount of work has gone into the preparation of this event, including speakers, sponsorships, gathering of historical information and more. A sincere thanks to the members of the Board of Officers, those who volunteered to serve on the 75th anniversary committee and members of the ILACP staff. I am looking forward to a wonderful event!

Finally, I would like to close on another topic I spoke about in my inaugural speech, which is likely an ongoing and vigorous discussion within each of your agencies. The continuing conversations regarding accountability, transparency, and the perception of policing will only grow more complex and challenging as our profession responds to a changing social landscape. I encourage you, your command staff, and your entire workforce to engage in meaningful examinations of your awareness and

response to issues such as: procedural justice, implicit bias, constitutional policing, and good faith community engagement. We are a noble profession with a strong history of integrity and service, and I know I share a vision of the future where that reputation remains resilient. ■

Steven R. Casstevens

Chief of Police

Buffalo Grove, Illinois Police Department



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It is important to realize that the goal has remained the same since its inception: we are not testing police chiefs so that we can find employment for them, but rather to allow them to strive to learn more and be more professional at what they do. Any law enforcement executive desirous of attaining the Police Chief Certification should contact the ILACP Executive Director for a confidential application and the guidelines of the process. Study guide may be requested later, after eligibility has been confirmed.

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DALLAS, DUELING STATISTICS, AND OUR RESPONSE

By Ed Wojcicki

Executive Director, Illinois Association of Chiefs of Police



THE FEW DAYS AFTER the shooting of police officers in Dallas on July 7, followed by the Baton Rouge shooting ten days later, were unlike any I've had as association executive director. We were flooded with media calls, and our Board of Officers and other members stepped up to offer their perspectives. President Steven Casstevens issued a statement of solidarity with our brothers and sisters in law enforcement

throughout the country, with the reminder that "we must continue to build trust [in our communities], most often out of the spotlight and out of the news."

What struck me more than anything was the flood of statistics pouring out. Actually, not so much the stats, but how people were spinning them. To law enforcement it felt that reporters and critics were eager to spread a negative narrative that the police target black people. We know that's not true, but it's hard to battle this tsunami of oft-repeated falsehoods.

The *New York Times* and *Washington Post* published data with evidence to support what we believe.

From the *New York Times* (July 12, 2016), citing a new study by Roland G. Fryer Jr., professor of economics at Harvard, who examined more than 1,000 shootings in 10 major police departments in Texas, Florida and California: "[W]hen it comes to the most lethal form of force — police shootings — the study finds no racial bias."

From the *Washington Post* (July 11, 2016): "In 2015, the *Washington Post* launched a real-time database to track fatal police shootings, and the project continues this year. As of Sunday [July 10, 2016], 1,502 people have been shot and killed by on-duty police officers since Jan. 1, 2015. Of them, 732 were white, and 381 were black (and 382 were of another or unknown race)."

Those are facts, and make good talking points:

- The *New York Times* found no racial bias in police shootings in a recent study.
- Cops shoot and kill many more whites than blacks, and nearly all of these shootings are justified.

To those arguments, some immediately say "Yes but..." and then cite other data. The biggest trouble with all of this is that a presentation of dueling data is not going to fix anything. It's why the Illinois Chiefs' association has been proactive the past two years in reaching out to the Illinois NAACP and building relationships. We've met in Evanston, Bloomington and Springfield, and the



About 40 people from the Illinois NAACP and ILACP gathered in Bloomington on May 10, 2016, to advance the dialogue between law enforcement and black leaders.

conversations have been good. We are learning to trust each other. Watch the *Weekly Bulletin* and other communications for how we will build upon these conversations.

Chief Terrence Cunningham of Massachusetts, president of the International Association of Chiefs of Police, said in a webinar for members on July 18 that, to a certain extent, facts and data no longer matter because the national discussion has become so emotional. Dueling data drives people to their corners, he said, and if that happens we'll never get to the middle where the real conversations have to happen.

In Illinois, we're making some positive steps. We are having the right conversations, candid discussions, and we have to continue:

- Reaching out and building relationships.
- Implementing programs on community policing and procedural justice. (These are not new concepts, but they still seem new to non-law enforcement community leaders with whom we collaborate.)
- Letting the NAACP and other community leaders know, unequivocally, that we're interested in building trust and relationships and keeping all of our citizens safe.

That's what it will take for police to be a source of healing in the communities we serve and protect. What do we all want? Good relationships between police and communities, and we in law enforcement are in this for the long haul. ■

NOTE: This was published as Ed's blog post on July 19, 2016.

Ed Wojcicki
Executive Director
Illinois Association of Chiefs of Police



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CHANGES IN POLICE-COMMUNITY RELATIONS POST FERGUSON

By Thomas J. Lemmer

During the 1950s and 60s, television actor Jack Webb's character Sergeant Joe Friday regularly reminded fictional victims and witnesses that he was interested in "just the facts." While the real-life members of the policing profession seek to focus on the facts, they know that the facts exist within an environment where reality both forms and is formed by perceptions. The actions of a single police officer in Ferguson, Missouri on August 9, 2014 became the subject of extensive national news media coverage. Even though both the St. Louis County district attorney and the United States Department of Justice subsequently concluded that the officer's actions on that day were lawful, in the days and months that followed, activists and many in the media advanced a false narrative that the officer had "gunned down" a minority teen who was surrendering with his "hands up." While each year there are many millions of noncontroversial and even positive police-citizen encounters, over the next 18 months, the media coverage of the Ferguson incident was intermixed with a larger narrative that alleged such incidents were proof of widespread police bias toward minorities. The "hands up, don't shoot" protest chant was repeated in many cities thousands of times, and both the perceptions and the reality of police-community relations were altered far beyond the city limits of Ferguson, a community of only 21,200 residents.

Survey of ILACP Members:

A comprehensive 65-question survey was conducted with Illinois Association of Chiefs of Police members in December 2015. Of the 782 association members active in law enforcement during the study period, 204 completed the survey. The response rate corresponded to a statistically significant sample at a 95% confidence level. The survey sought to both: (1) gauge the extent of change in police-community relations post Ferguson; and (2) identify the strategies agencies had utilized in the months since August 2014 to strengthen police-community relations locally.

Perceptions Prior to August 2014:

Member perceptions of police-community relations nationally prior to August 2014 were largely positive; 55.9% rated the overall police community relationship nationally as somewhat to very strong; 63.2% rated the community's confidence in the ability of the police to reduce crime as somewhat to very strong; and 58.3% rated the community's confidence that the police utilize force appropriately as somewhat to very strong. When considering the strength of their local police-community relationships, the members were even more positive. Overall, 93.6% rated the relationship in their own jurisdiction as somewhat to very strong; 92.2% rated the community's confidence in the ability of the police to reduce crime as somewhat to very strong; and 90.7% rated

the community's confidence that the police utilize force appropriately as somewhat to very strong.

Perceptions Since August 2014:

As anticipated, the members reported that since August 2014 there was a significant and negative shift in their perceptions of police-community relations nationally. Relative to the overall relationship nationally, there was a 39.2 percentage point drop in the number of respondents who rated the relationship as being somewhat to very strong. Additionally, nearly two-thirds of the members (63.7%) rated the overall national post-Ferguson police-community relationship as somewhat to very weak. Furthermore, 51.0% rated the community's confidence in the ability of the police nationally to reduce crime as somewhat to very weak; and 69.1% rated the community's confidence that the police utilize force appropriately as somewhat to very weak. Moreover, the negative view of news media coverage of the police worsened sharply; 94.6% rated the overall national news media coverage of the police generally as somewhat to very negative; and 87.3% of the survey respondents rated the national news media coverage of the use of force by the police as somewhat to very inaccurate.

For the months since August 2014, 81.9% of the respondents rated overall community relations in their local jurisdiction as somewhat to very strong. Similarly, 80.4% rated the community's confidence in the ability of the police to reduce crime as somewhat to very strong; and 69.1% rated the community's confidence that the police utilize force appropriately as somewhat to very strong. However, relative to local relations overall, as compared to prior to August 2014, there was an 11.8 percentage point drop in the number of respondents who rated the strength of the relationship as somewhat to very strong. Additionally, the percentage of respondents who rated local police-community relations as somewhat to very weak rose by 7.4 points. Furthermore, relative to perceptions regarding community confidence in the ability of the police to reduce crime, there was also an 11.8 percentage point drop (see Figure 1). Additionally, community confidence in the appropriateness of the use of force by police dropped 21.6 points. These drops coincided with a 14.7 point drop in the percentage of respondents who rated their local news media coverage of the police as somewhat to very positive, and a 15.7 point drop in the percentage of respondents who rated their local media coverage of the use of force by the police as somewhat to very accurate.

Expectations Going Forward:

Local police agencies cannot directly impact the national police-community relationship, and improving relations is work that must occur at the local level. Within the survey, the final two closed-ended



Continued from page 7

questions allowed the respondents to record their expectations going forward over the next 18 months relative to police-community relations at the national and local levels. Reflecting the policing-is-a-local-issue reality, and the inability of local departments to control events elsewhere in the nation, the respondents were less pessimistic about the future and far more confident about the prospects for improvement locally. Not only did far fewer respondents indicate that they expected the local relationship to worsen going forward, 48.9% nationally and 10.3% locally; more respondents expected improvements in the relationship with the community going forward locally (39.1%), as compared to nationally (24.7%).

Utilizing cross tabulation of the survey data between the respondent's future expectations locally to the survey's response and resource questions, six response approaches for improving local police-community relations were examined. These response areas consisted of: (1) policy and procedure changes, (2) training of agency personnel, (3) guidance and technical assistance, (4) conducting informational sessions on key policing topics, (5) regular collaboration and coordination with key community groups, and (6) specific community engagement efforts.

Half of the survey respondents answering the response efforts questions indicated: (a) their agencies had made at least one policy or procedure modification, (b) their agencies engaged in ten or more of the 40 possible training efforts surveyed, and (c) a rating of nine or higher on a scale of 20 possible points relative to the extent of helpfulness from the guidance and technical assistance received by their agencies. The respondents comprising this grouping accounted for 58.8% of the respondents that expected local police-community relations to improve in the months ahead.

However, the response efforts with the greatest association to optimism regarding the future of police-community relations involved direct community outreach. Of the survey respondents answering the response efforts questions, 60.3% indicated their agencies: (a) conducted at least one informational session; (b) regularly coordinated with key community groups, and the level of collaboration with these groups was rated as being 17 or higher on a scale of 35 possible points; and (c) conducted specific engagement efforts that rated eight or higher on a scale of 16 possible points. The respondents falling within this combined grouping accounted for 75.0% of the respondents who expected local police-community relations to improve going forward.

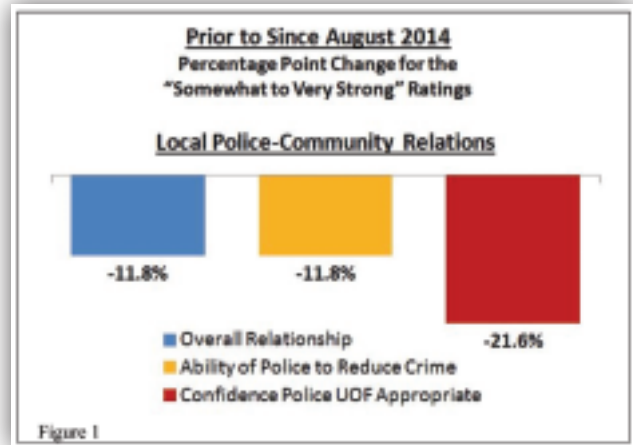
Recommendations:

First, federal, state and local officials, as well as local colleges and universities, should take note that the respondents have expressed concerns about unmet training needs. Regarding the need for additional resources in order to strengthen police-community relations, only the need for more sworn personnel (52.8%) rated higher, with 40.6% of the respondents having identified a need for assistance in providing

mental health/crisis intervention team (CIT) training, and 37.1% having identified the need for additional use of force de-escalation training.

Second, given the association with media coverage to the downturn in police-community relations in the months since August 2014, a greater use of informational sessions with the media would likely be beneficial. Only 16.5% of the respondents reported their agency conducted information sessions with the news media on the use of force model. Even fewer respondents reported sessions with the media covering the dangers inherent when citizens resist arrest (12.3%) and the "Terry Stop" authority of the police (11.2%).

Third and most importantly, building safer and stronger communities is fundamentally an effort built upon trust and through active partnerships between individual local police departments and the communities they serve. The survey data provides strong evidence that those respondents who reported higher levels of direct outreach efforts with the community were far more confident about the strength of their local police-community relationships going forward. As such, maintaining sustained community outreach is the core recommendation that can be drawn from the analysis of the survey data. ■



About the Author
Thomas Lemmer is a police commander with more than 30 years' experience in public safety positions, including 20 years of advanced law enforcement supervisory and managerial experience. He has extensive gang enforcement and juvenile crime intervention expertise. He has served in ethnically diverse and predominately minority communities, as well as with special service populations within college, military, public housing, and public transportation settings. He holds a master's degree from Loyola University Chicago, and he is a graduate of Northwestern University's School of Police Staff and Command. He has seven years' experience as a criminal justice undergraduate instructor with Loyola University, and he is an experienced in-service police trainer. He is an active member of the Illinois Association of Chiefs of Police, the International Association of Chiefs of Police, and the Police Executive Research Forum.

**Contact Information: thomas.lemmer@comcast.net;
312-808-1696**



SECRETARY OF STATE JESSE WHITE ANNOUNCES SECURITY UPGRADES TO STATE'S DRIVERS LICENSE AND IDENTIFICATION CARDS AS DRIVER SERVICES FACILITIES TRANSITION TO CENTRAL ISSUANCE PROCESS



Jesse White, Secretary of State

This summer, my office made upgrades to the security features of our Driver's Licenses (DL) and Identification (ID) cards as well as expanded the central issuance process statewide. This means that Illinoisans who come in to renew their DL/ID will receive a temporary, secure paper document upon leaving the facility, which is valid for 45 days. These temporary DL/IDs will be valid for driving and/or identification purposes, until the permanent card arrives at the applicant's home address within 15 business days via U.S. Mail.

The temporary document will visually mirror the permanent card with features such as a photo and basic identification information. In addition, the old DL/IDs will be returned to the applicant with a hole punched in them. For purposes of air travel, citizens may present the temporary DL/ID in conjunction with the old, hole-punched DL/ID card.

These changes further enhance our efforts to protect Illinoisans from fraud and identity theft, and bring Illinois closer to compliance with the REAL ID Act, a federal mandate by the Department of Homeland Security (DHS). In January 2016, DHS announced that Illinois DL/IDs will continue to be accepted as primary forms of identification to board commercial airplanes for domestic travel until January 22, 2018. With the passage of

Senate Bill 637 by the Illinois General Assembly, signed by the Governor on June 24, 2016 (PA 099-0511) effective January 1, 2017, the Illinois Secretary of State's office continues to work with DHS to reach full compliance.

Central issuance provides better fraud and identity theft prevention by allowing the office time to investigate before applicants receive their DL/ID. If misconduct is detected, the office can prevent the permanent card from being mailed. In addition, the design of the DL/ID card has been upgraded with important features that over-the-counter technology simply cannot produce.

The new DL/ID has certain security features which will allow law enforcement to determine whether the card has been falsified. The Secretary of State's office will be working with law enforcement to train them on the new features of the card. We appreciate your work to ensure public safety and urge you to contact my office with any questions or concerns.

IMPORTANT FEATURES:

- 1 Larger photo with a smaller ghost photo to ensure that the person's appearance is clear.
- 2 Security design comprised of many different patterns, lines and images.
- 3 Laser perforation in the shape of Illinois, which when held up to the light is used to authenticate the driver's license/ID card quickly.
- 4 Portrait of Lincoln and the Great Seal of the State of Illinois on the front of the driver's license/ID card.
- 5 Ultraviolet feature on the back of the card duplicates the person's photo and birth date.





STRAIGHT UP ADVICE: HOW TO BE A BETTER LEADER

By Mark W. Field, Retired Chief of Police
Wheaton, IL Police Department



We've all had that one boss – you know the one that I'm talking about.

Whether they blew up when you made a mistake, turned the most routine tasks into long, drawn-out affairs, or dismissed your concerns, they're the one we all remember as the kind of leader we vowed that we would **NEVER** be.

If you are a seasoned leader or newly promoted, here are four ways to avoid

being that one boss for any of your employees.

Hot – Then Cold Leader

Your employees crave predictability. **Period.**

Cops don't care what kind of crazy program ideas that you've created. I'm not referring to the do it better, faster, and easier programs. They want to know that you support them and everything that you do is in their best interest.

If the leadership team is not clear and consistent in its direction and feedback, officers will not flourish. No amount of innovative policies can overcome the anxiety cops feel when they make a mistake when working for an unpredictable boss.

Will my boss freak out or be totally cool – it's a tossup! Don't be that leader. Set policies and guidelines and enforce them uniformly.

Resist the urge to lash out in frustration when errors are made. Mark Twain once said, "Anger is an acid that can do more harm to the vessel in which it is stored than to anything on which it is poured." And, communicate clearly so there's no question what you expected or what the consequences would be if you didn't get it.

It's Not All about You

Don't hog the spotlight.

You may be the boss, but your reputation and success is highly dependent on the hard work and talent of the team working with and under you.

Nothing saps the energy of motivated employees faster than taking credit for their ideas or failing to recognize when they've gone above and beyond. Instead, give credit where credit is due and your employees

will work even harder, stay even later, and achieve even bigger things. George Adams is to have said, "Encouragement is oxygen for the soul."

Open Up – When You Can

Leaders and leadership teams necessarily have some issues that they must keep from their employees, but don't abuse the power your position affords you to do this.

Be as transparent and open as possible when making decisions so employees can see their input and ideas become reality. By having an open door policy both literally and figuratively, you'll show your employees you trust them and value their opinions. As a result, they'll share even more of their brilliance with you and with one another.

Your Leadership Team Isn't Telepathic

Don't assume your team members intuitively "get" things exactly the way you do. Everyone thinks differently. If you have a vision or intend to take the organization in a particular direction, share it.

If you have a leadership theme, broadcast it. If you have a set of expectations and guidelines you want followed, don't rest until you're sure you've clearly and fully communicated it to everyone you want to understand.

Numerous studies have shown how the Law of Expectations dramatically influences people's performance. In one study, girls who were told they

would perform poorly on a math test did perform poorly. In another, assembly line workers who were told their job was complex performed less efficiently at the same task than those who were told it was simple.

Bottom line for you? If a leader has high expectations, their employees will perform to that level. In the absence of few or no leadership expectations, employees will also perform to that level.

Keep lines of communication open so employees aren't forced to guess at

the end state of the project or infer how you want tasks completed. Transparent feedback helps everyone learn faster, work smarter, and in turn creates better service for your community.

If you see signs of any of these traits in yourself, don't fret or beat yourself up.

The first step toward becoming a better boss is deciding you want to be one.





Start in small ways today to foster open, honest communication in your organizational culture, and, you and your community will reap the rewards. ■

About the Author

Mark W. Field was appointed Chief of Police in 1996 and served until his 2015 retirement. He previously served as Deputy Chief of Police from 1991 through 1996 for the Wheaton, IL Police Department. He was a police officer for thirty-nine years and formerly served as Deputy Chief of Administrative Services for the Kankakee County, IL Sheriff's Police Department. He holds a Master's Degree in Public Administration from Governors State University and is a graduate of Southern Police Institute's 66th Administrative Officers Course. Since 2000, he has lectured in 27 states as an adjunct professor with the Northwestern University Center for Public Safety and College of DuPage. Previously, he was a graduate and undergraduate professor of Public Policy at Governors State University as well as Kankakee Community College.

Mr. Field is a retired Lieutenant in United States Naval Intelligence and served at numerous duty stations throughout the world with the Naval

Investigative Service and Naval Aviation with extensive experience in the areas of counter-intelligence and counter-terrorism. His literary credits include over thirty published leadership and management articles in leading professional journals. His most recent articles, entitled A Leader's Greatest Challenge and The Challenged Performer appeared in Law and Order and The Strength of Humility in Leadership in Command Magazine. Chief Field has lectured publicly and privately across the United States on the topics of leadership, ethics, human resources, and personnel selection.

He was recipient of the Institute for Law Enforcement Administration's 2010 Ethics Achievement Award.

Mr. Field is the co-author of two published textbooks entitled: Police Chief: How to Attain and Succeed in This Critical Position; and, Police Officer Selection: A Handbook for Law Enforcement Administrators both published by Charles Thomas Publishers of Springfield, Illinois.

He has been involved in the screening and assessment of over 500 police leaders through assessment centers and competency-based interviews.



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Illinois' Voice of Professional Law Enforcement

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A message from ILACP President Steven R. Casstevens

Dear ILACP Member:

As you may recall, one of my goals during my presidency of the Association is to increase our membership by at least 10%. The ILACP currently has 1,204 paid members. Membership is what drives our Association. The best way to increase our membership is by current members recruiting new members. Every year we have a new target audience as agencies promote their officers to sergeant and the command staff to lieutenant, captain, commander, deputy chief and even new chiefs. Consider rewarding your emerging leaders by giving them a membership in the ILACP.

To help achieve our increase in membership, I would like to take this opportunity to announce the "ILACP 2016 President's Membership Drive." Membership is open to any one in law enforcement – this is not a "chiefs only" organization. It is incumbent upon us to develop our future leaders in law enforcement and it starts with the Illinois Association of Chiefs of Police. The Membership Drive will include the following incentives and gifts for members:

Sponsor **one new member during the drive: Official ILACP 75th Anniversary lapel pin and 75th Anniversary patch.**

Sponsor **three new members during the drive: 75th Anniversary lapel pin, 75th Anniversary patch and ILACP embroidered polo shirt.**

Sponsor **five new members during the drive: 75th Anniversary lapel pin, 75th Anniversary patch, ILACP embroidered polo shirt and complimentary registration for one to the April, 2017 ILACP Conference.**

The official Membership Drive will include all new sponsored applications dated and submitted to ILACP between July 1st, 2016 and October 31st, 2016 to qualify. The sponsoring member must be a current member whose dues are paid. All newly sponsored members must have membership paid in full by October 31st, 2016. All membership submissions for this drive must be clearly marked "2016 President's Membership Drive." Only new members qualify. Membership renewals are not eligible.

Thank you for being a member of the ILACP and for participating in the 2016 President's Membership Drive. Together we will continue to increase the membership in the ILACP and help to develop the leaders of tomorrow.

PRESIDENT'S SPECIAL MEMBERSHIP DRIVE

An initiative of ILACP President Steven Casstevens



July–October 2016 Applicants (new members only)

Application for Membership

Online: Click "Join/Renew" Option at www.ilchiefs.org

I herewith present my application for membership in the Illinois Association of Chiefs of Police, promising if selected, to be governed by the Constitution and By-Laws of the Association. **Incomplete Applications will be RETURNED.**

Full Name: _____ First name (Nickname) for Nametags: _____
(first) (middle) (last)
Title/Rank: _____ Date of Birth: _____ Private E-Mail: _____
Name of Agency/Business: _____ E-Mail: _____
Home Phone: (_____) _____ Business Phone: (_____) _____ Cellular: (_____) _____
(area code) (area code) (area code)
Office Address: _____ FAX #: (_____) _____
(number/street) (city & state) (zip + four)
Home Address: _____ County: _____
(number/street) (city & state) (zip + four)

Are you a member of an Illinois Regional Association? Yes No If so, which one? _____

*** New Member's Sponsor:** _____
(IL Chief's Association Member's Name) (Title) (Agency)

***ALL NEW Applications for Active, Associate or Sustaining membership MUST be endorsed by an Active Member in good standing of this Association. Further, FINAL APPROVAL of membership shall be determined by the ILACP Membership Committee. This Special Membership Drive provides membership through 12/31/2017. Dues are renewable annually after that.**

NOTE: Applicants for Associate Membership shall, if so requested by the Membership Committee, provide documentation to indicate their qualifications for Membership by virtue of their training and experience in Police and other Law Enforcement activity, and other professional attainments in Police Science or Administration, or their legitimate special interest in Law Enforcement activity compatible with the goals of this Association.

By returning your completed application with payment, you agree to allow ILACP to send your communications via fax (217.523.8352) and/or email (ilacp@ilchiefs.org). Your information will not be used for the purposes of telemarketing or Internet Spam of any kind.

I AM APPLYING FOR THE FOLLOWING MEMBERSHIP TYPE: (Check applicable category below. For an explanation of membership types, consult Article III of the By-Laws on the website at www.ilchiefs.org.)

Active - 1st member of agency = (1 to 10 sworn) \$110; or (11 to 99 sworn) \$220; or (100 or more sworn) \$330

Active Other - 2nd/add'l members of agency = (1 to 10 sworn) \$85 each; or (11 to 99 sworn) \$95 each; or (100 or more) \$105 each

Associate – 1st member of agency/company = \$170 **Associate Other** – 2nd/additional members of any agency/company = \$110 each

Sustaining or Business/Corporation Member = \$500 Persons and Corporations known to be consistent advocates of law enforcement who may desire to lend their aid to the forces engaged in that pursuit, may apply for sustaining membership.

Life Associate Member = \$170 (**RENEWAL** option only for our LIFE members in full-time but non-law enforcement employment)

Life Associate Other Member = \$110 (**RENEW** option only for our LIFE members in full-time, 2nd add'l member, non-law enforcement employment)

NOTE: Any current Retired Active Member should contact the ILACP Headquarters to verify their correct Dues Renewal Amount. (The Retired Active classification is reserved for any Active Member who retired from law enforcement with less than 10 years of membership but who desires to attain Life Membership status.)

PAYMENT METHOD CHOICE:

Please use this signed application as your invoice. Reference it as **INVOICE NUMBER**, using 1st six characters of your LAST NAME, dash, 1st six characters of DEPARTMENT NAME, dash, 17 (i.e. jones-peoria-17). A copy of this completed form **MUST** also accompany any check(s). If check covers multiple persons, attach copy of ALL individual member forms (**regardless of whether NEW or RENEWALS**).

INVOICE NUMBER: _____

Signature of Applicant: _____ **Date Signed:** _____

Payment Enclosed with Check, payable to Illinois Association of Chiefs of Police.

Please Charge My: VISA / MASTERCARD DISCOVER Card # _____ Exp. Date: _____ 3Digit ID: _____

Name on Credit Card: _____ (only VISA, MasterCard or DISCOVER accepted by ILACP)

Billing Address: _____

Contributions or gifts to the Illinois Association of Chiefs of Police are not deductible as charitable contributions for federal income tax purposes. However, dues payments may be deductible by members as an ordinary and necessary business expense, when applicable.

Excerpts from ILACP Constitution & By-Laws

ARTICLE III – CLASSES OF MEMBERSHIP

Section 1. ACTIVE MEMBERS

The following persons shall be eligible for active membership:

- a. Commissioners, Superintendents, Chiefs, Directors and Sheriffs having actual supervision of and receiving salaries from any legally constituted state, county, or municipal police department of any political subdivision or governmental jurisdiction of this state, having authority to adopt and enforce police regulations under the Constitution and the laws of the State of Illinois.
- b. Executive assistants, Executive heads, Assistant Chiefs, Deputy Chiefs, and Division, District or Bureau commanding officers, all of such persons having command authority, and including legal advisors who are employed full time by the same governmental unit, when their application is approved by the Chief Executive of the department. This approval by the Chief Executive of the department must be renewed annually.
- c. The executive head or commanding officer of federal law enforcement agencies stationed within this state; and division or bureau commanding officers of such department only when recommended for such membership by the commanding officer of such departments annually.
- d. The chief executive officers of railroad police systems that maintain offices within this State; chief executive officers of university police departments with statutory authority; and division or bureau commanding officers of such departments only when approved for such membership by the chief executive of these departments. This approval by the chief executive of these departments must be renewed annually.
- e. All applicants for active membership must be recommended by an active member in good standing.

Section 2. ASSOCIATE MEMBERS

- a. Any person not eligible for active membership, but qualified by training and experience in police or other law enforcement activity, or by other professional attainments in police science or administration, or persons who have a legitimate special interest in law enforcement activity compatible with the goals of the Illinois Association of Chiefs of Police shall be eligible for associate membership in this Association. Associate members shall have all the privileges of active membership except:
 1. Associate members shall not hold office;
- b. All applications for associate membership shall be recommended by an active member who possesses knowledge of the qualifications and the character of the applicant.

Section 3A. RETIRED MEMBERS

- a. Any person who has been honorably retired as an active member and who was an active member upon retirement, but who does not qualify in length of time of **membership** for life membership, may retain membership as a retired member.
- b. A retired member shall be required to pay dues as determined by the Executive Board, is eligible to vote, but may not hold elected office.
- c. A retired member, upon attaining the years necessary for life membership, may apply for life membership.

Section 5. SUSTAINING MEMBERS

- a. Persons and Corporations known to be consistent advocates of law enforcement, who may desire to lend their aid to the forces engaged in that pursuit, may apply for sustaining membership.
- b. Corporations applying for membership shall designate one person to be representative of that membership.
- c. The corporation and representative(s) must be approved by the Executive Board and represent the quality and character required by the Association.
- d. Sustaining membership remains with the Corporation upon termination of the representative.
- e. All applicants shall be recommended by any member who possesses knowledge of the qualifications and character of the applicant.
- f. Sustaining members or their representatives shall have all the rights and privileges of active membership except that of voting or of holding office.

Dues

- The annual dues for all membership classifications are determined by the Executive Board and reviewed on an annual basis. Article III, Section 7.
- Current dues structure is posted on the ILACP website.
- Dues shall be payable to the Illinois Association of Chiefs of Police on January 1st of each calendar year. New members joining after **September 30th** of any calendar year shall pay the total dues amount for the current year and shall be credited membership for the following calendar year.

Important Reasons To Join The Illinois Chiefs Association

- Training Conferences
- Assessment Centers
- *COMMAND* Magazine
- Weekly Email Bulletins
- Linebacker "Interim Chief" Program
- Networking
- Legislative Email Updates
- Rising Shields Awards
- International Police Chiefs Conference Block Housing
- Website www.ilchiefs.org
- Positions Available Posted Online
- Voluntary Police Chief Certification Program
- Traffic Safety Challenge Program
- Police Officer Selection Tests Discount
- Midwest Security & Police Conference/Expo
- Police & Citizen Awards Program
- Online Membership Directory
- Command Training Scholarships
- Life Memberships
- Tenure Pins
- Professional Voice for Legislative Issues

By returning your completed application with payment, you agree to allow ILACP to send you communications via fax and/or email. Your information will not be used for the purposes of telemarketing or Internet Spam of any kind.

(NOTE: For a review of all membership classifications, see Article III of the By-Laws)

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THE IMPERATIVE OF CROSS CULTURAL COMMUNICATION IN 21ST CENTURY POLICING

By Elmer Dixon¹ and Deanna Shoss

The importance to modern policing of improving communication across diverse groups is a continuous theme in the Final Report of the President's Task force of 21st Century Policing (the "Report")². Several of the Report's recommendations speak to the importance of cross-cultural communication for supporting some of the central pillars of the strategy, including: building trust and legitimacy; policy and oversight; and improving officer training. The need for cross-cultural communication at strategic, operational and tactical levels is apparent in the Report's recommendations.

Consistent with the Report's recommendations the Illinois General Assembly has passed legislation directing the changes to training of all peace officers across the State. This includes both newly mandated in-service training as well as changes to the pre-service curriculum to include, inter alia, "...cultural competency, including implicit bias and racial and ethnic sensitivity..."³ While the new training requirements were effective January 1, 2016, the Illinois Law Enforcement and Training Standards Board has been left without resources to develop this new training.

Filling the need for effective cross-cultural communication is complicated by the impact of differences in culturally learned patterns of responses to conflict, which presents a challenge and opportunity for law enforcement agencies. Looking to existing training utilized in the private sector and by other jurisdictions may provide a path forward. One such program is the one outlined below.

Intercultural Conflict in Police Work

Police Departments across the country have consistently been challenged with interacting with communities of color. These interactions have frequently led to friction and erosion of trust relationships. As these concerns have grown law enforcement agencies have looked for tools to bridge the gap. In this age of instant messaging, twitter and cell phone cameras and an ongoing history of distrust primarily in Black and Latino communities, there is a critical need to build better community relations through better communication and increased understanding of the dynamics of culturally learned responses to conflict.

The need for better cultural understanding and enhanced ability to communicate quickly and effectively in an intercultural environment runs across the entire law enforcement organization. At the strategic level, in the office of the chief and city policymakers there must be better cultural understanding in the promulgation and articulation of policy. At



the operational level, managers must demonstrate cultural understanding as they allocate scarce resources and relate to community concerns. At the tactical level de-escalation strategies are vital for police officers to maintain their safety and more effectively execute their law enforcement responsibilities.

However, in order to build trust in different cultural communities and gain the respect of citizens they have lost or are losing, it is critical that law enforcement personnel at all levels pay attention to and be aware of their own unconscious bias, their primary communication styles and culturally learned responses to conflict. This foundational knowledge will allow them to adapt their strategies, tactics and actions and be better

prepared to de-escalate potentially volatile situations in the diverse communities they are policing. This adaptation is key to building higher trust and gaining greater respect from those in the community they are serving.

Law enforcement, is however, not alone in experiencing the effects of a cultural divide. For many years some of America's largest corporations and academic institutions have sought and received training in how to more effectively communicate across diverse cultures and groups. Executive Diversity Services (EDS), a company with a long history of training and consulting in the diversity and inclusion and cross cultural communication field, has now designed a training program in conjunction with Dr. Mitch Hammer of Hammer Consulting that is geared to better prepare officers to interact with different cultural communities.

The Influence of Culture on Conflict Resolution Style

When one examines the differences in the way we communicate and respond to conflict there are several, not so subtle, ways for us to misinterpret one's responses as hostile or uncaring. Research shows that Black and Latino populations are culturally normed (as high as 55-88%) to communicate in expressive and feeling-based styles that are often misinterpreted by other styles as emotional and irrational. Dominant US culture Whites are culturally normed (as high as 55-88%) to communicate in matter of fact, non-emotive, monotone styles that can be misinterpreted by Blacks and Latinos as non-caring and in your face. Note: While these are culturally normed patterns of communication, not all members of any population will conform to the cultural norm and thus the information cannot and should not be used as a representation of a whole group.

¹ The authors acknowledge the advice and assistance of Don Zoufal, Legal Advisor for the Illinois Association of Chiefs of Police, in the preparation of this article.

² President's Task Force on 21st Century Policing. 2015. Final Report of the President's Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services. 2015. Cited at http://www.cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf (accessed June 26, 2016).

³ P.A. 099-0352 encoded at 50 ILCS 705/7 (a) & (g). Cited at <http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=005007050K7> (accessed June 26, 2016).



Continued from page 15

Add this to what happens when we are in conflict and our “culturally learned” responses to challenging situations kicks in, and it’s easy to see where breakdowns often occur. Dr. Mitch Hammer, creator of the Intercultural Conflict Inventory (ICS) says “Conflict can be present in a range of social situations and can arise between strangers over the smallest of issues.” Dr. Hammer states that conflict involves two elements. “First, conflict arises when we disagree with one another and it is more than a misperception or misunderstanding. When in conflict we usually have substantive disagreements in what we want or need. Second, conflict gives rise to affective or emotional reactions.” This can heighten stress, anxiety, frustration, anger and even fear.”

EDS training helps participants learn how their own culture, values, and perceptions impact how they see others – individually and in groups – and their effectiveness in the workplace. We provide participants with new information, behaviors and tools, to improve effectiveness with citizens and reduce conflict caused by cultural differences. Trainings combine classroom learning with role playing scenarios for hands on application and practice.

Topics covered include:

1. Understanding different problem solving and conflict resolution approaches that are used by people from a wide-range of cultural backgrounds.
2. Applying key Intercultural conflict style skills for effectively bridging across different cultural communities that result in de-escalating these situations and effectively resolving the problems/conflicts involved in these situations.
3. Exploring culture-specific applications of the Intercultural Conflict Styles and the skill sets for a sample of cultural communities, including: African American, Latino, Middle Eastern Arab and East African, Ukrainian and other populations as requested by specific clients.

In addition, officers will begin to understand the dynamics that culture and implicit or unconscious bias plays in their everyday interaction with citizens. By understanding the dynamics of culture, communication style and conflict style, officers will understand how they can build trust through learning critical elements to adapt their own style and behavior to better meet or accommodate the styles of those they are policing.

All of us have the need to develop our cultural competency skills in order to work in today’s diverse environment. As for policing in a multicultural environment---the ability to understand differences across communications styles, conflict style and behavioral differences is critical in de-escalating situations faced in policing.

The Benefits of Cultural Competency

EDS has had a long track record of delivering diversity and cultural competence training in the public, private and non-profit sectors and academia. Those programs have enhanced inclusion, improved team inter-action and the workplace environment as well as the effectiveness of those organizations in addressing the needs of a culturally diverse clientele. EDS has adapted its corporate and academic experience and newly designed and delivered a highly successful “Cultural Competence” training program to the City of Kent and City of Bremerton Police Departments.

The response from both officers and staff to EDS’ The Challenges in Policing in Diverse Communities training program in the municipal and police environments has been overwhelmingly positive. Chief Steve Strachan in Bremerton Washington characterized the training offered by EDS as a “game changer.” A critical factor, when anticipating whether the tools and techniques learned will be applied, is the reaction of the persons receiving the training. With respect to this issue Chief Strachan made the following observation:

Our veteran officers, some of whom were not quite sure of this [Cultural Competence] training, came away with very, very positive feedback and real tools they could use in their jobs... and the other feedback we’ve got is the officers said “I have seen the behavior change, I have seen the way I interact with people based on the knowledge I got from that training. It has helped me to do my job better, to communicate in a more positive way with people and to understand where they are coming from.”

With the promulgation of PL099-0352 and the amendment of 50 ILCS 705/7 it is clear that cultural competence training will be coming to Illinois law enforcement. The programs offered by EDS offer a potential path forward for interested Illinois and other jurisdictions in the Mid-West and across the country. EDS programs can be found at www.executivediversity.com. ■

ABOUT THE AUTHORS



Deanna Shoss is a marketer, writer, and interculturalist in Chicago. She is founder and president of Intercultural Talk, Inc. a marketing and communications firm that serves successful entrepreneurs and dreamers 50 and older who want to exist (aka be found on social media and the Internet). She also helps people co-exist as a Strategic Partner and Senior Associate of Executive Diversity Services.



Elmer Dixon, President of Executive Diversity Services, has been a leader in the field of Diversity and Inclusion, Multiculturalism and Human Rights for 30 years. He has designed and delivered diversity/inclusion, cultural competency and multicultural training sessions and led organizational development, team building and conflict management programs for government agencies, police departments, not-for-profit organizations and major U.S. and global corporations.



MORE LEGISLATIVE SUCCESSES THAN YOU REALIZE THIS SPRING

By Ed Wojcicki with John Millner and Chief Pat O'Connor

The spring session of 2016 was another one where we mostly had to try to kill bills not helpful to law enforcement, and there were some successes. Some of our best moments in the legislature every year occur when we help prevent bad ideas from becoming law.

RESOLUTION HONORING OUR 75th ANNIVERSARY (supported)

HR 1110 (DeLuca) honored our association on the occasion of our 75th Anniversary in 2016. The actual date of our founding was April 12, 1941. The resolution praised our accomplishments, including our advocacy of professional development, our support for the Special Olympics, and our role in creating the Traffic Safety Challenge. The resolution passed unanimously.

PENSION BILL (opposed)

HB 1340 (Wehrli) is the pension bill that would suspend pension income for law enforcement officers who take another job at a municipal department. The House passed this bill, but we managed to bury it (for now) in the Illinois Senate, as we did last year.

PSYCHOLOGICAL EVALUATIONS EVERY FIVE YEARS (opposed)

HB 4349 (Dunkin) would require sworn officers to get psychological exams every five years. We joined a coalition opposing this bill, and it died in the House Rules Committee without even a hearing.

FOID CARD REVOCATION (opposed)

SB 2211 (Morrison) would have required law enforcement to go to the residence of a person whose FOID card was revoked and to seize guns in that residence. This bill, very burdensome to law enforcement, stalled in the Senate, and we are talking to the sponsor to see if some significant revisions might satisfy her concerns and our concerns.

DECRIMINALIZATION OF MARIJUANA (neutral)

We remain opposed to legalization of marijuana, but we were neutral on this decriminalization bill that was passed and signed into law – SB 2228 (Steans, Cassidy). A bill that was much worse passed last year, and we asked the governor to amendatorily veto it, which he did. The law that passed this year included some of the moderate adjustments that we requested, and that's why we were neutral this year. It's not a great bill for law enforcement, but something like this was going to pass and we did our best to get language we preferred. It was effective July 29, 2016, and we sent three email alerts that day about how the Illinois State Police are implementing various provisions of this bill.

STINGRAY BILL – CELL SITE SIMULATOR (neutral)

SB 2343 (Biss) removes the ability to ping cell phones of any person involved in an investigation without an order of a judge. This passed unanimously in the House and Senate and was signed by the governor. It is effective January 1, 2017.

DRONE UTILIZATION FOR TRAINING (supported)

SB 2588 (Munoz) was a bill to allow for reasonable ways that law enforcement could use drones for training purposes. It attempted to provide privacy protection for citizens while still allowing law enforcement to use drones in training. The bill passed out of the Senate



Ed Wojcicki and John Millner

Criminal Law Committee but was defeated on the Senate floor by a vote of 23 ayes, 19 opposed, and four present. It needed 30 votes to pass.

SEXUAL ASSAULT INCIDENT REPORTING (supported)

The Illinois Chiefs worked with the Attorney General's Office for a year on SB 3096 (Bennett and many other senators and reps), an overhaul of sexual assault incident reporting. We were consulted numerous times on various provisions of the bill and our views received considerable attention. The bill passed the House and Senate, and was signed by the governor this summer. Past President Kaminski of Park Ridge and Deputy Chief Tony Segree of Bartonville are representing the ILACP on working groups established by the AG's office to implement the bill, which has various provisions that are effective in the next couple of years.

COMMISSION ON POLICE PROFESSIONALISM (participating)

This commission, created last year with the passage of SB 1304, is looking into the possibility of licensing police officers, among other things. The Illinois Chiefs oppose a new licensing procedure, but we are working with the training board (ILETSB) to see if the certification process can be enhanced and strengthened. We also advocate for the training board and not a new licensing board to have control over whatever procedures are developed. Director Wojcicki is the ILACP's gubernatorial appointment to this commission. Senator Kwame Raoul and Representative Elgie Sims co-chair the commission.

More information about legislation not mentioned in this article can be found on our website. For example, three other bills that we opposed did not get out of the legislature: HB 4615, HB 5599, and SB 2392. ■

John Millner, a former state senator and former Elmhurst police chief, is the association's lobbyist. Chief Pat O'Connor of the Moraine Valley Community College is chair of the ILACP Legislative Committee. Both are past presidents of the ILACP.



The ILACP is pleased to offer advertising opportunities in connection with **COMMAND** magazine, which has been published since September 1991. We continue to offer up-to-date information about "what's happening" in the public safety arena to our members within the law enforcement executive leadership community and other interested parties. The Association strives to aggressively improve production and media relations with advertisers and sponsors, which will further provide excellent customer service and communications. It is not too late to get in front of the major decision makers of law enforcement in Illinois. We will be accepting ad placements on a continuing basis. Details to assist in your advertisement planning are provided below.

AD COPY DIMENSIONS & REQUIREMENTS

DISPLAY AD SIZE AND DESCRIPTION		WIDTH INCHES	HEIGHT INCHES	WIDTH INCHES	HEIGHT INCHES		
AD DESCRIPTION	COVERS	VERTICAL DISPLAY	8.75	11.25	HORIZONTAL DISPLAY	N/A	N/A
	FULL PAGE		8.75	11.25		N/A	N/A
	½ PAGE	3.75	10.5	8.0	5.0		
	¼ PAGE	3.75	5.0	8.0	2.25		
	BUSINESS CARD	N/A	N/A	3.5	2.0		

The ILACP Command magazine is created and produced by Cedar Graphics Inc. in Peoria, Illinois in conjunction with the Illinois Association of Chiefs of Police. In the event of questionable ad content, the advertisement will be approved at the discretion of the Illinois Association of Chiefs of Police and its staff.

All ads will be digitally processed in 4-color. Acceptable file format for supplied ads requires minimum 300 DPI quality produced as a PDF, TIFF, or EPS. (We cannot accept low-resolution files.) Preferred page layout programs for submitted native files are Adobe® Illustrator®, InDesign®, Photoshop or QuarkXPress®. There is a \$50 conversion fee in addition to the normal advertising fee in the event your ad is submitted in Microsoft® Word or Publisher, Adobe® Pagemaker®, CorelDraw® 10 or PowerPoint®.

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COMMAND MAGAZINE NEW CHIEFS ARTICLE



In the Spring 2014 issue of Command, the Illinois Association of Chiefs of Police debuted a new article featuring new police chiefs that have been appointed throughout the state. Every year, law enforcement agencies in Illinois experience retirement of police chiefs and new chiefs are appointed. Quite often, we are not aware of these appointments for some time. Even for those that we are aware of, we may not know a lot about the new chief.

This recurring article will give all members the opportunity to know about new chiefs appointments and to get to know more about them personally. We will continue to feature as many as we can in each edition of Command magazine, and we encourage our members to notify us when you are aware of new appointments. New chiefs will be sent a simple questionnaire to complete and return, along with a photo. Please take the time to call, send an e-mail, and welcome these new police chiefs! Also, please convey their contact information to ILACP Membership Committee Chair, John Tannahill, Chief of Police, Lake County Forest Preserve District, 847-968-3405 or jtannahill@lcfpd.org. Thank you.



Nicholas H. Sikora

Age: 51

Agency: Elburn Police Department

Years in Law Enforcement: 27

Date Appointed Chief: May 9, 2016

E-mail contact: policechief@elburn.il.org

Phone # 630-365-5070

Family? (wife, kids, pets) Married to my wife Shelly for 30 years; we have two adult children.

Hobbies: Enjoy playing golf and doing home-repair projects.

Tell us about your agency: I currently have seven total full-time sworn officers and eight part-time sworn officers; one full-time records clerk and one part-time records clerk. I am in the process of hiring one part-time CSO to add to the department. The population is about 5,600 people now, but we are beginning to see some growth again.

Tell us about your history in law enforcement: I started my law enforcement career at the Kendall County Sheriff's Office as a Patrol Deputy in 1988; I then went to the Oswego Police Department in 1990. At Oswego PD I was a Patrol Officer, Juvenile Officer, FTO, Sergeant, Captain, and Deputy Chief. While at Oswego PD I had the opportunity to command each of the three divisions as well as be the fleet manager for the department. I retired from Oswego PD on May 6, 2016 and started at Elburn PD on May 9, 2016.

Are you a graduate of SPSC, FBINA, SPI, etc.? I received my Bachelor's Degree from Northern Illinois University and I am a graduate of FBINA Session #220.

What got you interested in a career in law enforcement? I first became interested in law enforcement at a young age, initially wanting to go into the National Park Service or Military Police. I was in the Army ROTC program while at NIU and hoped to get into the Military Police Branch upon graduation, however was branched to Armor instead. After completing my initial tour on active duty at Ft. Knox Kentucky, I decided that I would leave active duty and apply for a civilian law enforcement position.

When did you realize that you wanted to be a chief?

It was probably shortly after being promoted to Sergeant that I fully decided that I had a desire to become a Chief of Police, although I had thought of it earlier in my career as well.

What are your plans/priorities for your agency? I plan to expand our "Community Oriented Policing" efforts to reach out to our community more and be more involved in the events in town. Creating a training plan for the officers and staff of the department is another priority; I am meeting with each member to determine career goals and additional duty interests as a starting point for the training plan. Implementing a Community Service Officer program is also a priority; this is a program that existed here previously but was lost during the recession years. We are bringing this program back this fiscal year.

Are you a Certified Police Chief through the ILACP? Yes

Are you a member of the ILACP? Yes, for about 20 years now

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? It is hard to say what the single greatest value is, as it is a great venue to get professional relationships built and share information, and also the training opportunities through the annual conference and Police/Security Expo are valuable to all of us. It is also an important link between law enforcement and the legislature with our lobby activities and the committees also that assist with various projects and training.

Are you interested in serving on a Committee? Not at this time. As a new chief in a new town, I have plenty to keep busy. I am open to considering this in the future.

Any other information you would like members to know about you that we haven't asked? Having grown up in Calumet City and moving out to the west suburban area after leaving active duty in the US Army, it is very easy for me to answer this last question, Chicago White Sox! We are also a family that are huge fans of the Chicago Bears, Bulls and Blackhawks.

Lastly, and most importantly: CUBS ___ White Sox ___X___ other: ___



Frank Biagi

Age: 49

Agency: Harwood Heights Police Department

Years in Law Enforcement: 27

Date Appointed Chief: April 28 2016

E-mail contact:
Biagif@Harwoodheights.org

Phone # 708-867-4484

Tell us about your agency: We have 26 Full-time sworn, 1 part-time

truck enforcement, 10 Auxiliary Officers and 6 full-time dispatchers, along with 3 part-time dispatchers.

Tell us about your history in law enforcement: I was hired in 1989. I was promoted to Sergeant in 2001, Lieutenant in 2004, Deputy Chief in 2014 and now Chief. I was a member of NIPAS as an operator from 2001-2004, and then in the Command Post from 2004-2014. I have attended Northwesterns Staff and Command and Western Illinois Police management classes.

Are you a graduate of SPSC, FBINA, SPI, etc.? SPSC

What got you interested in a career in law enforcement? It's difficult for me to answer that question. It was just something I always wanted to do from the time I was about 16 yoa. It's the old cliché that I wanted to help people and try to make a difference in the community.

When did you realize that you wanted to be a chief? It never crossed my mind that I would be Chief until I was a Lieutenant and my Chief back then would always tell me that I would be Chief at this department one day. I never believed him until now.

What are your plans/priorities for your agency? With all of the issues going on in the media today, I want to strengthen the bond between the community and police department so that there is a mutual trust and respect.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Not at this time

Are you a member of the ILACP? Yes

Are you interested in serving on a Committee? Not at this time

Lastly, and most importantly: CUBS **White Sox** **other:** _____



Dave Disselhorst

Age: 49

Agency: Norridge Police Department

Years in Law Enforcement: 22

Date Appointed Chief: May 1, 2016

E-mail contact:
ddisselhorst@norridgepd.org

Phone # 708-583-5758

Family? Wife Pamela; three children (2 boys/1 girl); two dogs

Hobbies: Hunting/Fishing/

Scuba Diving

Tell us about your agency: 39 sworn, 20 auxiliary, 10 Dispatch, 2 CSO/Animal Control, NIPAS, MCAT, DARE, Honor Guard, ET. Approximately 15,000 population, two large retail complexes (Harlem/Irving Plaza). Large emphasis on community and problem-oriented policing.

Tell us about your history in law enforcement: I started as auxiliary in 1994; full-time in 1995, Cpl. in 2001, Sgt. in 2011, Cmdr. 2012, and D.C. 2014.

Are you a graduate of SPSC, FBINA, SPI, etc.? BS-Mgt. 1989 EIU, SPSC #348, IIT-MPA current

What got you interested in a career in law enforcement? My father was a 32-yr vet of Chicago. I always liked the idea of helping others. I lived in the community I work in, and thought I could make a difference. Policing is a very good career to support family.

When did you realize that you wanted to be a chief? Always interested in management (degree is in management). After working as administrative sergeant, I realized I have the skills necessary for command.

What are your plans/priorities for your agency? More active involvement with community programs. Making officers more accountable but also providing quality training and mentoring.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? Yes

Are you a member of the ILACP? Yes

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? The ability to network and see what works in other communities. The ILACP is also a voice for the police perspective when it comes to legislative issues.

Are you interested in serving on a Committee? PAC, Education, Communication/Technology

Lastly, and most importantly: CUBS **White Sox** **other:** _____



Daniel G. O'Shea

Age: 48

Agency: Rockford Police Department

Years in Law Enforcement: 27

Date Appointed Chief: 04/18/16

E-mail contact:

Daniel.oshea@rockfordil.gov

Phone # 779-500-6601

Family? Married with a son and daughter.

Hobbies: Playing all different sports

and coaching.

Tell us about your agency: Rockford population is 150,000. We have 290 sworn; 35 non-sworn; Units/Divisions - Patrol; Gangs; Narcotics; Traffic; Community Services; Special Operations Group; SWAT; Negotiators; EOD/Bombs; Violent Crimes; Property Crimes; Domestic Violence; Sensitive Crimes.

Tell us about your history in law enforcement: I started in 1989 with the Village of Addison as a patrolman. Transferred to the City of Elgin in 1999 where I worked in Patrol and Major Investigations. I was promoted to Sergeant in 2007 and worked in Patrol, Gangs, and Special Assignments. After five years I was promoted to Lieutenant and worked Patrol, Traffic, and Administration. I was promoted to Bureau Commander in 2014 and worked over Administration and Operations. Appointed Chief in Rockford in April of this year.

Are you a graduate of SPSC, FBINA, SPI, etc.? SPSC

What got you interested in a career in law enforcement? Always around police officers growing up as one of my grandfather's and an uncle were both Chicago Police Captains. I always liked the constant change and do not like the idea of being inside tied to a desk.

When did you realize that you wanted to be a chief? Around 2014, after talking with two people in the business who I have a ton of respect for and they told me I should move forward and be a chief.

What are your plans/priorities for your agency? Violent crime reduction is the number one goal. Re-structuring the department and increasing accountability is also a high priority. Fostering better community relationships and communication as well as upgrading current technology for officers and records.

Are you a Certified Police Chief through the ILACP? No

If not, would you like to be? I have passed the written test, just have not completed the interview as of yet.

Are you a member of the ILACP? Yes

If so, for how long? 4 years (best guess)

What do you see as the greatest value of being a member of the Illinois Association of Chiefs of Police? Networking; staying on top of current law issues; having one central voice to improve law enforcement in Illinois.

Are you interested in serving on a Committee? I was on the public relations committee until taking the Chief of Rockford job.

Lastly, and most importantly: CUBS ___ White Sox ___X___ other: ___

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“HEY DOC” BRING A BUDDY: BRIDGING THE GAP BETWEEN PEER SUPPORT AND THERAPY

By Marla W. Friedman, Psy.D. PC



I have been treating patients in clinical practice for over 25 years. I have also been training law enforcement officers on the importance of seeking and maintaining good mental health so they can enjoy a long and healthy career. As you can imagine, I have come up against a lot of resistance. Fighting the stigma related to pursuing good mental health is an ongoing battle. I do believe my peers and I have made some positive inroads in this area. However, there is still a lot of work to be done.

An interesting experience happened recently that made me think I might have found another technique that may make it easier for officers to come for their Mental Health Check-Ins (O'Hara, 2006) or for therapy when indicated.

First, let me say that I have had the fortune to work with outstanding law enforcement officers, firefighters, dispatchers, train engineers and accidental killers as well as specialized personnel that include DEA and ATF agents, with a wide range of problems who have found their way to my professional door. Usually a fellow officer or agent has encouraged them to come for a visit, or their spouse or domestic partner has urged them to deal with issues that are interfering with their relationships at home.

Frequently we are dealing with the after effects of trauma or full-blown PTSD. I specialize in a technique called Prolonged Exposure, initially developed for the military (Foa, Edna, 2008) to treat returning veterans who are struggling with severe symptoms including depression, panic, intrusive thoughts about the traumatic incident, inability to sleep, nightmares when they do, suicidal thoughts, hyper-vigilance,

substance abuse, avoidance, rage and dysfunction in interpersonal and work relationships. While many therapists purport to using Prolonged Exposure, the real deal treatment taught by the military is the one that has success rates that knock out PTSD.

The new twist was when an officer currently in psychotherapy identified a fellow officer who he felt was in need of help, but reluctant to take the plunge. He called and asked if he could accompany his peer to the first session, as he was willing but nervous about what might await him. His buddy had never even considered seeing a police psychologist. I have had spouses accompany one another to put their toe in the psychotherapeutic water, but not a work peer. I told him that would be fine with me, and to let his buddy know that I looked forward to meeting with him or her. What could be easier or more efficient? I really liked the idea on so many levels.

What a great idea out of the trenches! It's like peer support on steroids. Taking the next step and helping confront the novel situation of visiting a mental health professional by enlisting the help of a trusted buddy is an additional instrument in my “breaking the stigma” toolbox. While not my idea, it was born out of the strong relationships developed within departments and specialized groups of law enforcement professionals and other first responders.

IN ILLINOIS
CHIEFS LEAD THE WAY



Mental Health Check In

The advantages are many. First, it lets your buddy know that you have gone to therapy and survived, thrived, and were able to remove the demons that were haunting you — and now you can return to life with the ability to feel the full range of human emotions, including happiness and joy. When a person is struggling

with trauma, the emotional landscape becomes blunted and limited to the negative emotions only.

Second, the buddy system works because it is private. No one needs to know that you are seeing a mental health professional unless you want to extend the gift to another buddy who may be suffering. By doing this,



Continued from page 23



you contribute to breaking the stigma, which is good for everyone. You make this choice. Since using this buddy system, I have noticed that patients are willing to share their experiences with peers and no longer feel it is taboo to get relief from the issues that are plaguing them.

An important caution: It is vital to know that therapists are ethically restricted from using patients to promote their practices by publicly displaying them. Newer therapists trying to build their personal practices may use this advertising technique. Responsible therapists always put the health and welfare of their patients before any other considerations. When a patient is in therapy, they are emotionally vulnerable and it is the clinicians' job to protect them from any undue influences, not exploit them in any way.

Thirdly, you are not alone. Your buddy can stay with you through all your sessions, the first session, or just the first 10-minutes of your session. You are the boss. As the patient, your psychologist nor your buddy will define the guidelines or limits for you. As a psychologist I deal with individuals, couples and groups all the time. This is common practice for me. I am just extending the buddy suggestion to work peers instead of only family members or group members with similar issues.

In reality, your mental health professional hopefully still sees their own therapist to stay on an even keel and remain healthy to do the kind of work we do. In fact, if I know someone in the mental field who has not been to therapy or doesn't refresh themselves with sessions as needed, I would be unlikely to refer to them. What's good for the goose is good for the gander. It takes work to remain healthy in this current stress-filled climate.

Also, this is a voluntary endeavor and yields positive results with no downside. As I currently do a lot of training with officers who are

becoming certified as FTOs, I explain to them that they are gold to me. They hold in their hands the lifeblood of the future face of law enforcement. They can discuss with probationers how they feel about a recent situation that may have had traumatic overtones instead of remaining stoic and modeling typical "just suck it up" behavior. Multiple deaths at a traffic accident, a suicide in a hotel room, or the death of a child by force or natural causes are always difficult to see, yet officers are trained to keep their emotions in check, which eventually leads to multiple emotional problems. By encouraging the officer in training to talk about and release his/her reactions to horrific scenes, it helps them integrate, confront and better handle daily events, instead of letting them pile up over a career until there is very little joy to be found in life.

Whether a new or well-experienced officer, there is now the concept of the "Bring A Buddy" program that starts where peer support ends. Encourage your fellow officer to seek a Mental Health Check-In or therapy to head off long-term problems in emotional functioning. If they are uncomfortable going to see a mental health professional, step up and offer to go with them. Long term or short term support is a step in the right direction. When we think of what all of our officers do for the citizens of the towns and cities they protect — especially in today's anti-law enforcement environment — don't we owe them an easier way to approach a mental health professional? So, let all the officers that you work with know it is fine to "Bring A Buddy." ■

About the Author

Marla Friedman, Psy.D. PC, Police Psychologist is a national police trainer, author and develops curriculum for criminal justice programs in addition to her full time practice. Past-Chair of the Illinois Chiefs of Police Psychological Committee, Dr. Friedman is also on the Board of Directors at Badge of Life. She can be contacted at Booklight@att.net.



NEWS FROM SPECIAL OLYMPICS ILLINOIS ILLINOIS LETR EXPANDS PLANE PULL FUNDRAISER



The Illinois Law Enforcement Torch Run (LETR) for Special Olympics Illinois has added a second Plane Pull to its fundraising arsenal in 2016. They have partnered with the Southern Illinois University School of Aviation to host the inaugural Southern Illinois Plane Pull on September 24, 2016 at the Southern Illinois

Airport in Murphysboro. The Plane Pull features the ultimate man versus machine battle as teams of up to 8 play tug-of-war with SIU Aviation's 737, weighing nearly 60,000 lbs. Each participant must raise a minimum of \$50 and teams can have up to 8 members (\$400 for a team of 8). Teams will compete by pulling the aircraft 12 feet as quickly as possible. Awards are given to the fastest pull in each division, fastest pull overall, top fundraiser and top fundraising team.

Meanwhile, Illinois LETR will return to O'Hare International Airport in Chicago to host the 8th Annual Plane Pull on September 10, 2016.

The O'Hare Plane Pull features teams of up to 20 battle a UPS Airbus A300 or United Airlines 737, weighing nearly 180,000 lbs. Each team must raise a minimum of \$1,000 to participate (only \$50 per person for a team of 20).

All proceeds collected through each Plane Pull benefit the more than 22,000 traditional athletes and more than 20,000 Young Athletes (ages 2-7) currently participating with Special Olympics Illinois. For more information or to register a team visit www.illinoisplanepull.com ■



JUNE 2016 TORCH RUN FEATURED LOCAL SPRINGFIELD AREA SON OF ILACP STAFF MEMBER

Photographed here is a group of torch runners from the central Illinois leg of this year's event on Thursday, June 9, 2016, as they arrived at the Capitol complex in Springfield. To the delight of our ILACP staff, one of the runners and carrying the torch was Joey Kolis, son of ILACP Project Director Krista Kolis. Also pictured is Joey with Governor Bruce Rauner who was there to cheer on the athletes for their efforts that day and at the Special Olympic Games that weekend. Congratulations Joey and all of the Special Olympians from Illinois. ■





WELCOME OUR NEWEST 2016 ILACP MEMBERS

(Added since publication of Command June 2016 Vol 26, Issue 2)

ACTIVE MEMBERS

City	Full Name	Title	Agency Name
Calumet City	Christopher D. Fletcher	Chief of Police	Calumet City PD
Cicero	Jeffrey Savage	Corridor Chief	BNSF RR Police
Creve Coeur	Dale A. King	Chief of Police	Creve Coeur PD
Harwood Heights	Frank Biagi	Chief of Police	Harwood Heights PD
Indian Head Park	Robert Cervenka	Chief of Police	Indian Head Park PD
Lexington	David T. Belvery	Chief of Police	Lexington PD
Lyons	James Keating	Chief of Police	Lyons PD
McHenry	John Birk	Chief of Police	McHenry PD
McHenry	John Jones	Deputy Chief of Police	McHenry PD
McHenry	Thomas Walsh	Commander	McHenry PD
Rockford	Daniel Bonneville	Investigator, Sergeant	IL Secretary of State PD
Rolling Meadows	John Nowacki	Chief of Police	Rolling Meadows PD
Stockton	Thomas Sheehan	Chief of Police	Stockton PD
Toledo	Christopher Thies	Chief of Police	Toledo PD
Villa Park	Peter A. Piazza	Deputy Director	IL Secretary of State PD
Villa Park	Elmer L. Garza	Lieutenant	IL Secretary of State PD

ASSOCIATE MEMBERS

City	Full Name	Title	Agency Name
Mt. Auburn/Oak Brook	Thomas Perry	Chaplain	Oak Brook Police

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Round Lake Beach Police
Skokie Police
Sycamore Police
University of Illinois Urbana Police

** Visit the website at www.ilchiefs.org or Contact Ed Wojcicki at 217.523.3765; Email: ed@ilchiefs.org **



Resolution
of the
Illinois Association of Chiefs of Police

EXECUTIVE BOARD MEETING

WHEREAS, Bias-based policing is the differential treatment of individuals in the context of rendering police service based solely on a suspect classification, such as race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age or cultural background. Bias-based policing may also be defined as a police action based on an assumption or belief that any of the aforementioned classifications have a tendency to participate or engage in criminal behavior, and

WHEREAS, the Illinois Association of Chiefs of Police and its members have consistently voiced their strong opposition to the utilization of Bias-based policing based on the belief that it is unethical and illegal, and

WHEREAS, the Illinois Association of Chiefs of Police and its members have worked with the Illinois Law Enforcement Training and Standards Board "Bias-Based Law Enforcement Committee" and members of the Illinois General Assembly to address this issue, and

WHEREAS, the Illinois Association of Chiefs of Police has identified that the existence of Bias-based policing, or the perception of its existence, can be eliminated or diminished through the implementation of policies and procedures within an agency that identify prohibitions, supervisory responsibility, training, the complaint process and internal review procedures as the areas relate to Bias-based policing, and

WHEREAS, the Illinois Association of Chiefs of Police has developed a model policy that its members may use as a guide to implement strategies to prevent or eliminate Bias-based policing, or the perception of its existence, within their agencies;

NOW THEREFORE BE IT RESOLVED that the Illinois Association of Chiefs of Police does hereby state its adamant opposition to the use of Bias-based policing, or the perception of it, and adopts the proposed model policy on Bias-based Profiling, urging its members to utilize it as a tool for the creation of policies and procedures within their respective agencies in order to maintain public trust and confidence as they carry out their law enforcement duties.

John Millner, President
George Koertge, Executive Director
Distribution:
IACP Membership,
Illinois General Assembly,
and Illinois Constitutional Officers

Throwback:

Resolution 2001-4. This was adopted August 21, 2001 in Rosemont, Illinois.

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Illinois Association of Chiefs of Police

75th Anniversary Gala

Please join us!

Saturday, October 1, 2016
Drury Lane, Oakbrook Terrace

5:30 Cocktails 6:30 Program Begins 7:00 Banquet



- ★ *Celebrate our 75-year history of advocating police professionalism, sound public policies, traffic safety, the Special Olympics Torch Run, great camaraderie, and more*
- ★ **Past ILACP presidents and past executive directors as honored guests**



- ★ **U.S. Attorney Zachary Fardon**, Keynote Speaker
- ★ Other dignitaries and public officials
- ★ Comedian **Tom Dreesen**, Master of Ceremonies
- ★ Souvenir program with anniversary pictures
- ★ Multimedia presentation of our history



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