



The ILCMA Professional Development Committees Presents **Allyship in the Face of Hate: Responding to Bias and Hate Incidents**

Municipalities are often looked to for a response to bias incidents that occur within their community. This session will provide municipal leaders with tools for responding to incidents of hate and bias in their communities and workplaces. During the morning session, local experts from the Anti-Defamation League (ADL) will offer an overview of hate crimes and bias incident trends, focusing in particular on the growth of white nationalism. The presenters will then work with participants to consider the different kinds of interventions that might be necessary at each stage of an incident (and the incident's potential escalation) and discuss what municipalities can do to navigate situations as they arise. The keynote will set the stage for lunch time break-out sessions, during the Metro luncheon, when we'll take a deeper dive into strategies for responding to bias incidents, while equipping attendees with the skills to decide when and how to engage. Discussion will focus on such topics as anti-Semitism, racism, gender bias, and anti-immigrant and anti-LGBTQIA rhetoric with case studies, to work through scenarios and build confidence to assess interventions as individuals, with colleagues, and in partnership with community stakeholders. This session will offer a framework for response planning. Police chiefs, PIO's, and communication staff are encouraged to attend.

Panelists will include:

Dr. Lara Trubowitz, Education Director, ADL Midwest and Associate Director, National College and University Programs

Ms. Daisha Muhammad, Project Manager, Managing Implicit Bias for Law Enforcement

Date: Thursday, March 19, 2020

Time: **8:30 a.m. – Registration and Continental Breakfast**
9:00 a.m. – 11:30 a.m. – Professional Development Session

Location: **Harry Caray's** Addresses ICMA Practice Areas 3 (Equity and
70 Yorktown Center Inclusion); 8 (Policy Facilitation and Implementation);
Lombard, IL and 9 (Community and Resident Service)

Cost: \$35 for Professional Development Only

\$60 if also attending the Metro Manager Luncheon (\$5 discount)

\$50 for Student/Intern if also attending the Metro Manager Luncheon

Metro Luncheon Topic: Applying Strategies for Responding to Bias Incidents: *Case Studies and Table Top Exercise*

Members in Transition – receive complimentary registration

\$15 for GoTo Meeting Access

RSVP: **Online Registration:** <https://www.ilcma.org/?p=10986>

March 13 Email registration to Alex Galindo at agalindo@niu.edu
Phone in Registration 815-753-5424

Cancellations must be made by March 13, 2020. Any cancellations after that date will require full payment. Payment not received by event date will be invoiced with a \$5 invoicing fee.