



**THE ILCMA PROFESSIONAL
DEVELOPMENT COMMITTEE
& METRO MANAGERS
PRESENT THE VIRTUAL
MEETING:**

Allyship in the Face of Hate: Responding to Bias and Hate Incidents

November 19 | 11:30AM-1PM

Register at: www.ilcma.org/events/1119

\$20 registration fee | \$10 for students
MIT's are Free

Reserve time on your calendar, as
this session will **NOT** be recorded

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

Municipalities are often looked to for a response to bias incidents that occur within their community or their organization. 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. This session will provide municipal leaders with tools for responding to incidents of hate and bias in their communities and workplaces, focusing on five core concepts in three action phases related to diversity, equity, inclusion, and bias incident response.

1. Prevent / Prepare
2. Respond
3. Heal / Educate

In addition to current data on hate trends and a review of key terminology, the presentation will offer participants opportunities to consider the different kinds of interventions that might be necessary at each stage of an incident (and the incident's potential escalation) and what municipalities can do to navigate situations as they arise.

Police chiefs, PIO's, and communication staff are encouraged to attend.

*Addresses ICMA Practice Areas 3 (Equity and Inclusion);
8 (Policy Facilitation and Implementation);*