



Meeting Summary
January 22, 2020
Little Rock, Arkansas

Attending Tri-Chairs:

Jared Maples (GHSAC) and Brian Hastings (NEMA)

Bias-Free Law Enforcement: A Science-Based Perspective

Dr. Lorie A. Fridell, Executive Trainer and CEO, Fair and Impartial Policing, LLC

Dr. Fridell opened the programming with a discussion of the different types of bias and how they inform our daily lives and work. She provided strategies for agencies to manage biases, including police officers engaging with members of minority communities outside of traditional policework, exposure to counter-stereotypes, and use of force training. Her company provides a variety of bias training to law enforcement, including officers in the field, managers, and civilians who work with law enforcement. Those attending the Consortium recommended ensuring that leadership takes responsibility for law enforcement positively interacting with minority groups (rather than putting the onus on marginalized communities) and expanding studies evaluating bias to evaluate differences between rural, urban, and suburban environments.

FEMA Resilience Priorities for 2020

John Allen, Director, Office of Resilience Integration and Coordination (FEMA)

Allen discussed the agency's resilience priorities for the year, noting that his office will have a larger role to integrate resilience priorities across FEMA and that they are centralizing policy work under the grants office. Specifically, FEMA is working on evaluating the Threats and Hazards Identification and Risk Assessment (THIRA) and other risk assessments for commonalities. He also addressed the challenge of staffing at FEMA, reporting that they are seeking to achieve a benchmark goal of 22,000 nationally qualified people who can support different facets of disaster preparedness, response, and recovery.

Cybersecurity is also a priority for FEMA this year as part of their strategic goal on innovation. FEMA is conducting no-cost courses that jurisdiction can participate in to further educate communities on cyber risk. They are also building a partnership with the Cybersecurity and Infrastructure Security Agency (CISA) to train on protecting oneself from malicious cyber activity.

Building a Culture of Cyber Preparedness

Bridgette Walsh, Deputy Assistant Director, SLTT Engagement (CISA)

Alexander Yesnik, Branch Chief, National Exercise Directorate (FEMA)

Walsh provided an overview of the National Critical Functions and CISA's concerns for agencies and small and medium enterprises with small budgets who find it challenging to put aside money for cybersecurity. She recommended cyber-hygiene as the number way to limit risk to ransomware, as CISA

is currently resource-challenged for ransomware response. Also recommended was that states, localities, tribes, and territories take advantage of 800 hours of free cyber-training for employees (or any veteran nationwide). Everyone acknowledges that workforce recruitment and retention are a challenge for cybersecurity, and a strategy recommended was to share IT personnel between small localities. Walsh also suggested contracting consultants to help write grant applications for cybersecurity.

Yesnik provided an update on the National Level Exercise for 2020, which will begin by a sophisticated attack from a complex actor that then causes critical infrastructure impacts and a national security emergency. Cascading impacts on continuity and business resilience will then be exercised. There will be modules with layers of complexity that can be chosen according to organization needs.

NHSC Business Session and Election of New Tri-Chairs

Tri-Chair Jared Maples invited the group to share ideas on products the Consortium can create in the upcoming year to provide a white paper to a new presidential administration or second Trump administration, as well as the greater homeland security enterprise, with recommendations and tools to strengthen preparedness and response. Suggestions included emerging threats from the Consortium's perspective, Stafford Act issues especially in light of the Disaster Recovery Reform Act, and threats that have emerged since the Stafford Act's development. The white paper potentially could explain the background of Consortium, ongoing priorities, and a vision of where the Consortium will go in 2020 and beyond.

Elections were held for two new tri-chairs of the Consortium. The National Emergency Management Association (NEMA) sits as a permanent Consortium Tri-Chair. The other two chairs that were elected for 2020 are the Governors Homeland Security Advisors Council (GHSAC) and International City/County Managers Association (ICMA).

The Indiana Cybersecurity Toolkit

Joshua Kiilu, Cybersecurity and Risk Assessment Planning Manager, Indiana Department of Homeland Security

Indiana developed a cybersecurity hub for the state which includes toolkits for emergency managers, individuals, and the private sector. The emergency managers toolkit provides information on building cybersecurity plans, including an incident response plan and training and exercise guide. To further assist emergency managers' planning efforts, the toolkit includes a situational awareness survey to generate conversation between an emergency managers and their local government partners.

View the [emergency manager toolkit here](#) and the [full cybersecurity hub here](#).

New Jersey Heroin Mill Task Force: Death Stamp Project

Lt. Col. Geoff Noble, Deputy Superintendent, New Jersey State Police

The New Jersey State Police has established a program to track and operationalize heroin data to disrupt the heroin mills that supply for New Jersey and the Northeast United States. The data, particularly for overdoses and deaths, is used to track where bad batches have hit the streets and the state police then focus on the mills which are connected to the batches. Often, bags of heroin have individual stamps (nicknamed "Death Stamps"), which the police also then use to develop informants and track where

suppliers are selling. This is part of the Drug Monitoring Initiative (DMI), which is run through the fusion center.

New Jersey's strategy to combat the opioid crisis is through prevention, treatment, and enforcement (PTE). The Death Stamp Project is part of the enforcement process, but prevention and treatment strategies are also being utilized to limit the spread and continuation of the epidemic. Now, in high school, students must watch videos on opioids for athletic activity eligibility, and when someone overdoses, task force that works on opioids intervene and provide information on recovery access.

The Current Status and Future of Bio Surveillance

Malcolm Johns, Director of BioWatch Quality Assurance, CWMD Office, (USDHS)

Johns updated the group on the status of Biological Detection for the 21st Century (BD21) as it moves through the approval process. Currently, the BioWatch field tests are collected on a 24-hour cycle with a 12-hour lag time through the lab testing process. This leaves up to a 36-hour gap between when a biological agent is released and when the assessment is complete. The goal for BD21 is to shorten the 12-hour minimum for testing to two hours, but DHS does not have equipment ready to deliver for alternative solutions. BioWatch is in the process of planning the multi-year acquisition to analyze alternative solution concepts, gather data and partner feedback, and establish operational requirements. The first concept of operations will be on anomaly detection and field tests and lab fidelity analysis to then develop return on investment information and write the requirements for the eventual product and material solution.

Countering Terrorism and Targeted Violence: The DHS Framework for an Evolving World

David O'Leary, Program Manager, Innovation and Development, TVTP (USDHS)

DHS recently published the [Strategic Framework for Countering Terrorism and Targeted Violence](#). DHS is currently developing the implementation plan for the framework and finalizing the FY 2020 Targeted Violence and Terrorism Prevention (TVTP) grants application, which will be jointly managed by DHS and FEMA. Additionally, the TVTP office is planning to hire two staff to present on awareness training and hire up to 11 additional regional field staff to serve as coordinators (one is currently in Colorado).

O'Leary also presented on the historical undercounting of the domestic terrorism threat and strategies for terrorism prevention, including evaluating risk factors for violence, utilizing already existing social programs to strengthen a potential perpetrator's resilience, and contact theory.



Speaker Bios

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Lorie A. Fridell, Ph.D., *Executive Trainer and CEO*
Fair and Impartial Policing, LLC

Fridell is a national expert on the psychology of bias and how bias might impact on law enforcement professionals. She speaks nationally on this topic and provides consultation and training to agencies. Publications on this topic include articles, chapters and several books, including her most recent book, *Producing bias-free policing: A science-based approach* (Springer Publishers, 2017). With national experts on the psychology of implicit bias and funding from the US Department of Justice, she developed the “Fair and Impartial Policing” training program for state, local, campus and federal law enforcement. New science-based curricula are under development for other security-sector and criminal justice practitioner audiences. (See www.fairandimpartialpolicing.com). Fridell is a professor in the Department of Criminology at the University of South Florida (USF) in Tampa. Prior to joining USF in August of 2005, she served for six years as the Director of Research at the Police Executive Research Forum (PERF) in Washington, D.C.

Lt. Col. Geoff Noble, *Deputy Superintendent*
New Jersey State Police

Prior to being named Deputy Superintendent in 2018, Noble served as the Commanding Officer of the Forensic and Technical Services Section where he was responsible for the administration of the Division's forensic capabilities, including the state crime laboratory system. He served as a road trooper before being assigned to the Investigations Branch in 2001. He served in numerous capacities within the Investigations Branch including narcotics, major crimes, and the Attorney General's Police Involved Shooting Response Team.

Noble graduated from Mt. St. Charles High School in Woonsocket, Rhode Island. He attended Seton Hall University where he earned a Bachelor of Arts degree in Criminal Justice and a Master of Arts degree in Education. He is a graduate of the 246th session of the FBI National Academy and has provided lecture and instruction to numerous federal, state and local law enforcement agencies regarding investigative strategy and techniques.

Malcolm Johns, *Director of BioWatch Quality Assurance*
CWMD Office, U.S. Department of Homeland Security

Johns began serving in his current position in January 2010, developing a robust laboratory QA program in close collaboration with State and Local Public Health Laboratories. He has served on the BioWatch Program since March of 2005, in various roles as mission required. Prior to his service in DHS, Johns was assigned to the Health and Human Services Office of Emergency Preparedness where he became well-versed in the Federal Response Plan and functioning in support of ESF 8 operations.

As a prior commissioned officer of the United States Navy, Johns served a tour of duty at the U.K. Ministry of Defense Chemical and Biological Defense Establishment where he conducted laboratory work for the detection of biological warfare agents. He subsequently served at the Naval Medical Research Institute working on biological warfare agents.

In his civilian career, CAPT Johns worked in the Molecular Genetics Laboratory at the Western Pennsylvania Hospital in Pittsburgh, PA. He conducted research in the association between human papilloma virus infection and c-myc oncogene expression in cervical carcinoma. He also developed and implemented a DNA fingerprint paternity testing program for the laboratory, to include prenatal paternity testing and forensic paternity testing. Johns received his Master of Science in Microbiology from the University of Pittsburgh School of Medicine.

David O'Leary, *Program Manager, Innovation and Development*

Office for Targeted Violence and Terrorism Prevention, Office of Strategy, Policy, and Plans (DHS)

In his current role, O'Leary manages the Targeted Violence and Terrorism Prevention Grant Program and works to replicate promising practices from those projects elsewhere. Additionally, his work includes seeking innovative ways to develop terrorism prevention capabilities throughout the homeland.

He has over a dozen years of experience in homeland security and government operations; he specializes in developing and implementing complex homeland security programs. Prior to joining the Office for Targeted Violence and Terrorism Prevention, he was an Associate Director in the DHS Office of Legislative Affairs working with Congress on issues related to violent extremism, privacy, civil liberties, and government management. Prior to joining DHS, O'Leary accumulated a variety of experience in federal, state, and local government including work in the U.S. House of Representatives, the Massachusetts State Senate, and the Essex County, Massachusetts Sheriff's Department. David holds a B.A. in History from Yale University (2006) and an M.A. in Security Studies (concentration in Homeland Security) from the Naval Postgraduate School (2015).



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