

# ADL PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR LAW ENFORCEMENT

ADL provides federal, state and local law enforcement with critical resources and expertise on issues ranging from extremism and hate crimes to building trust with the community. ADL takes pride in its integrity and credibility; the accuracy of its information and expertise; the quality of its programs; and the skill and dedication of the educators and facilitators who deliver them. ADL offers both educational briefings and interactive workshops.

## EDUCATIONAL BRIEFINGS ON EXTREMISM & TERRORISM

Leading experts from ADL's Center on Extremism (COE) present our educational briefings. Briefings are typically between one and two hours in length.

**Introduction to the COE:** Overview and orientation to COE resources and investigations.

**Extremism & Hate Online:** How extremists exploit social media and technology to reach, recruit and radicalize.

**New Hate & Old:** An exploration of the makeup, ideology and tactics of the white supremacist movement.

**Symbols of White Supremacy:** How white supremacists use hate symbols to identify themselves and communicate their hateful messages.

**Hate Beyond Borders:** Understanding the internationalization of the white supremacist movement.

**Anti-Government Extremists:** Uncover the ideology, history and violent tactics of sovereign citizens, militia groups and other anti-government extremists.

**Sovereign Citizens:** Tactics, trends and criminal activity of the country's largest anti-government extremist movement.

**Understanding the Boogaloo:** An overview of the boogaloo network, and the danger it poses, as well as the movement's origins and organization.

**From the Inauguration to Insurrection and Beyond:** A look at the national extremist landscape, the challenges ahead and how best to address them.

**Murder and Extremism in the U.S.:** Exploring ADL's annual report on domestic extremist killings in the United States.

**When Shots are Fired:** Learn about incidents where gunfire is exchanged between police and extremists.

**Incels & Misogyny:** So-called "involuntary celibates" continue to threaten and kill women. Where does this hatred come from? How do incels fit in the larger extremist landscape?

**Responding to the Call: America's Terrorist Recruits:** Who are America's homegrown Islamist extremists, what threats do they pose, and what role does social media and technology play in their radicalization?

**QAnon & Other Conspiracies:** An overview of fringe conspiracies and how they can inspire real-world acts of violence.

## INTERACTIVE WORKSHOPS

Skilled facilitators lead our interactive workshops, designed to strengthen specific competencies. Workshops range from two hours to a full day.

**Violent Extremism 101:** Participants will learn how to identify vital indicators of progression from extremist ideology towards motivation to commit violent extremist acts. Beginning with a foundational knowledge of key terms and concepts related to violent extremism, participants will expand their understanding of violent extremism, their appreciation for the threat's gravity, and the role they play in addressing it. *Violent Extremism 101* is an interactive, discussion-based program incorporating scenario work appropriate for all law enforcement audiences.

**Introduction to Hate Crimes:** This workshop introduces a series of tools and practices to enhance law enforcement's capacity to prevent and respond to hate crimes. Participants learn to identify key elements of bias-motivated crimes, strengthen their understanding of the legal framework (customized to the specific jurisdiction), enhance skills related to investigation and documentation of bias-motivated crimes and deepen their appreciation for the importance of preventing and addressing bias-motivated crimes. *Introduction to Hate Crimes* is an interactive, discussion-based program incorporating scenario work appropriate for all law enforcement audiences.

**Law Enforcement and Society (LEAS):** In this nationally acclaimed program, run in partnership with the U.S. Holocaust Memorial Museum, law enforcement officers examine the role of police under the Nazis and the implications of this history for law enforcement today, focusing on the core values of the profession. *LEAS* is an interactive, discussion-based program appropriate for executives, supervisors, in-service or recruit audiences.

**Inclusive Policing:** This modular program aims to enhance participants' ability to cultivate trust-based relationships with the communities they serve. Programs are customized to fit the specific needs and aims of each agency. *Inclusive Policing* is an interactive, discussion-based program. While some of the content is most directly geared to managers, supervisors and executives, other modules are appropriate for all law enforcement audiences. Topics covered include:

- Trust, Legitimacy & Communities
- Historical & Contemporary Barriers to Trust & Legitimacy
- Inclusive Policing Framework
- Inclusive Recruitment, Training & Retention
- Inclusive Leadership and Resilient Communities