

FAITH-BASED PREPAREDNESS

Mark Kraft May 15, 2019



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Conferences for Catholic Facility Management (CCFM)

Minneapolis, Minnesota

Welcome and Introductions

Active Shooter Preparedness Program Lead

Flora McKnight

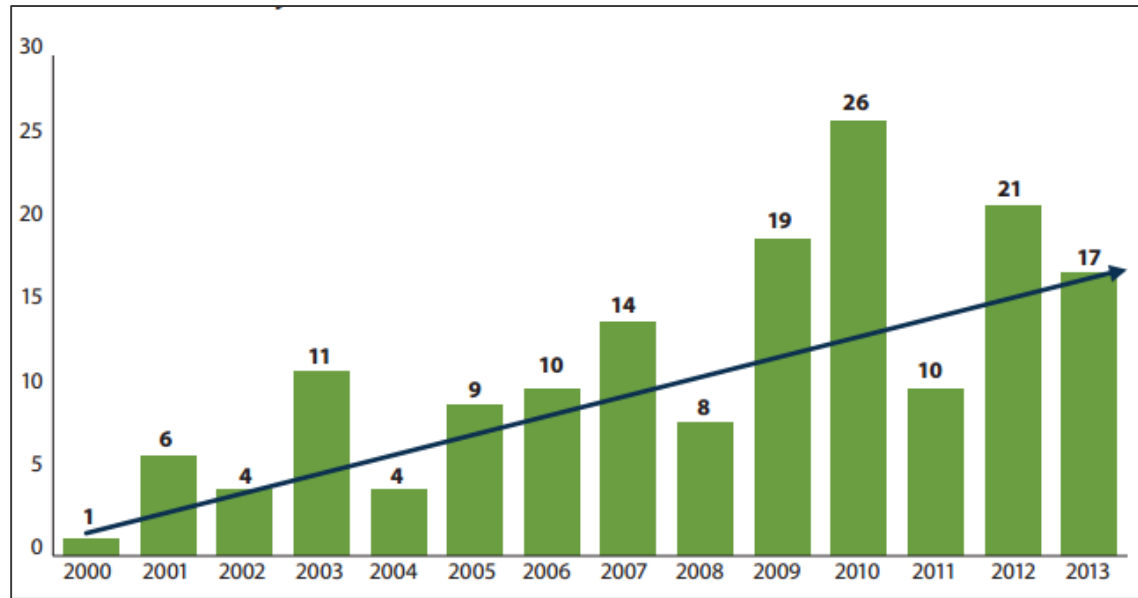
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Active Shooter Trends



FBI reports 20 incidents in each year, 2014 and 2015

Attacks are increasing

- **6.4 incidents annual average from 2000 – 2006**
- **16.4 incidents annual average from 2007 – 2013**

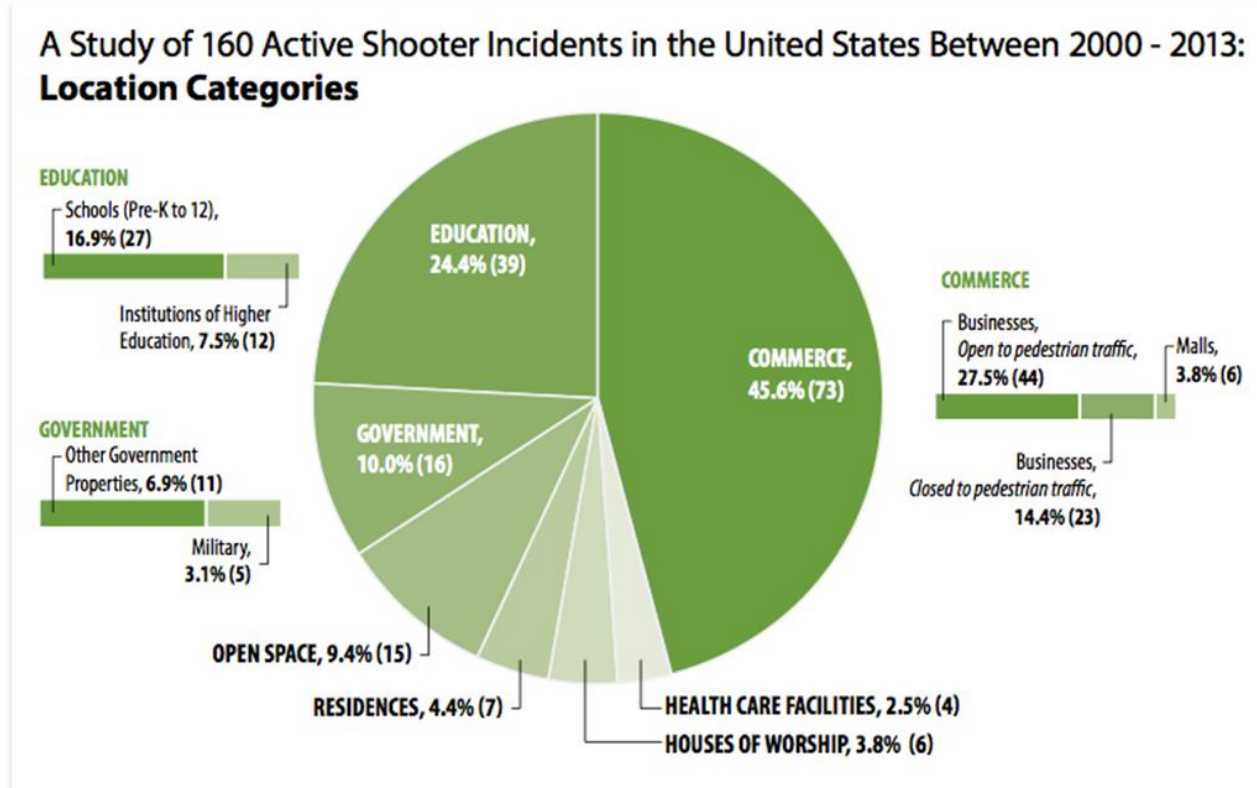


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FBI Law Enforcement Bulletin. *Active Shooter Events from 2000 to 2013, Active Shooter Incidents in the United*

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Incident Location Categories



FBI Law Enforcement Bulletin. Active Shooter Events from 2000 to 2013, Active Shooter Incidents in the United States in 2014 and 2015

- **Commerce— 45.6 %**
- **Education – 24.4 %**
- **Government/Military – 10.0%**
- **Houses of Worship – 3.8 %**
- **Healthcare – 2.5%**



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Form the Planning Team

Include internal and external partners

- **Operations Managers**
- **Human Resources or Personnel**
- **Risk, Security, and Safety Directors**
- **General Counsel**
- **Maintenance or facilities director**
- **Law Enforcement, Fire, and EMS**
- **Landlord and neighboring tenants or businesses**

An effective team includes

- **Senior leadership**
- **Persons with disabilities**
- **Personnel who execute the plan**

An effective team will include elements of an organization's leadership and the personnel who will execute the plan.



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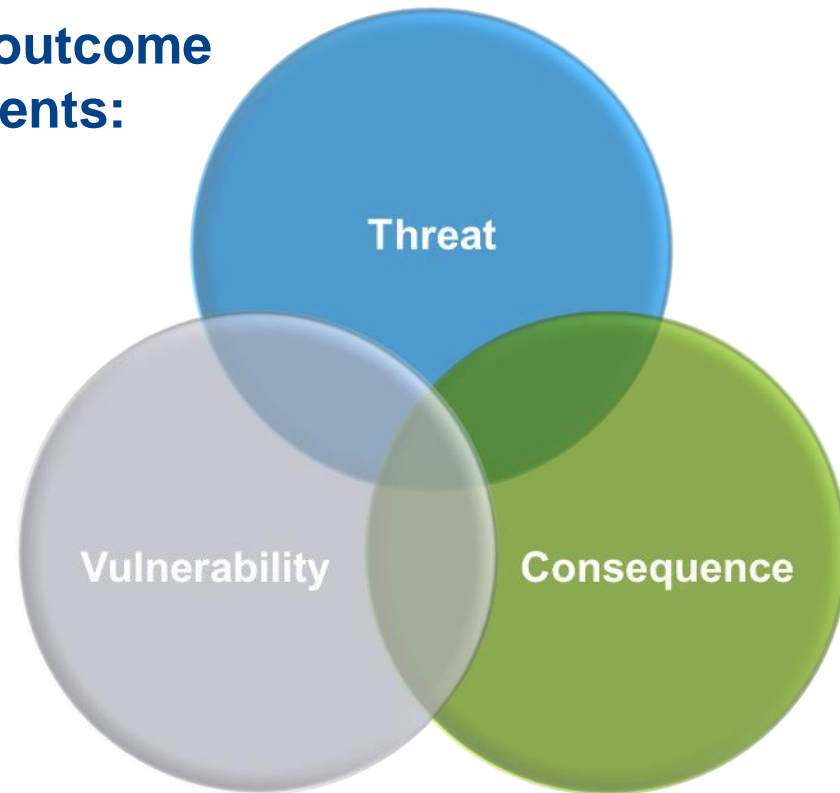
Risk Analysis as a Planning Tool

Risk is the potential for an unwanted outcome from an incident; it has three components:

- **Threat**
- **Vulnerability**
- **Consequence**

Assessing risk will help you:

- **Understand your situation**
- **Prioritize actions**
- **Identify and compare options**
- **Allocate resources**



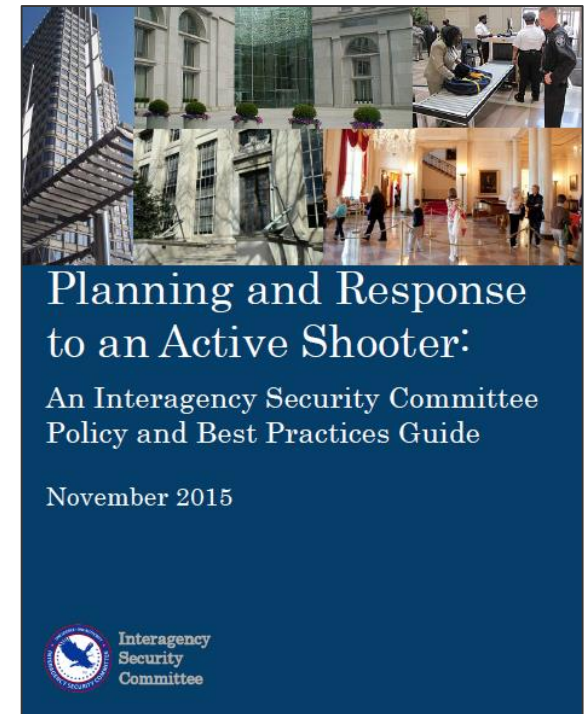
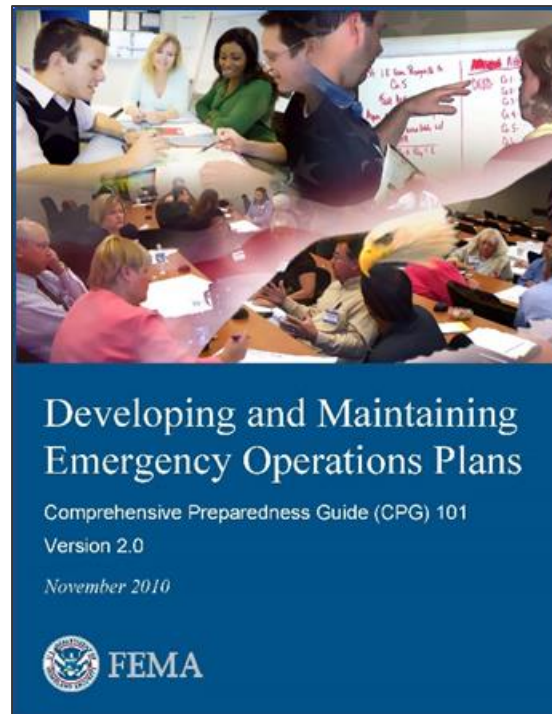
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The DHS Threat and Hazard Identification and Risk Assessment Guide can help guide you through the risk assessment process

Active Shooter Preparedness Plan

A preparedness plan typically will address five areas:

- Prevention
- Protection
- Mitigation
- Response
- Recovery



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Preventing the Next Active Shooter

- Train employees to recognize behaviors on the pathway to violence
- Instill a positive culture for reporting
- Develop intervention capabilities

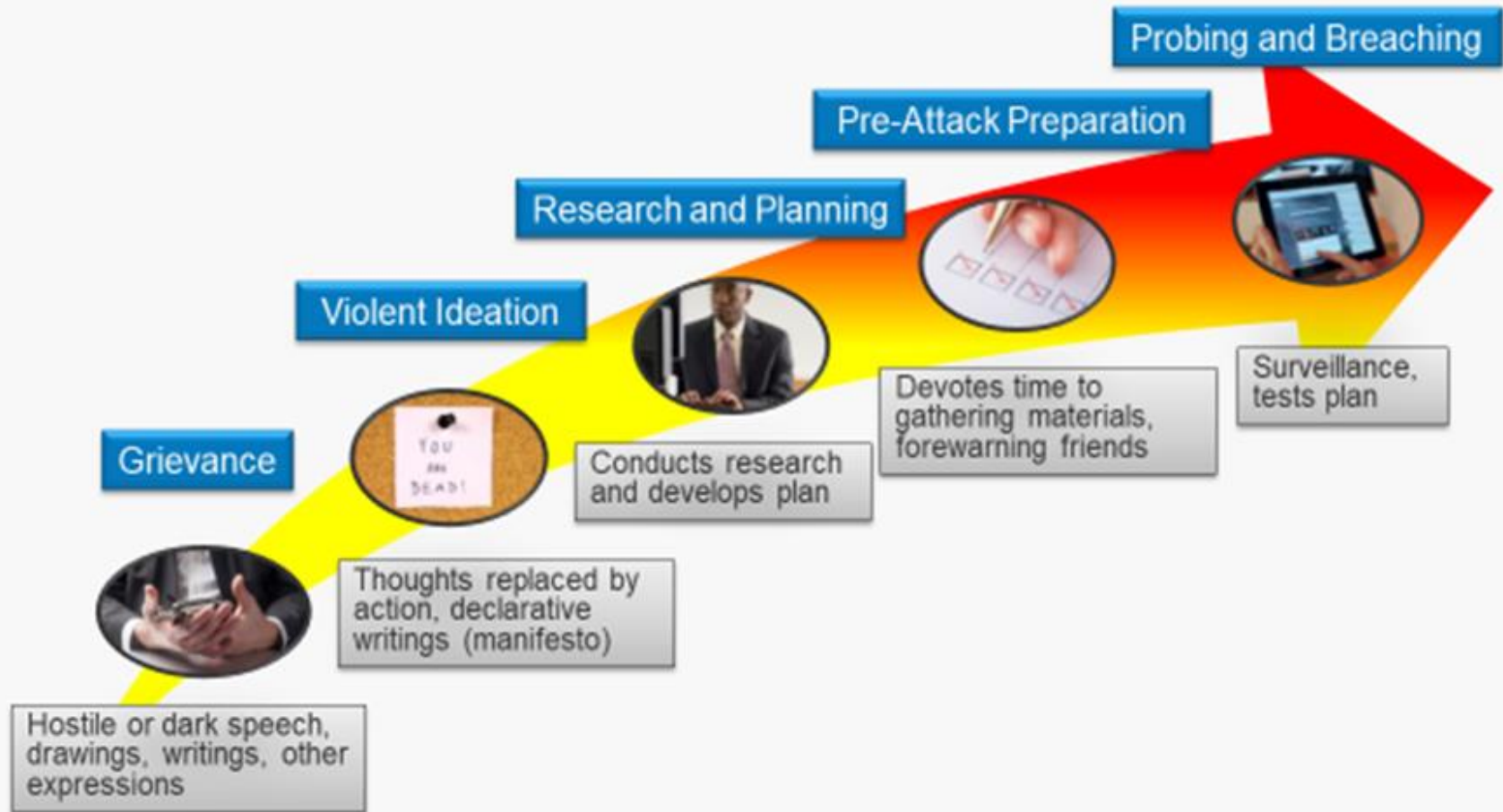
Awareness + Action = Prevention



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Pathway to Violence



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Prevention Tools

Pre-employment
background
checks and drug
tests

Train staff on
behavioral signs
and impact of
workplace
violence

Policy for
violence and
weapons in the
workplace

Train staff on
HIPAA and
FERPA reporting
exemptions

Support a
culture of caring
for all
employees



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Protective Measures in Context

Consider the following when evaluating physical security or other protective measures

- **Employees and other personnel**
- **Facility characteristics**
- **First responder access**
- **The shooter's perspective**



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Protection and Security

Active shooters often are insiders; measures meant to protect against external threats may not be effective.

Whatever protective measures you utilize, be sure to:

- **Use them consistently**
- **Know how they work**
- **Understand roles/responsibilities**
- **Integrate them with policies and procedures**



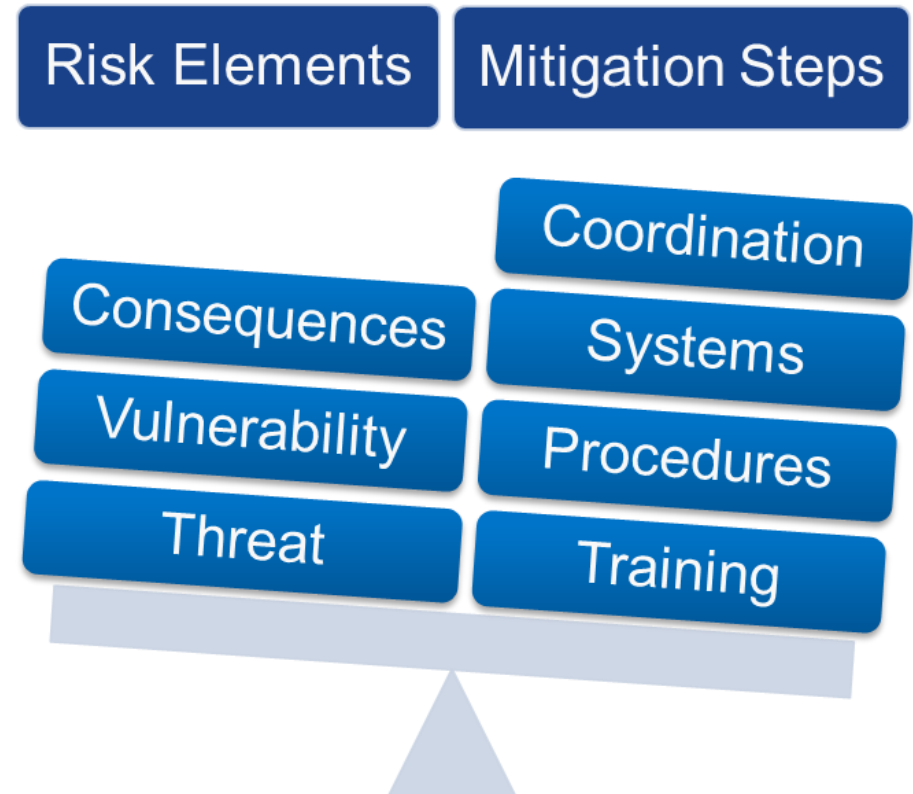
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Mitigating the Active Shooter Risk

There are three important elements to help reduce the negative impact of any disaster, including an active shooter incident:

- Assess risk
- Identify best practices
- Implement mitigation steps



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Effective Notification Message

Immediate

- Rapid implementation

Receivable

- At or away from work station
- By persons who may have impairments

Understandable

- Clear and concise
- To persons who may not speak English

Credible

- Delivered from trusted sender



Essential Courses of Actions

Reporting

Notification

Evacuation

Shelter in place

Emergency responder coordination

Access control

Accountability

Communications management

Short-term recovery

Long-term recovery



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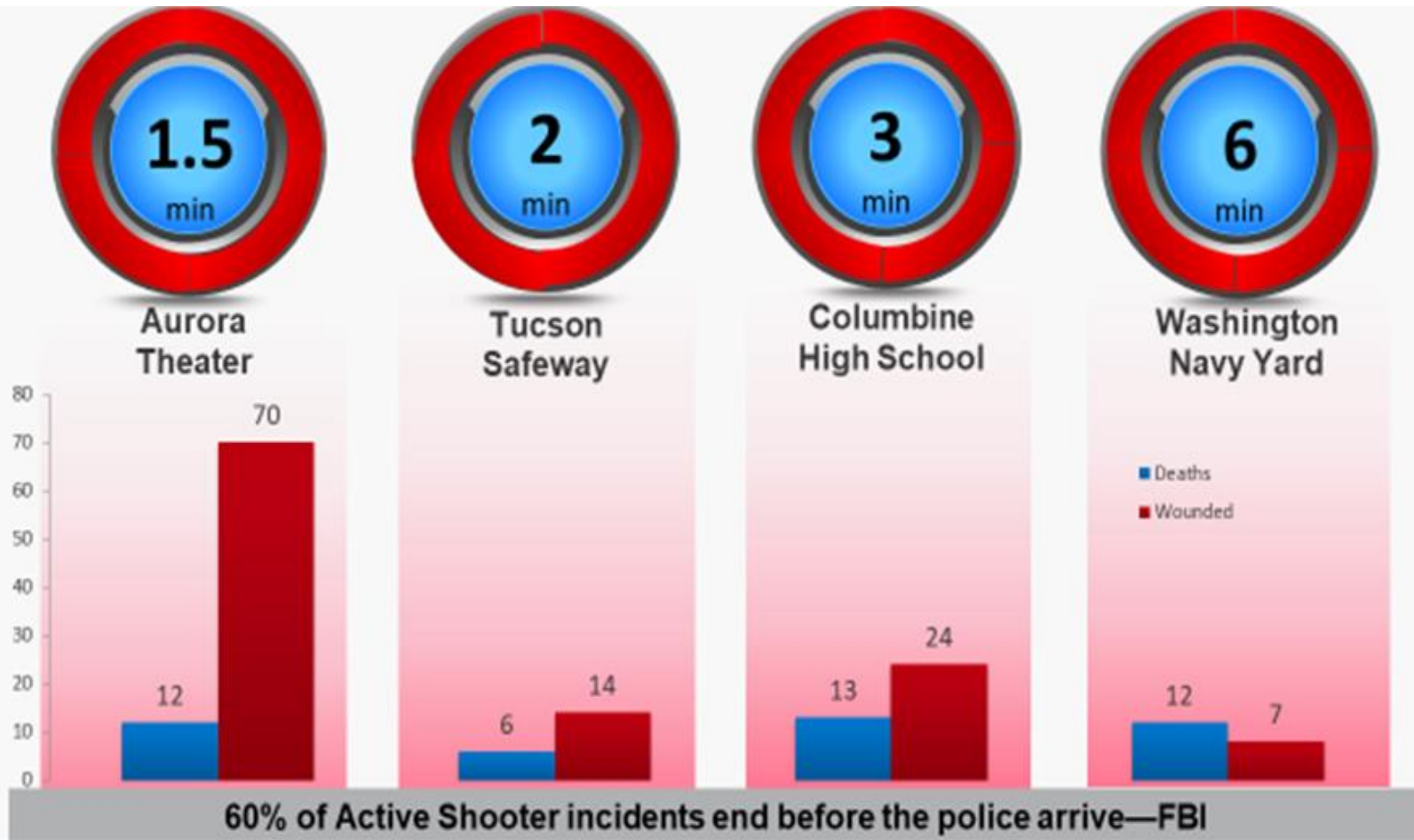
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Options for Consideration



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Incidents Response Times



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First Officers on the Scene

- Their only job once on the scene is to go directly to the threat and eliminate it
- Known as a Contact Team, FAST Team, and other designations; may be composed of multiple agencies



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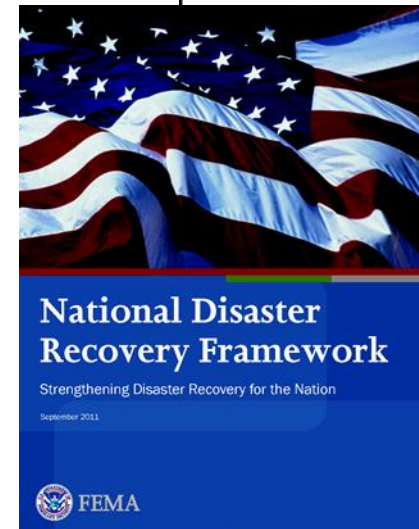
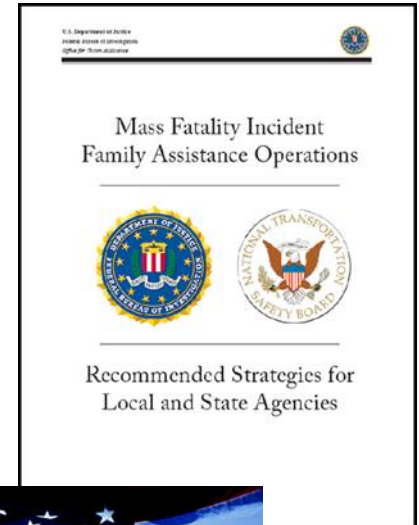
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Recovery



Recovery References

- **Mass Fatality Incident Family Assistance Operations**
- **Active Shooter Healthcare Facility Emergency Operations**
- **Responding to Victims of Mass Crimes**
- **UCLA – Responding to a Crisis at School**
- **“I Love U Guys” Foundation – Reunification**
- **National Disaster Recovery Framework**



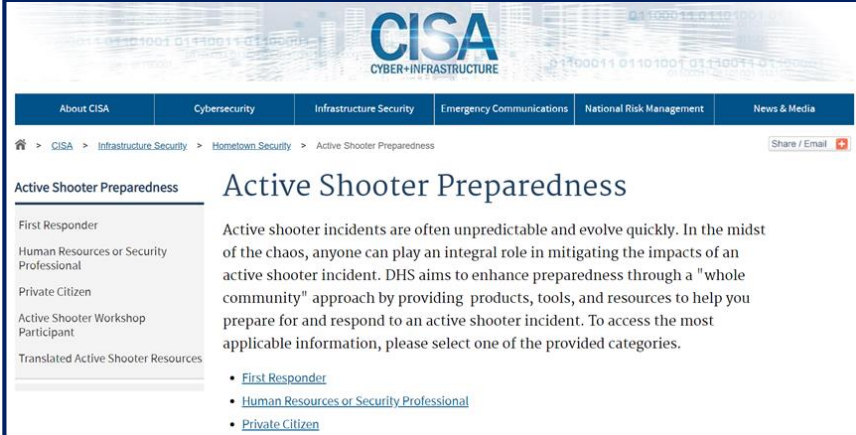
Training Materials

DHS primary resources:

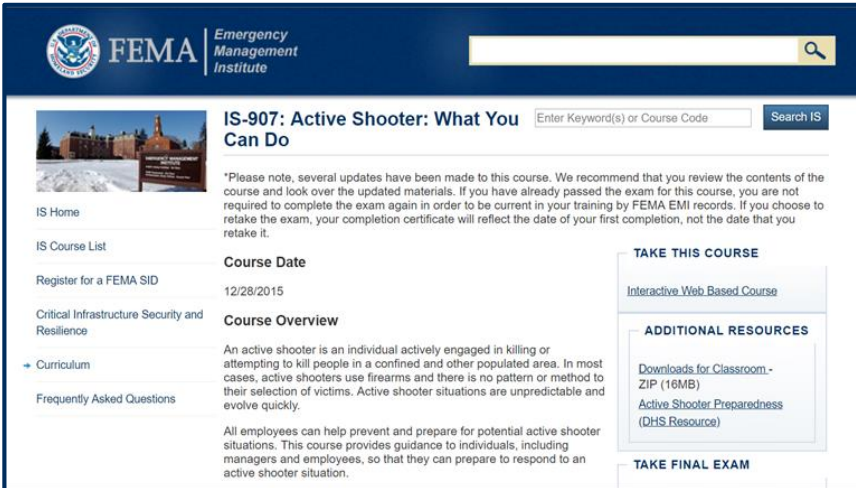
- ***Active Shooter How to Respond Book***
- **Break room poster**
- **Pocket emergency guides**
- **Options for Consideration Video**

Independent study courses:

- **IS 906: Workplace Security Awareness**
- **IS 907: Active Shooter: What You Can Do**
- **IS 914: Surveillance Awareness: What You Can Do**
- **IS 915: Protecting Critical Infrastructure Against Insider Threat**



The screenshot shows the CISA (Cyber+Infrastructure Security Agency) website. The header includes the CISA logo and navigation links: About CISA, Cybersecurity, Infrastructure Security, Emergency Communications, National Risk Management, and News & Media. The breadcrumb trail indicates the path: CISA > Infrastructure Security > Hometown Security > Active Shooter Preparedness. The main heading is "Active Shooter Preparedness". Below it, a paragraph explains that active shooter incidents are unpredictable and evolve quickly, and that DHS aims to enhance preparedness through a "whole community" approach. A list of categories is provided: First Responder, Human Resources or Security Professional, Private Citizen, Active Shooter Workshop Participant, and Translated Active Shooter Resources. Each category has a corresponding link.



The screenshot shows the FEMA (Federal Emergency Management Institute) Emergency Management Institute website. The header includes the FEMA logo and navigation links: Emergency Management Institute. The main heading is "IS-907: Active Shooter: What You Can Do". Below it, a paragraph explains that several updates have been made to this course and recommends reviewing the contents. A sidebar on the left lists links: IS Home, IS Course List, Register for a FEMA SID, Critical Infrastructure Security and Resilience, Curriculum, and Frequently Asked Questions. The main content area includes a "Course Date" of 12/28/2015 and a "Course Overview" section. The overview text states: "An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation." On the right, there are buttons for "TAKE THIS COURSE" (Interactive Web Based Course), "ADDITIONAL RESOURCES" (Downloads for Classroom - ZIP (16MB), Active Shooter Preparedness (DHS Resource)), and "TAKE FINAL EXAM".



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Training Delivery

Use a variety of training avenues:

- New employee orientation
- “All Hands” meetings
- Conferences and workshops
- Newsletters and internal broadcasts
- Online courses
- Include part-time employees and volunteers



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ACTIVE SHOOTER PREPAREDNESS WORKSHOP

For more information, visit: <https://www.dhs.gov/active-shooter-preparedness>.

Contact the Active Shooter Program Manager: ASworkshop@hq.dhs.gov



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