

584: FINAL REPORT



Ken Scarlette, Chief of Police

November 1, 2022

Mayor Langfelder,

Very early on in the Aaron Nichols investigation, I as the Chief of Police, offered assurance to the City of Springfield that our agency was committed to a complete and thorough review of all relevant data and information. This was so both the members of our agency and the citizens of Springfield could move forward in restoring confidence and trust in the department.

This internal investigation process consisted of several hundred employee-hours and involved multiple divisions within our agency as well other departments within city government. Again, the concept centered on obtaining all factual data and dissecting such for analysis and patterned behavior.

The senior staff and I immediately assembled a team of trusted Springfield Police Department (SPD) members, and began to assign specific tasks as it pertained to each member's area of expertise. Below is a synopsis of the work expected and the officer responsible:

- Internal Affairs (IA) (Lt. B. Markovic & Lt. J. Phillips) – tasked with overseeing all parts of the investigation to include a final summary.
 - Review and compile all relevant information from the working group
 - Identify and review all available body worn camera footage from Nichols
 - Review email information (obtained from City Information Systems Department)
 - Review of traffic stop data (obtained by P&R, from IDOT)
- Planning & Research Division (Lt. P. Schweitzer & Lt. B. Jones)
 - Review of available Mobile Data Computer (MDC) messages
 - Review and update current policies as needed
 - Social media
 - Discrimination
 - Lock and tag available Body Worn Camera (BWC) video
 - Prevent routine loss
 - Avoid unauthorized viewing
 - Provide to IA for review
 - Obtain traffic stop data from IDOT for review by IA
- SPD Records (Division Manager B. Jackson)
 - Identify and provide all necessary reports for review by Sangamon County State's Attorney. 2004 - present
 - Review traffic crash reports 2004 – present
- Springfield Police Academy / Training (Commander J. Behl)
 - Identify appropriate department-wide training
- Criminal Investigations Division (Commander S. Pickford & Det. S. Overby)
 - Complete Forensic review of Nichols' department issued GETAC computer
 - Add specific questions to the background investigation for new hires.
- SPD Legal Advisor (Assistant Corporation Counsel E. Fancher)
 - Assist in email search to be completed by ISD

- Remaining team topics to address
 - Early warning system
 - Anonymous reporting mechanism
 - Ongoing community engagement

All of the above listed results were compiled by the Internal Affairs section and then analyzed by members of the SPD staff. The attached pages represent the summary presented by the Internal Affairs section:

Internal Affairs Investigative Report of Aaron Nichols

On April 1, 2022, the Springfield Police Department became aware of disturbing discriminatory posts made to Twitter by former SPD Officer Aaron Nichols. A group titled the “Anonymous Comrades Collective” conducted their own investigation into racist and discriminatory Twitter posts from multiple Twitter handles. The identified handles used by Nichols were as follows:

- Magicdirtfarmer
- Wewillwin
- Nogairforce
- _14words_
- Spd584
- _notovenready_
- Wypipo_dont_die
- Wypipo_r_Us

This group, Anonymous Comrades Collective, hereinafter referred to as ACC, traced these various handles back to Aaron Nichols and verified through public sources that all of these handles in fact belonged to Aaron Nichols. Subsequently, as a result of the investigation by the ACC, the group published an article to their blog entitled, “White Supremacist Officer Aaron P. Nichols of Springfield, Illinois.” The results of this article ultimately triggered SPD’s response.

Within 3 hours of learning about these posts, Nichols was ordered to the Chief’s office as part of informal inquiry about the article posted by ACC. With union representation present, Nichols was questioned as to whether the handles were associated with his Twitter account. After an initial indication that he had no Twitter account, he eventually confirmed that over the course of the last few years he utilized all eight (8) of the Twitter handles. This concluded the informal inquiry.

As a result, Nichols was immediately given notice of a formal internal affairs investigation and was placed on administrative leave without pay, including the immediate revocation of his police powers. It was at this time that senior staff members collected all pertinent equipment from Nichols.

Nichols was ordered to report to Internal Affairs on Tuesday, April 5, 2022, for an official interview pursuant to the internal investigation. He was accused of violating the following SPD rules of conduct:

- Rule #5, Knowledge and Violation of Rules and Orders (specifically ROC-12, Social Media and ROC-01, ILACP and NAACP 10 Shared Principles)
- Rule #21, Unbecoming Conduct and Associations
- Civil Service Rule #6.1(c), offensive or profane conduct in the treatment of fellow employees, or the public; (q), any action or omission of such nature as to cause extreme public disrespect or loss of job-related public trust; and (u), engaging in any type of sexual harassment or discriminatory conduct.

On April 5, 2022, Nichols did in fact report to internal affairs. Also present for the meeting was PBPA #5 union attorney, Dave Amerson and the PBPA #5 president, Detective Don Edwards. Nichols was provided with the internal affairs complaint and he refused to sign. Subsequently, Nichols resigned effective immediately on April 5, 2022. Regardless of the resignation, the internal affairs investigation would continue.

The purpose of continuing this investigation, despite Nichols' resignation, was to determine whether or not the views expressed on social media by Nichols were indicative of his behavior and/or actions while performing his duties as a police officer and whether any of his actions were criminal in nature. The on-going investigation consisted of a forensic review of his department issued computer, a review of his internal computer messages, a search of emails, a review of his traffic stops, a review of criminal police reports as well as accident reports, and a review of all Body Worn Camera (BWC) videos.

Forensic Review of GETAC computer: Detective Shane Overby, who serves as the department's subject matter expert regarding forensic computer reviews, conducted the review of Nichols' assigned Getac computer. Det. Overby is a specially deputized federal task force officer with the United States Secret Service cybercrimes task force. The review of Nichols' hard drive was compared against the fifteen key words and various Twitter handles or other social media platforms. This review indicated that Nichols did access social media sites that were identified by the ACC. Specifically, the review indicated these site visits took place on both February 23, 2022, and April 1, 2022. The forensic search did not reveal any records prior to February 23, 2022. Additionally, the forensic review only showed that sites were accessed as there was no verifiable evidence that posts were made to these sites. According to the ACC article all posts to these sites were done so prior to Feb 23, 2022. In summary, there is nothing conclusive to indicate any social media posts were made, either on duty or from his department issued computer, as there was no forensic evidence on the computer prior to February 23, 2022.

Review of internal chat messages on department issued computer: Software Specialist #2, Mike Gardner who is assigned to the Planning and Research section, obtained all computer chat messages between Nichols and other officers. There were 2029 mobile chat messages, which included both sent and received messages. The dates of the search were July 23, 2020 through March 29, 2022. Nothing was available prior to July 23, 2020 due to a computer server upgrade. The results of the messages were reviewed both within the Planning and Research section as well as at Internal Affairs. No specific messages were found to be indicative of the views, biases, or behaviors exposed by the ACC.

Review of Nichols emails, both sent and received utilizing the key words identified below: James Sullivan of the Information Services Division (ISD) conducted a search of all emails associated with Nichols' City of Springfield email account. The specific search focused on 16 key words previously identified by the ACC. The searched words are as follows:

- Holocaust
- nigger
- Jew
- Nazi
- sheboon
- racist
- gay
- faggot
- coonmunity
- blaqs
- Hitler
- homo
- blacks
- homeless
- uncle a

Eight (8) of the fifteen (15) searched words were identified in some fashion within Nichol's email inbox. Those words were: Jew, Nazi, racist, gay, Hitler, blacks, homeless, uncle a. These specific words often were located within the articles of many "right leaning" news publications. These "right leaning" publications consisted of following:

- The Beltway report (beltwayreport.com).
- Patriot News
- Finish the Race News
- Tactical ShT News
- Liberty One News
- Patriot Nation News
- TPN News
- The Patriot United
- Liberal Tears

All emails containing the searched words were reviewed by Lt. Phillips. There was no obvious contextual usage of the words similar to what was uncovered by the ACC. According to Mr. Sullivan the maximum storage of all emails citywide is 15 months, therefore date range of the email search consisted of December 14, 2020 through April 25, 2022 (only 12 months of stored emails is required by law). A search of all outgoing emails from Nichols did not yield any results from the fifteen selected words.

Review of all available traffic stop data: Lt Pat Schweitzer of the Planning and Research section, was able to obtain Nichols traffic stop data dating back to 2012. As part of the Illinois Traffic Stop Statistical Study, Springfield Police Officers are required to complete a one page data collection sheet. By searching the Illinois Department of Transportation website, Lt. Schweitzer was able to review all of Nichols' traffic stop data since 2012. This data was analyzed, comparing two (2) different time frames to identify any disparities or biases. The two time frames are 2012-2022 and 2018-2022 which are unique because they were identified as the entire body of Nichols' work that is publicly accessible through the Illinois Traffic Stop Statistical Study (2012 – 2022) compared to the time span in which ACC uncovered the social media posts (2018 – 2022). The specific results of the search are imbedded in the investigative file with a summary listed below for the two separate time frames:

- **Traffic stop data from 2012-2022**
 - 512 total stops
 - 70% white, 6% of which were ticketed
 - 28% black, 11% of which were ticketed
 - 1% Latino, 14% of which were ticketed
 - 1% Asian, 14% of which were ticketed
- **Traffic Stop data from 2018 – 2022**
 - 129 total stops
 - 79% white, 14% of which were ticketed
 - 19% black, 4% of which were ticketed
 - 2% Latino, 0% were ticketed

No obvious biased based patterns were identified based on the above sample size.

Review of all reports, incidents, arrests, accidents, citations: Records manager, Brad Jackson, was tasked with compiling all of Nichols' citations, incidents, cases, accident reports, and arrests since 2004. All available information was gathered and presented to State's Attorney, Dan Wright, at his request for an external review. *Citations* also included city ordinance violations and *incidents* represented all calls for service that Nichols responded to yet was not required to complete a police report. *Cases* consisted of calls for service that Nichols responded to and completed a police report. All of the statistical data compiled was not only sent to State's Attorney Dan Wright but is also attached to the investigative file.

Review of all Body Worn Camera (BWC) videos: From the start of the internal affairs investigation, all of the BWC videos were both marked restricted as to who now had access and were tagged with an indefinite status so that none of the videos would be purged. As defined by Illinois State Law, BWC videos that are tagged "Arrest" regarding calls for service involving misdemeanor or felony crimes are retained for two (2) years. All BWC videos that are tagged as a "Use of Force" incident are also retained for two (2) years. The BWC videos for all other calls are retained for 90 days and then automatically purged. The Planning and Research section identified 339 BWC videos that remained and were tagged with indefinite status. Internal Affairs Lieutenants meticulously began the review of every video with

the goal of observing his interaction with the citizens he came into contact with while performing his official duties to determine any observable bias. Lieutenants Markovic and Phillips reviewed a total of 132 hours, 45 minutes and 30 seconds of Nichol's BWC videos. All interactions between Nichols and the public, regardless of race, gender, or status appear to be professional. At no time did he display, exhibit, or perform his duties in any manner that would be defined as consistent with the Twitter posts.

- **End of Internal Affairs Summary Report**

Beyond the internal investigation component, the senior staff determined that there were several process changes and training that could be incorporated. This is not as a punitive element for the agency, but rather for a proactive opportunity to continue to professionalize the SPD organization. These proactive measures consist of the following:

- After consultation with the Faith Coalition for the Common Good, the SPD implemented three distinct questions into the background interview process for all prospective SPD hires. These questions are as follows:
 1. Have you ever belonged to, financially supported, or received monetary funds from any private persons, groups, movements, organizations, or associations, private or not, that hold the belief or support writings of racial, ethnic, religious, or sexual orientation inferiority?
Yes/No, If yes, please explain.
 2. Have you ever helped distribute, teach, or recruit with or buy and/or distribute merchandise for or from any private persons, groups, movements, organizations, or associations that hold the belief through bylaws, activities, meetings, writing, social media platforms, online websites or teaching, online or in person anywhere, that accept or support the belief of racial, ethnic religious or sexual orientation inferiority?
Yes/No, If yes, please explain.
 3. Have you ever attended any events, marches, or meetings held by private persons, groups, organizations, or associations that are of the belief or support any racial, ethnic, religious, or sexual orientation as inferior?
Yes/No, If yes, please explain.

These questions serve as a very clear indicator as to the type of behavior and character that will not be tolerated within the agency. They should put the prospective candidate on notice about past and future behavior.

- Upon review of the pending and published SPD General Orders regarding harassment and conduct, verbiage has been updated or is in the process of being updated.
 - Specific updates can be found within the SPD General Orders and include:
 - ROC-05, Workplace Harassment,
 - Policy and Complaint Procedures, IV
 - Updated 6-15-22

- ROC-02, Add.2, III Rule 21, G
 - Updated 07-13-22
 - ROC-02, Add. 2, Page #3
 - Updated 08-17-22
 - ROC-02, Add. 2, Page #10
 - Updated 08-17-22
 - ROC-02, Add. 2, Page #15
 - Updated 08-17-22
- SPD senior staff identified training entitled, Promoting Fair and Impartial Policing; A Science Based Perspective. This training is was administered department wide beginning early September.
 - This training was specifically molded to fit SPD policy and procedure to ensure maximum effectiveness for all involved and focused on the following core criteria:
 - The nature of implicit bias.
 - How implicit bias can impact a person in his/her professional capacity.
 - The consequences of biased decision/ behavior.
 - Skills to reduce and manage implicit biases.
 - Additionally, a portion of this training is extended to specific members of the public to offer a transparency component and an opportunity to express opinions and concerns.
- With the assistance of the U.S. Attorney's Office, additional training has been identified through the Community Oriented Policing Services (COPS) Office.
 - This training, scheduled for March of 2023, is designed to promote respectful interactions between officers and the community, with the goals of enhancing police legitimacy and building community trust.
- Upon the recommendation of the Illinois Attorney General's office, members of the senior staff, along with representatives of the Sangamon County States Attorney's office attended a workshop entitled Extremism in Law Enforcement: Understanding the Problem and Crafting Solutions, making valuable connections with other agencies who have experienced similar incidents. This interactive training program was hosted by the University of Southern California Safe Communities Institute. Multiple agencies working together to change the outlook on law enforcement only enhances trust between law enforcement and the communities they serve.
 - This workshop has led to SPD participation in a much larger event entitled Eradicate Hate Summit, which took place in Pittsburgh, PA in September of 2022.

- Although the above training opportunities were put into motion as a result of this incident, the SPD diligently strives to proactively train all officers on a myriad of topics, including the following:
 - **February 2020**
 - In-service: ROC 10 - Reviewed the entire SPD General Order Rules of Conduct 10 Prohibition Against Discriminatory Practices
 - **April 2020**
 - Crossroads Training attended by Lt. Brands and Sgt. Royer
 - **May 2020**
 - Entire dept. attended Human Rights Training ILETSB Executive Institute
 - **June 2020**
 - Community Policing and the Ten Shared Principles and building trust between the community and police
 - **August 2020**
 - Cultural Enhancement and Procedural Justice training covers the new FTO training tasks on Cultural Enhancement and Procedural Justice.
 - **August 2020**
 - Lexipol Training Video - Balancing the Relationship between Police and Community: covering considerations when attempting to balance relationships with the community and police tactics, officer safety, etc.
 - **October 2020**
 - Implicit Bias at In-service #5 definitions, how to identify, why must be conscious of it.
 - **October 2020**
 - Workplace discrimination and sex harassment
 - **December 2020**
 - Workplace Harassment, Workplace Transparency Act sexual harassment prevention - Illinois Dept. of Human Rights
 - **January 2021**
 - In-service #1 Implicit Bias instructed by Angela Bray with the FBI
 - **November 2021**
 - Fair and Impartial Policing video from IACP: discusses the issues related to Fair and Impartial Policing during the COVID-19 era.
 - **January 2022**
 - Community Policing Ten Shared Principles.- VIDEO
 - **January 2022**
 - In-service #1 Legal Update, Discrimination rules of conduct - Emily Fancher
 - **May 2022**
 - Implicit Bias 101: what it is and everyone has them
 - **June 2022**
 - Explicit Bias video: definition, identification of such

- The SPD has recently updated its contract with the LEFTA systems, Shield Suite for a variety of technical support services to track facets of police work from training to use of force, internal affairs complaints and many more suites. These updates are expected to go live on January 1, 2023. A few highlighted suites are as follows:
 - FACTS – use of force module.
 - This program allows for the input of all uses of force by officers, and calls for supervisor review of the entries that meet specific thresholds. This allows for the appropriate tracking of use of force trends by department and by specific officers. A byproduct of the results would be individualized training based upon one's needs.
 - EMCOT – Employee Conduct Tracking
 - This tool allows for online citizen reporting of internal affairs complaints and also has the ability to track all citizen compliments, commendations. This will replace a current outdated system that is being utilized and also offer an anonymous reporting mechanism for the public. An additional function within this program allows for internal anonymous reporting by employees. Oftentimes, the perceived threat of retaliation plays a role into one's decision to register a concern against a fellow officer. By offering an anonymous component, the likelihood increases in the event a complaint must be made.
 - PASS Overview – Profiling Accountability Software Solution
 - Information collected from traffic stops, proactive citizen encounter, and other law enforcement means (which is already being collected via state law) will be tabulated and analyzed to ensure there are no obvious of inappropriate activity.
- Community partnerships – SPD reached out to many community organizations for both the purpose of transparency, but also as an opportunity to listen and accept valuable feedback on healing from this tragedy. These groups included:
 - NAACP
 - Jewish Federation of Springfield
 - Faith Coalition for the Common Good
 - Black Lives Matter – Springfield
 - Resistor Sisterhood
 - Ministerial Alliance of Springfield and Vicinity
 - Springfield Urban League
 - Community Health Roundtable
 - Phoenix Center
- Community Engagement – The best way to develop or rekindle genuine relationships between members of our agency and the community we serve is by simply communicating in non-law enforcement settings. By attending multiple events throughout our community this agency strives to develop trust and partnerships with citizens of all walks of life. These events include

but are not limited to multiple community walks, neighborhood clean-up events, Bridging the Gap BBQ, National Night Out, “Meat and Greet”, coffee with a cop events, neighborhood association meetings, school events, and so many more.

- Additionally SPD partnered with the Shot Spotter Community Connections Initiative to host a robust interaction with members of the community who reside in high crime areas. This event was held on October 29, 2022 and featured representatives from all city departments responding to the needs of residents. This became yet another opportunity to build trust and foster relationships.
- Attachments to this document include:
 - Letter of Support from Dr. Heidi Beirich, Co-Founder of the Global Project Against Hate and Extremism
 - Workshop syllabus for Extremism in Law Enforcement: Understanding the Problem and Crafting Solutions
 - Letter of Support from Dr. Lorie Fridell, CEO of Fair and Impartial Policing LLC
 - Training syllabus for Command and Community
 - Snapshot of Eradicate Hate Global Summit, Track 1: Violent Extremism in Police and Military, Panel 1.3 presentation.
 - Letter of review from States Attorney Dan Wright

In summary, the actions of former officer Aaron Nichols must not ever be repeated in the storied future of the SPD. However, this unconscionable display of discrimination cannot be filed away. Rather it will represent a wound that has been treated properly with discipline, transparency, training, community support, conversations, and forgiveness. This wound will eventually scar. It will be this scar that propels our agency forward, offering a visible awareness of a brief valley, but also the difficult road our agency embarked upon to heal and recover. All of this can only be possible with the support of the citizens of this great community. Utilizing a partial quote from the great president Abraham Lincoln, “with malice toward none, with charity for all.....” this agency strives to be better together alongside the citizens of Springfield.

- Chief Ken Scarlette

Attachments to this document include:

- Pgs 12-13: Letter of Support from Dr. Heidi Beirich, Co-Founder of the Global Project Against Hate and Extremism
- Pg 14: Workshop syllabus for Extremism in Law Enforcement: Understanding the Problem and Crafting Solutions
- Pg 15: Letter of Support from Dr. Lorie Fridell, CEO of Fair and Impartial Policing LLC
- Pgs 16-17: Training syllabus for Command and Community
- Pgs 18-23: Snapshot of Eradicate Hate Global Summit, Track 1: Violent Extremism in Police and Military, Panel 1.3 presentation.
- Pgs 24-25: Letter of review from States Attorney Dan Wright



Mayor James Langfelder
City of Springfield, Illinois
800 East Monroe
Springfield, IL 62701

Dear Mayor Langfelder,

My name is Heidi Beirich and I am the co-founder of the [Global Project Against Hate and Extremism](#), a non-profit that works to counter racist organizations transnationally and support diverse democracies. I also co-instruct the [course](#), "Extremists in Law Enforcement: Understanding the Problem and Crafting Solutions," at the University of Southern California's Price Safe Communities Institute. The course aims to assist law enforcement professionals in identifying and rooting out extremists in the ranks who threaten the communities law enforcement serves, the cases law enforcement brings, and the integrity and culture of law enforcement agencies.

I am writing to commend your police chief, Ken Scarlette, for how he and his department have handled the very difficult situation after it was disclosed that a member of the Springfield force was involved in neo-Nazi activities. Chief Scarlette did the exact right thing by quickly suspending the police powers of the officer involved and then launching an investigation into the officer's activities.

Chief Scarlette went much further in addressing the fallout from his officer's activities. He engaged the community in the difficult conversations that inevitably follow such an incident and sought their help in rebuilding trust between the department and the community. I also want to commend the strong working relationship that exists between the Springfield Police Department and the Sangamon County State's Attorney's Office. This relationship allowed for rapid and thorough inter-agency cooperation in this trying circumstance. I believe this cooperation serves as a model of best practices for other communities faced with similar circumstances.

Chief Scarlette and several of his officers then took my class, along with Sangamon County State's Attorney Daniel Wright and members of his office. They were very helpful in discussing such a difficult situation and in seeking solutions. Chief Scarlette, his officers and the State's Attorney's staff provided invaluable insights for other officers taking the class and I will now be able to share those insights in future trainings.

And Chief Scarlette has done even more. When I reached out to him earlier this summer about sharing his experiences at a major anti-hate conference in a way that can be helpful to other departments, he kindly offered to do so. I am thrilled that Chief Scarlette will be participating on a panel, "Views from Law Enforcement Leaders: What the Law Enforcement Community is Doing to Combat Extremism," at the 2022 Eradicate Hate [conference](#). The conference was

created out of the tragedy of the 2018 Tree of Life synagogue shooting, which was perpetrated by a white supremacist. The panel's focus is specifically on solutions and Chief Scarlette's navigation of this issue, his knowledge of effective inter-agency cooperation, and real-world experience will be extremely helpful to others who may face such situations in the future.

I want to thank Chief Scarlette for engaging in a topic that is often very difficult to address. His transparency and honesty will be a help to many others in law enforcement and the communities they serve.

Sincerely,

Heidi Beirich

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EXECUTIVE CERTIFICATE SERIES

Extremists in Law Enforcement: Understanding the Problem and Crafting Solutions

Course Descriptive

Concerns over white supremacist and other extremist groups infiltrating the ranks of law enforcement are rising as white supremacy is now considered the number one domestic terrorism threat by the FBI. These concerns were particularly heightened in the wake of the storming of the Capitol on January 6 where a handful of currently serving officers were involved. Though they are likely a small number, extremists pose threats to the communities law enforcement serves, the cases law enforcement brings and the integrity and culture of law enforcement agencies. Extremists also pose a dire safety threat to law enforcement, with dozens of officers killed by extremists in recent years. This 4 hour course will provide an overview of the problem, an in depth look at signs of extremism from white supremacy to antigovernment organizations, an assessment of the damage such officers can inflict, and tackle the issue of addressing the problem while respecting civil liberties. Because one of our instructors is a former neo-Nazi, participants will receive an insider perspective of how these movements function and the threat they pose to officers and the public.



Dr. Heidi Beirich

Heidi Beirich is the co-founder of the Global Project Against Hate and Extremism and formerly led the Southern Poverty Law Center's Intelligence Project.



Tony McAleer

Tony McAleer is the Author of "The Cure For Hate" and a Co-Founder of Life After Hate.

What are the Signs of Extremism?

- Learn the symbols and signs of white supremacist and antigovernment movements
- Find out how and why extremists target officers for recruitment
- Understand the goals and activities of these extremists
- Learn the power of these movements to recruit from an insider perspective

Extremism: How Big a Problem?

- Evidence of extremists in the ranks is growing as white supremacy and antigovernment movements expand
- Evidence of racism and hatred expressed by officers found on social media
- Law enforcement faces threats and violence at the hands of extremists
- What happens when extremists are in the ranks:

Crafting Solutions

- What policies exist to root out extremism in law enforcement ?
- How do major police agencies and organizations tackle this issue ?
- What are best practices ?

Who should attend: Public safety professionals including law enforcement, fire, EMS, health, social work, and education from local, state, and federal agencies

Registration: Please email sci@price.usc.edu to register

Program Cost: \$395 per attendee

DEADLINE TO REGISTER - MAY 4, 2022



University of Southern California
Sol Price School of Public Policy
Safe Communities Institute (SCI)

Fair and Impartial Policing

September 19, 2022

Mayor James Langfelder
City of Springfield
800 East Monroe
Springfield, IL 62701

Dear Mayor Langfelder:

Fair and Impartial Policing, LLC has been very pleased to bring implicit bias awareness training to the Springfield PD. As you know, we have provided training to all personnel—from the line level to the chief. It was a pleasure for me to facilitate the leadership-level training on September 6th and 7th. Notably, Chief Scarlette chose to include concerned community members as participants in this 1.5-day session. (Some chiefs have us train only the agency leadership.) This formed my first impression of Chief Scarlette as committed, transparent, and willing to engage directly with community members (including leaders from the ACLU and Black Lives Matter) on a tough topic.

FIP's leadership-level course includes coverage of what we call the "Comprehensive Strategy to Produce Fair and Impartial Policing." In this context we discuss recruitment & hiring, anti-biased-policing policy, training, leadership & accountability, measurement, operations and outreach to diverse communities. Within each of these realms we identify what the agency is already doing well and what the agency could do to strengthen its efforts. I was very impressed with what the agency is already doing and the openness of the chief and other agency leaders to strengthening those efforts. Many community members, too, had their eyes opened to ongoing agency efforts and they were pleased to participate in charting the course for the future.

The City of Springfield experienced a painful incident. I read every week about incidents across the country related to bias and policing. The heart of an agency is indicated, not by the incident, but by the response to it. I am confident that, under Chief Scarlette's leadership, the Springfield PD will emerge, not just stronger, but as a model for other agencies.

Sincerely,

Lorie A. Fridell

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

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COMMAND-LEVEL SESSION INFORMATION SHEET FOR LAW ENFORCEMENT AGENCY HOSTS



FAIR AND IMPARTIAL POLICING[®] A Science-Based Perspective

OVERVIEW OF THE COMMAND-LEVEL SESSION

This 1.5-day session is for the top leadership of the agency. It covers the science of bias and then provides agency leaders with guidance for promoting fair and impartial policing through policy, police leadership, training, supervision/accountability, recruitment/hiring, outreach to diverse communities, operations, and measurement. This session culminates in participants producing the elements of an action plan to promote fair and impartial policing.

CLASS SIZE

The class holds up to 30 attendees with representation from agency's top leadership ranks and may include community leaders.

WHO SHOULD PARTICIPATE?

FIP offers two versions of the command-level training. The first includes only command-level personnel within the agency while the second includes agency command staff and community leaders or representatives. "Command" personnel should include the chief executive and the other leaders in the agency who would help the executive make decisions regarding policy, recruitment, hiring, training, and other high-level matters.¹ It is very important for the chief executive to be present at this session to convey to personnel his or her commitment to this critical national issue and to acquire knowledge regarding how police leaders can promote fair and impartial policing in their agencies.

If you choose to hold the command-community session, you will fill one-third to one-half of the seats with concerned community stakeholders. Conceptually speaking, you want to target formal and informal community leaders who are concerned about this issue, credible within the community, and able to come to the table for a constructive discussion of this sensitive issue. They should not be your biggest fans, but instead be individuals who want the agency to be the best it can be and will hold you to account in a constructive fashion.



You should handpick INDIVIDUALS (not organizations, per se) to invite. Thus, for instance, you might think about specific individuals within the NAACP, Urban League, ACLU, African American ministry, Hispanic organizations, and so forth. While racial bias is usually the key issue in communities, the training is relevant to other bias concerns and, indeed, there may be other communities that should be represented directly or through their advocates (e.g., LGBTQ, youths, people with mental illness, individuals who are homeless). Some departments invite select city/county council members, the mayor, the city/county manager or other formal local government leaders. Please do not invite people from the press to serve as session participants; their presence would likely thwart the frank conversation that makes these sessions valuable. (*See press suggestions on the other side.*)

Community invitees should be asked to confirm their intention to attend for the full 1.5-day session. Someone who cannot commit to attend the full session should be replaced with someone who can. (*High-level community members might be given more leeway; attendance the first morning, however, is critical.*)

We can develop, on request, a flyer for purposes of contacting internal and external invitees.

¹There is a separate curriculum for mid-level managers who are above the rank of first-line supervisor and below what might be considered command staff. Their 8-hour session is a hybrid of the supervisor and command-level curricula.

COMMAND-LEVEL SESSION INFORMATION SHEET FOR LAW ENFORCEMENT AGENCY HOSTS



SCHEDULE AND FOOD

The first day runs from 9:00 to 4:30; the second day starts at 8:30 and ends at 1:30. Especially if the agency is inviting community stakeholders, it is desirable to provide morning/afternoon fare both days and lunch on the first day.

FACILITIES/AV

For the session, we need a room that will accommodate the 30 individuals seated at tables formed into a "U" shape. These sessions can be held at headquarters, a training center, another city/county building, hotel, etc. The FIP command-level trainers vary as to their preference for using their own computers or the agency computer; we will indicate which computer will be used on our logistics sheet, which will be shared with your agency's identified contact person. Regardless of whether the trainer's or agency's computer is used, we will need this computer placed on a small table at the opening of the "U" and linked to a projector that you provide. The trainer will need sound.



PRESS

We encourage agencies to inform the press that they are hosting this training and the press can be given a time/date to show up at the venue for interviews and photos. (This press drop-in should not be scheduled for the morning of the first day.) The trainer will stop the session when they arrive so that members of the press can interview the chief or sheriff, the trainer and willing community members. The press will be invited to stay for a few minutes once the session reconvenes for purposes of photos or videos. FIP has standard press releases at the ready for agencies to use, upon request.



TRAINING RESOURCES

Your trainees will receive high-quality binders with the session PowerPoints and other resources.



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ERADICATESM HATE

GLOBAL SUMMIT 2022

WORKING AGENDA
[Panels and Speakers Subject To Change]

TRACK SUMMARY:

PLENARY TOPICS

TRACK 1: VIOLENT EXTREMISM IN THE POLICE AND MILITARY

TRACK 2: PREVENTION IN PRACTICE

TRACK 3: LEGAL STRATEGIES

TRACK 4: EDUCATION AND PUBLIC AWARENESS

TRACK 5: COMMUNITY PREPAREDNESS AND RESPONSE

TRACK 6: THE RISE OF HATE AMONG YOUNG ADULTS

TRACK 7: GLOBAL GOVERNMENT RESPONSE

KEYNOTES

PLENARY TOPICS

DAY 1

Plenary 1.1 Introduction and Welcome

Mark Nordenberg, *Co-Chair, Eradicate Hate Global Summit, Chancellor Emeritus and Chair of the Institute of Politics, University of Pittsburgh*

Laura Ellsworth, *Co-chair, Eradicate Hate Global Summit, Partner-in-Charge of Global Community Service Initiatives, Jones Day*

Members of Leadership Team/Global Advisors

TRACK 1: VIOLENT EXTREMISM IN THE POLICE AND MILITARY

Panel 1.1 Setting the Scene: Military & Veterans

Key stakeholders will open this event, discuss the importance of the track and how collaboration is integral to reducing violence, and preview the track agenda.

Introduced by: Dawn and Richard Collins, *Activists*

Moderator: William Braniff, *Director, National Consortium for the Study of Terrorism and Responses to Terrorism (START), Professor of the Practice, University of Maryland; We the Veteran*

Speakers:

George Selim, *Senior Vice President for National Affairs, Anti-Defamation League (ADL)*

Heidi Beirich, *Co-Founder, Global Project Against Hate and Extremism*

Shawn Turner, *Professor of National Security Communication, Michigan State, On-Air National Security Analyst, CNN, Former Director of Communication, U.S. National Intelligence; Former Deputy White House Press Secretary for National Security*

Panel 1.2 Research on Violent Extremism, the Military, and Veterans

This panel will provide an overview of extremism and the intersection with military and veterans, setting a shared understanding of the issue to be explored over the coming days. The speakers reflect multiple disciplines and will speak to the issue historically as well as contextualizing the key issues.

Moderator: Rajeev Ramshand, *RAND*

Michael Jensen, *Senior Researcher, National Consortium for the Study of Terrorism and Responses to Terrorism (START)*

Jessica Dawson, *The New War Research Consortium*

Heather J. Williams, *Acting Associate Director, International Security and Defense*

Police Center, Senior Policy Researcher, Professor, Pardee RAND Graduate School

Lisa Nelson, *University of Pittsburgh; Collaboratory Against Hate*

Panel 1.3 Views from Law Enforcement Leaders: What the Law Enforcement Community is Doing to Combat Extremism

Police departments across the country play an integral role in combatting extremism in their communities. This panel of law enforcement leaders will discuss their organizations' efforts in this regard, as well as the challenges they face in preventing and rooting out extremism within the police ranks.

Moderator: Rasha Shields, *Jones Day*

Speakers:

Ken Scarlette, *Chief of Police, Springfield, Illinois Police Department*

Scott Schubert, *FBI Criminal Justice Information Services & Retired Pittsburgh Police Chief*
Robert J. Contee III, *Chief of Metropolitan Police Department*
Sammie Wicks, *Center for Targeted Violence Prevention and National Policing Institute*

Panel 1.4 The Incidence and Prevalence of Extremism in Law Enforcement

Understanding the scope and nature of the problem is the first step in devising effective prevention and response strategies. These experts will discuss what we know about the incidence and prevalence of violent extremism in the ranks of law enforcement throughout the United States.

Moderator: Katie Reisner, *States United Democracy Center*

Speakers:

Heidi Beirich, *Co-Founder, Global Project Against Hate and Extremism*

Alex Friedfeld, *Investigative Researcher, Anti-Defamation League (ADL)*

Vida Johnson, *Associate Professor, Georgetown Law*

Panel 1.5 A Global Perspective of Extremism in Policing

Governments around the world have faced the threat of extremism within their police ranks. These experts from Germany and the United Kingdom will be comparing their unique challenges and approaches to preventing and responding to extremism within the law enforcement community.

Moderator: Heidi Beirich, *Co-Founder, Global Project Against Hate and Extremism*

Speakers:

Paul Giannasi, *Hate Crime Advisor to the National Police Chiefs' Council in the United Kingdom*

Michael Whine, *Senior Consultant at the World Jewish Congress and co-founder U.K. Community Security Trust*

Thomas Grumke, *Professor at the University of Police and Public Administration Nordrhein-Westfalen*

Panel 1.6 Learnings From Veteran Service Organizations (VSOs)

This panel will address what prevention practitioners can learn from VSOs and how these existing capabilities (often geared to address other challenges/harms) can be leveraged to support targeted violence and terrorism prevention.

Moderator: Joe Plenzler, *We the Veterans*

Jeremy Butler, *Chief Executive Officer, Iraq and Afghanistan Veterans of America (IAVA)*

Joe Chennely, *National Executive Director, American Veterans (AMVETS)*

Susan Thaxton, *Chief Programs Officer, Mission Continues*

Panel 1.7 Building Safe Transitions When Leaving the Military

These speakers will discuss how transition presents challenges that some violent extremists groups have sought to exploit. The speakers will identify what existing support is available and how transition can be improved.

Moderator: Ben Keiser, *We the Veterans*

Tina Atherall, *D.S.W., LMSW, Chief Executive Officer, PsychArmor*

Eric Eversole, *President, Hiring Our Heroes, U.S. Chamber of Commerce Foundation,*
Vice President, U.S. Chamber of Commerce

Noel Lipana, *U.S. Department of Homeland Security*

Panel 1.8 Veteran Support Networks

This panel will address how support networks of friends, family, peers, and organizations (e.g., community and career support organizations like Team RWB and Bunker Labs) support veterans and reduce the risk of targeted violence and terrorism.

Moderator: Ellen Gustafson, *Co-Founder and Co-Executive Director, We the Veterans*

Raleigh Duttweiler, *National Military Families Association*

Jennifer Akin, *Blue Star Families*

Nate Graeser, *Director, Veteran Initiatives, SoCal Grantmakers*

Panel 1.9 Protecting Democratic Values and Building Resilience

Veterans have demonstrated their willingness to serve our democracy. Some extremists take advantage of that and position themselves as “patriots” in their propaganda. This panel will discuss how can we create pro-democratic opportunities that both support American democracy while building resistance to false patriotism and resilience through continued sense of purpose at the individual level.

Moderator: Christa Sperling, *We the Veterans*

Katie Reisner, *Senior Counsel, States United Democracy Center*

Daniel Vallone, *U.S. Director, More in Common*

Ingrid Sundlee, *We the Veterans Vet the Vote*

Zack Baddorf, *Military Veterans in Journalism*

Hala Furst, *Associate Director for Strategic Engagement, DHS CP3 Office*

Panel 1.10 Off-ramps, rehabilitation and reintegration of veterans

While there are organizations that specialize in helping individuals disengage from violent extremist networks, none of them currently focuses on individuals with military service backgrounds. Further, while VSO's can and do help veterans address other challenges, there are no formal programs within VSOs to serve as peer mentors for

individuals exiting extremism. What can we learn from organizations that focus on off-ramping, and is there an opportunity to leverage them to support veterans specifically?

Moderator: George Selim, *Senior Vice President for National Affairs, Anti-Defamation League (ADL)*

Speakers:

Sara Winegar Budge, *Psy.D., Clinical Psychologist and Program Director, ExitUSA, Life After Hate*

Emma Jouenne, *Director of Programs & Research on Extremism, Parents for Peace*

Joseph Chenelly, *National Executive Director, American Veterans (AMVETS)*

Chuck Leek, *ExitUSA Peer Mentor, Life After Hate*

Christopher Buckley, *Activist, Veteran, Parents for Peace*

Panel 1.11 Policy Measures to Empower Violence Prevention in the Military

While the veteran and military family community should take the lead to address violent extremism among veterans, there is a supporting role to play for government programs, policy and legislation. Given the implications for national security, our all-volunteer military, and our tradition of civilian control of the military, civil society and government actions must be harmonized to mitigate risk to the greatest extent.

Moderator: Ryan Greer, *Chief of Staff, ADL*

Bishop M. Garrison Jr., *Vice President for Government Affairs and Public Policy at Paravision.AI*

John Picarelli, *DHS CP3 Office Director*

James Shappell, *Director, Dod Insider Threat Management and Analysis Center (DITMAC), Defense Counterintelligence and Security Agency (DCSA)*

Tom Brzozowski, *Counsel for Domestic Terrorism, Counterterrorism Section, U.S. Department of Justice*

Panel 1.12 The Constitutional Sheriffs' Movement: How Extremists are Infiltrating Law Enforcement

This panel will discuss the origins of the Constitutional Sheriffs' movement, its ties to the modern militia movement, and the methods used by the movement to indoctrinate law enforcement, including through anti-government extremist propaganda and extremist trainings.

Moderator: Barbara Harding, *Partner, Jones Day; Former Deputy Director, U.S. Treasury Department's White House Security Review*

Speakers:

Mary McCord, *Visiting Professor of Law and Executive Director of the Institute for Constitutional Advocacy and Protection (ICAP), Georgetown University Law Center*

Heidi Beirich, *Co-Founder, Global Project Against Hate and Extremism*

Mark Pitcavage, *Senior Research Fellow, Anti-Defamation League (ADL)*

Emily Farris, *Texas Christian University*

Panel 1.13 Beyond Policies: Holistic Approaches to Preventing Extremism in Policing

Implementing policies to combat extremism in policing is a necessary first step, but policies alone do not change the culture of an organization. This panel will discuss holistic approaches to preventing and responding to extremism in policing, including innovative training programs that instill empathy in policing and resilience in the face of trauma. This panel will also discuss the unique challenges and lessons learned from implementing programs aimed at preventing extremism in the law enforcement environment

Moderator: Rachel Grinspan, *Director, Law Enforcement Policy & Civil Rights, Anti-Defamation League (ADL)*

Speakers:

Emma Jouenne, *Director of Programs & Research on Extremism, Parents for Peace*

Christopher Buckley, *Veteran, Activist*

Ryan Roemer, *National Center for Civil and Human Rights*

Jenna Fagan, *Program Officer, REPAIR Program, Auschwitz Institute*

Kim Shayo Buchanan, *Senior Research Scholar, Center for Policing Equity*

Panel 1.14 Countering Extremism in the Ranks: A Legal Toolkit for Law Enforcement Agencies

As law enforcement leaders seek to eliminate extremism within their ranks, thorny legal and constitutional questions can arise. Are extremist views protected by the First Amendment? Is a police department permitted to reprimand, discipline, or fire officers based on their bigoted or extremist speech or associations? Can a police department refuse to hire an individual on these grounds? This panel will present a toolkit developed to provide compliant policies and practices for Law Enforcement Agencies to properly address these issues.

Moderator: Mary McCord, *Visiting Professor of Law and Executive Director of the Institute for Constitutional Advocacy and Protection (ICAP), Georgetown University Law Center*

Speakers:

Rachel Grinspan, *Director, Law Enforcement Policy & Civil Rights, Anti-Defamation League (ADL)*

Heidi Beirich, *Co-founder, Global Project Against Hate and Extremism*

Katie Reisner, *Senior Counsel, States United Democracy Center*

David Harris, *University of Pittsburgh School of Law*



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September 7, 2022

Chief Ken Scarlette
Springfield Police Department
800 E. Monroe
Springfield, IL 62701

Re: A. Nichols; State's Attorney's Office Review

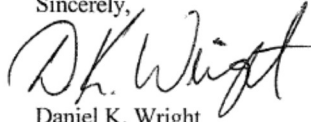
Chief Scarlette:

Thank you for providing the SPD Internal Affairs investigation materials for my review. I appreciate the prompt, thorough, and professional manner in which SPD completed the investigation of this matter under your leadership. Based upon our review of the SPD Internal Affairs investigation, relevant reports and other information previously provided by SPD, my office has determined there is insufficient evidence to prove a criminal offense beyond a reasonable doubt or to conclude that Nichols committed misconduct in the course of his official duties. Accordingly, the Sangamon County State's Attorney's Office will not be filing charges at this time. However, as you know, I previously submitted a request for decertification to the Illinois Law Enforcement Training and Standards Board in support of the decertification request submitted by SPD. In the interest of public trust and confidence in the process and outcome of my internal review, I have engaged Sylvester Bush, M.S. who previously served as Chief of the Peoria Park District Police Department and Cook County Forest Preserve Police Department to conduct an independent review of steps taken by my office in response to the revelation of Nichols' hateful and inappropriate social media conduct. Chief Bush was recommended by the Springfield NAACP.

I am grateful to have had the opportunity to participate with SPD leadership in the University of Southern California's Sol Price School of Public Policy – Safe Communities Institute seminar entitled "Extremists in Law Enforcement: Understanding the Problem and Crafting Solutions". This interactive program was extremely informative, allowed SPD to share common experiences with other police agencies, and facilitated a robust discussion of best practices to combat extremism in law enforcement with experts in the field like Dr. Heidi Beirich of the Global Project Against Hate and Extremism. I commend SPD for the agency's proactive efforts to identify training opportunities such as the one provided by the Safe Communities Institute. As a newly-appointed Chief at the time of this incident, you immediately and transparently engaged with the public leaving no doubt that SPD would fully investigate the matter and take affirmative steps to

prevent those with such abhorrent views about fellow human beings from joining your agency. You have also put your words into action by incorporating community feedback into the SPD hiring process. The People of Springfield and other law enforcement agencies have benefitted from your exemplary response to these deeply disturbing circumstances. Your words and actions continue to send an unequivocal message that the Springfield Police Department will not tolerate hate in any form.

Sincerely,

A handwritten signature in black ink, appearing to read "D.K. Wright". The signature is fluid and cursive, with the first name "D.K." and the last name "Wright" clearly distinguishable.

Daniel K. Wright
Sangamon County State's Attorney

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