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Response to a Violent Intruder for the Northern Illinois Conference of the UMC

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Introduction

- Who I am and my role
- Background regarding violent intruder response

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Objectives for today

- Give attendees baseline knowledge of violent intruder incidents
- Provide standard, proven responses
 - Alert, Lockdown, Inform, Counter, Evacuate (ALICE)
 - Avoid, Defend, Deny (ADD)
 - Run, Hide, Fight
- Equip attendees with practical take-aways to use at their church



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Plan for today



- | | |
|-----------------|------------|
| • Intro | 15 minutes |
| • Baseline Info | 25 minutes |
| • Break | 10 minutes |
| • Methodologies | 45 minutes |
| • Break | 10 minutes |
| • Take-aways | 45 minutes |

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What we'll cover and why

Facts & figures

- Perspective, baseline

Prior events

- Learning lessons

Best practices

- Quick effective response, common thread

Resources

- Continuous learning, take-aways, plan forward

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What we won't cover and why

Audio/video of prior events

- Comfortable and productive environment

One size fits all solution

- Incidents have unique characteristics

Discussing prevalence of firearms

- Not the right forum

Legal measures: high risk individuals

- Not the right forum

Use of firearms against assailants

- Specialized training; not endorsed by PHLY

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Baseline understandings: definitions

Violent
intruder

Active shooter

Lizard
brain/amygdala
response

Fight – flight –
freeze

Lockdown

ALICE, ADD,
Run-Hide-Fight

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Baseline understandings: facts & figures

FBI stats from active shooter events

Time frame	Incidents/ yr	Fatalities/ yr	Wounded/ yr
2020 - 2024	44.6	73.8	140.2
2014 - 2020	24.2	82.5	189.8
2007 - 2013	16.4	52.3	61.4
2000 - 2006	6.4	17.1	18.1

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Baseline understandings: facts & figures

FBI stats from active shooter events

Time frame	Incidents/ yr	Fatalities/ yr	Wounded/ yr	Fatalities/ event	Wounded/ event	Casualties/ event
2020 - 2024	44.6	73.8	140.2	1.7	3.1	4.8
2014 - 2020	24.2	82.5	189.8	3.4	7.9	11.3
2007 - 2013	16.4	52.3	61.4	3.2	3.7	6.9
2000 - 2006	6.4	17.1	18.1	2.7	2.8	5.5

Response actions are working!

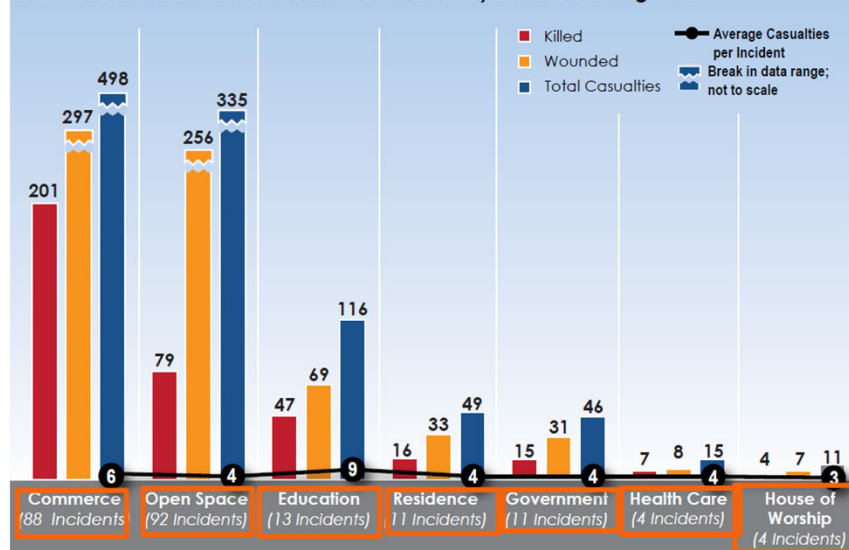
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Baseline understandings: facts & figures

2020–2024 Active Shooter Incident Casualties by Location Categories



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■ Baseline understandings: facts & figures

- Notification time (calling 911 & processing) = 10 minutes
- Response time (for police to arrive on scene) = 3 minutes
- Events range from few minutes to 20 minutes
- Half of incidents end by shooter ending own life or fleeing
- Active shooter casualties 20% worse survival rate than all other firearm casualties
- Police shot hit rate = 30%, active shooter = 50%

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■ What have we learned?

- Active shooter – what we know
 - 95% male
 - 98% = single shooter
 - Age ranges from teens to eighties
 - All ethnic and racial backgrounds
 - 45% have no direct connection with the setting

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What have we learned?

- No single profile, but some risk factors:
 - History of violence
 - Substance abuse
 - Mental illness
 - History of suicidality
 - Isolated
 - Negative family dynamics and support system
 - Others were concerned about individual

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What have we learned?

Main factors in surviving active shooter event: a) how quickly police arrive and engage and b) target availability for attacker



Worst outcomes: no response from individuals being targeted



Once attack begins, things move quickly; there's no time to develop a strategy

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10 minute break



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Response methods

- ALICE, ADD, Run-Hide-Fight
 - All three methods are similar
 - Non-linear; use step based on situation
 - Nothing is 100%; provides best possibility for survival



ALICE®
TRAINING INSTITUTE

Alert
Lockdown
Inform
Counter
Evacuate

**AVOID
DENY
DEFEND**



TEXAS STATE
UNIVERSITY

CIVILIAN RESPONSE TO ACTIVE SHOOTER EVENTS

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ALICE



Alert: inform as many people as possible within danger zone

Don't give direct commands
Use plain language
Empower people with information



Inform: continuation of Alert; pass on real-time info

Give knowledge, especially of assailant's whereabouts
Who, what, where, when, how

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ALICE

Evacuate

Evacuate: when safe, remove self from danger


- Judge safety based on info available
- Leave as soon as safety able – 98% single shooter
- Use non-traditional exits
- Run as fast and as quietly as possible
- Go to pre-determined rally point

Lockdown

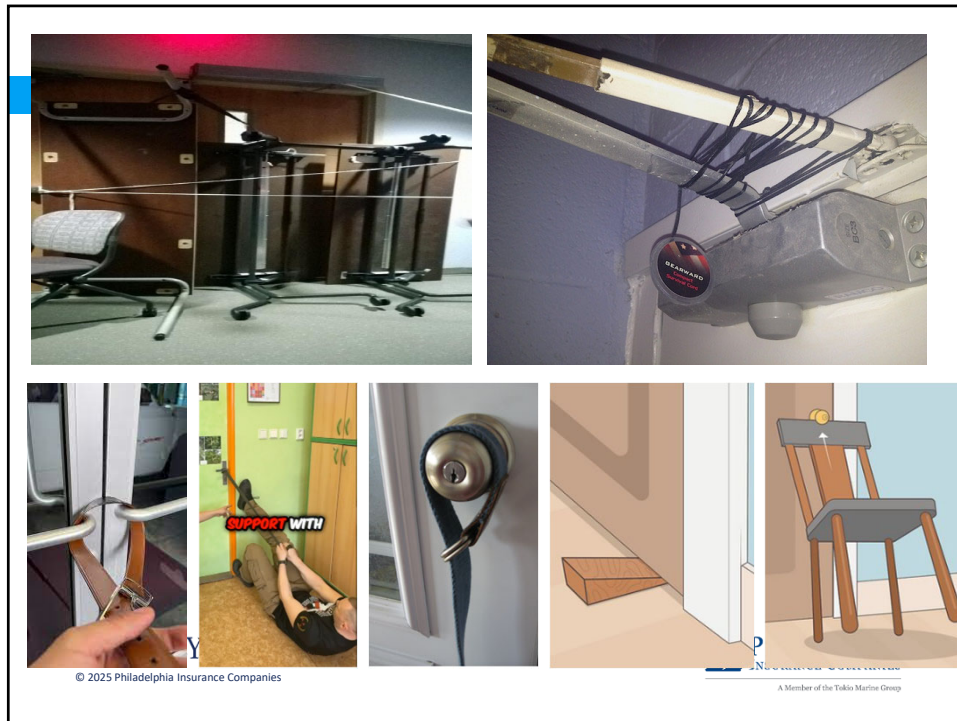
Lockdown: secure your space, be a hard target

- Lock doors, enhanced barricade
- Use active hiding & remain silent
- Plan next steps if needed
- Open door only for uniformed law enforcement

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ALICE

Counter

- Make yourself a hard target
- Reduce shooter's accuracy – dynamic environment
 - OODA loop (observe, orient, decide, act)
 - Noise, distraction, movement, distance all can help
- Defend self
 - Last ditch effort, for life & death situations
 - Allowing some to escape
 - Swarming is effective when you have a numbers advantage
 - Aim for eyes, throat, groin
 - Secure arms, head, firearm
 - Some action is better than no action

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Other considerations

- Exit building with hands empty and in plain view, fingers spread
- No sudden movements around law enforcement
- Don't talk or ask questions to law enforcement
- First responding offices will not tend to injured until assailant is secured
- If you disarm the shooter, put firearm under a upside-down trash can and inform the police

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Other methodologies

- Avoid, Deny, Defend (ADD)
- Run, Hide, Fight

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10 minute break



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Practical take-aways: What's in a plan

- High level training & planning for leaders & key people
 - Initial and ongoing
 - Risk assessment of church: physical and operational
- Training for others who need/desire it
 - Congregation (ALICE, ADD, Run-Hide-Fight)
 - Ushers, trustees, first responders
- Hardening buildings – if necessary or desired
 - Locks, window securement, cameras, interior shelters, exits
- Actively engage individuals with higher risk factors
 - Not profiling, but good welcoming actions
- Drills & reinforcement
 - Staged, table-top, not surprise, re-evaluate and improve plan

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Steps to develop & implement plan

- Gain further knowledge/additional training
 - ADD (no cost), ALICE, CISA (no cost, part of DHS), and FBI
- Read resources
 - Power of Hello
 - Protecting Places of Worship
 - Active Shooter in a House of Worship
 - FBI Active Shooter report
- High level engagement
 - Coordinate with law enforcement
 - Initiate discussions for leaders and key people
 - Determine if special taskforce is needed

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Steps to develop & implement plan

- Church engagement
 - Facility and operational assessment
 - Implement updates from assessment
 - Finalize written plan
 - Provide training to congregants
 - Train ushers on Power of Hello
 - Coordinate with trustees and first responders
 - Conduct tabletop and walk-through drills, re-assess facility annually, implement improvements, and update plan

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The power of hello

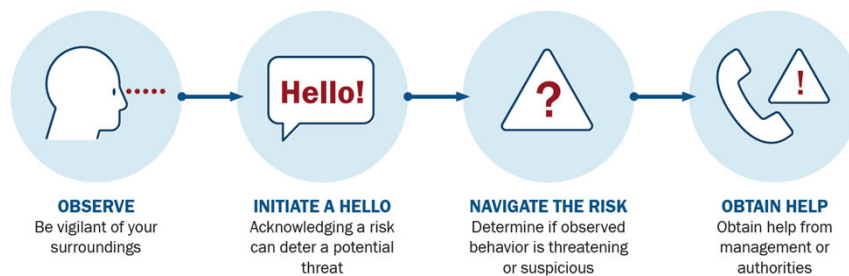
- Proactive approach to engage, discern, de-escalate (if needed or possible), and act
- Identify suspicious behaviors
- Take precautionary actions to mitigate risks
- Protect and preserve individual rights and freedoms
- Welcome/usher team: proactive, warm greeting

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The power of hello



O – H – N – O

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The power of hello

Observe

- Awareness, behaviors, context, attire

Initiate a Hello

- Warm engagement, observant, know indicators

Navigate the risk

- Evaluate with hospitality and awareness

Obtain help

- Involve others trained in de-escalation, remove self if threatened, call 911 if there's a clear threat

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Resources

- Online intruder training through PHLY (no cost)
 - <https://www.phly.com/rms/blog/SmarterNow.aspx>
- ADD training (no cost)
 - <https://elearning.teex.com/login/index.php>
- ALICE training (for a fee)
 - <https://www.alicetraining.com/>
 - Also, check with your local law enforcement
- FBI: Run, Hide, Fight & resources
 - <https://www.fbi.gov/how-we-can-help-you/active-shooter-safety-resources>

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Resources

- Cybersecurity & Infrastructure Security Agency (CISA)
 - <https://www.cisa.gov/topics/physical-security/protecting-houses-worship>
- The Power of Hello
 - <https://www.cisa.gov/resources-tools/resources/power-hello-houses-worship-guide>
- I'm Not Scared (ALICE book for kids, \$8.97)
 - <https://www.amazon.com/Im-Not-Scared-Prepared/dp/1937870286>
- Stop the Bleed
 - <https://www.stopthebleed.org/>

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Conclusion

Proactive approach increases chances of survival

Empower individuals to make the best decision under the circumstance to save their lives

ALICE, ADD, and Run Hide Fight are natural, human responses to threats

Start small and simple, then build from there

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