



ASIS Councils NEWSLETTER

LAW ENFORCEMENT LIAISON COUNCIL
JANUARY 2008



LEADERSHIP 2008

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Mr. James Birch, Ms. Stacy Irving, Mr. Walt Smith

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SEE:

"ASIS Dynamics"
for leadership contact information.

LELC: OPENING REMARKS

From the Desk of Mr. Richard E. Chase, CPP, Chairperson

Happy New Year to all ASIS members and to our security and law enforcement partners both domestically and abroad!

2007 has been a productive year for the LELC! We have formed several successful partnerships with external organizations, as well as taken advantage of opportunities to work closely with and forge a stronger bond with ASIS executive leadership.

Our council members have continued to foster joint collaborations with other ASIS councils, committees, chapters and related security organizations in an effort to promote the 'team approach' to make our communities a safer place in which to live and work.

I would also like to take this opportunity to extend our sincere appreciation to Doctor Kenneth Grover for his past service as the LELC Vice Chairperson. Ken's leadership, dedication and professionalism have brought about greater visibility to the council as we strive to broaden our liaison efforts.

Lastly, please join me in extending a special thanks and welcome to Ms. Oksana Farber for agreeing to serve as the LELC new Vice Chairperson. In Ms. Farber's current position as Vice President of Operations for Hiram Cohen and Sons, Inc., she is responsible for security, operations, human resources and business development strategies. Ms. Farber has more than 20 years of loss prevention and human resources experience, as well as customer-service expertise. We look forward to Ms. Farber's leadership and strategic direction for the coming year.

Once again, my colleagues and I on the LELC invite you to join us in making a difference in 2008!

WHAT IS LELC...HOW DOES IT WORK?

Editor: Jim Fetzer, CPP

As with many organizations, there are committees that form the skeleton of the organization. Our mission statements below will give you the "meat" on those skeletal organizational bones. LELC has ten sub-committees. We are focusing on two of those sub-committees.

PUBLICATION:

MISSION STATEMENT:

The Publication Committee of the LELC is tasked with comprehensive communications promoting Law Enforcement-Private Security cooperation in support of the LELC Strategy Plan, by publishing a monthly newsletter. The newsletter will feature LELC Programs, educational programs, law enforcement liaison news from the international, national, and ASIS local chapters. The Newsletter will feature articles from the LELC membership and ASIS News articles whose subjects parallel the LELC Strategic Plan. Future publications will be developed and distributed supporting the LELC mission, topical issues, emerging trends, and teaming efforts between ASIS/LELC and external stakeholders, and publication support, as needed, for LELC.

SCHOOL VIOLENCE:

MISSION STATEMENT

The School Violence Committee of the Law Enforcement Liaison Council provides information, references and resources for ASIS International and its various Councils. The School Violence Committee emphasizes and fosters the cooperation and partnership between law enforcement and the many public stakeholders who are responsible for the safety and security of the school environment.

We will focus on two more sub-committees next month.

“WHY COPS LIKE ASIS INTERNATIONAL”

ASIS International, LELC Newsletter gratefully acknowledges “Security Info Watch Magazine” for their permission to re-print an article written by Keith R. Lavery, M.A. a law enforcement educator in Ohio, and the Law Enforcement Liaison for the Cleveland Ohio, ASIS International Chapter. Thanks also to Tom Conley, CPP LELC member for telling us about the article.

What is it about cops and acronyms? Expressions of foul language denoted as SNAFU, FUBAR, and HUA. Tasks or events described as INFOSEC, PHYSEC, or SITREP. Then we have the “alphabet soup” of law enforcement agencies at the federal level of government. Some are well known such as the FBI, DEA, USMS and others not so well known such as OSI, DSS and so on. The point is that these abbreviations, although they represent important facets of law enforcement, never helped me in my policing career, except for one: ASIS.

If you have been a cop for any significant amount of time you have learned that networking is absolutely key to being successful. The old adage is true: “It is not important to always know the right answer, but to know where to find it”. That is what ASIS does for a cop. It puts the police – at least once a month “shoulder to shoulder” at meetings – in contact with their private security counter parts.

ASIS, founded in 1955, originally stood for the “American Society for Industrial Security” and has been recently changed to “ASIS International” (for good reason: there are over 33,000 members world wide), but within in the industry it is known as just ASIS. Basically put, your local chapter membership contains the “Who’s Who” of not only security, but those seeking to be *informed* law enforcement as well. Let’s face it, if an active-shooter steps into your local shopping mall with deadly intentions then the first responder is guess who? Not you. It will be mall security. Therefore, as a tactically oriented and forward thinking cop I would want to obtain whatever floor plan (at a minimum) of the mall that I could before the potential catastrophe. I may even as a patrol supervisor or SWAT commander want to rehearse a full blown deployment or at least a table top exercise. Whether training for the eventuality or actually responding to the real thing, it pays to know who the security manager is at the mall, or anywhere for that matter, before the first shots are fired. To be effective, you have to network.

A critical part of networking is meeting the right people at the right time when they are willing to speak with you and I have found that this most often occurs at our local chapter meeting in Cleveland, Ohio. The meetings are informative and whenever I have attended the speaker is always a subject matter expert who offers tremendous insight that I have been able to use as a police officer either that day or shortly thereafter (sorry, but how many of us can say the same for police seminars we have been to?). Topics range from Counter-Terrorism, HAZMAT, Intelligence and other current worldly issues. Being a member of your local chapter and the international organization too provides additional benefits beyond the professional interaction. For example, there are certification programs such as “Certified Protection Professional”, which is a security administrator designation required for many security supervisory roles, both for public and private entities. Detectives interested in pursuing private investigations, or better their current snooping skills,

can earn the board certified "Professional Certified Investigator," or those who are "bit and byte" oriented can seek to obtain the "Physical Security Specialist" credentials.

Personally, what I have found to be the greatest reward of membership is the organization's collective knowledge, which is freely available to its members. It is rare to have so many experts confined to such a small space, such as what you find at the local meeting. I find it stimulating to interact with professionals who have a common interest, but whose particular security focus is so diverse. For instance, it is common at our meetings for me to be seated at a table listening to a speaker and sitting on my left is the corporate security manager responsible for the safeguarding of a financial institution with over 3,000 different locations around the country. On my right is a supervisory agent for a national railway policing agency, and others at the table include a Secret Service agent, hospital security director and a security manager for a large chemical company, in addition to police chiefs from local agencies.

For businesses, time is money, and for everyone else, time is limited. Time spent with ASIS is time well spent.

LAW ENFORCEMENT'S ENTRY into PRIVATE SECURITY

Ira S. Somerson, CPP Chairperson LELC Subject Matter Experts, Jim Fetzer CPP Editor

This writer *highly admires* the profession of law enforcement. I have provided lectures to various police academies, worked on assignments with public law enforcement in high profile cases, been involved with the ASIS International Law Enforcement Liaison Council [LELC], the Private Security Liaison Council (PSLC) of the International Association of Chiefs of Police (IACP), and chaired the TIPLINE program in coordination with the Citizens Crime Commission of Delaware Valley (Philadelphia, PA area). I have rarely, if ever, worked with senior law enforcement executives that were not deserving of their rise to the top of their profession. In law enforcement, the old adage "cream rises to the top" is a truism. Cynics give other reasons, but I challenge their attitude. When law enforcement executives enter private security, in particular security management, I (and many of my colleagues) do have a problem. The following discussion is intended to clarify this.

There is good and bad news for a candidate seeking security management employment:

Good- Most business executives (mostly from H.R.) have *not* learned what experience and qualifications the candidates must have for a security management position. They *perceive* that candidates from law enforcement are better. After all, they are or were *cops!* There are many reasons for this, but that's another article. Therefore candidates from law enforcement executive level positions (e.g. federal, state, local, etc.) have an excellent entry to senior corporate management. They are *perceived* as being better because of their law enforcement background. Many law enforcement officers I have spoken with about this perception are like-minded to business executives. I'm not quite sure why (nor is it appropriate for a security consultant without certification or having a degree in psychology to opine on this general observation). This perception may cloud their own objectivity and be a negative for them when they first enter the private security management profession. So what is the bottom line? Persons leaving executive police positions have a better shot at being hired for a security management position. If they are seriously interested in security management, they will be involved in a career providing them a one-up on day-to-day security operations because of their police executive skills, be part of a dynamic profession growing exponentially, and work with others in the security profession that are also the "cream rising to the top."

Bad- After they get hired, many former law enforcement executives experience a cultural shock in dealing with the convoluted agenda at the private security level, which they never experienced in a law enforcement executive position. This is not at all similar to law enforcement management. If they aggressively educate themselves, seek the appropriate certifications, and network with experienced security management executives, there is a very good chance that they will eventually succeed. It's a matter of attitude; if they can perceive and respond to the business shortcomings of their prior law enforcement background, which did not prepare them for a security management position and how that prior experience may limit their performance and productivity in private security; then they are way ahead of the problem if they have made the right decision to continue their education. Too many law enforcement executives have been acclimated to the wrong impression of private security (another article?). They do not understand the mission and goals (agenda) of the private security management business, thereby failing to value its enormous positive impact to crime prevention and its very necessary net present value to corporate America's bottom line. Additionally, many mistakenly believe that their entry into security management is a no-brainer double-dip: that it will be a "snap" job in conjunction with their retirement income. Others realize and accept their new challenge and enter an honorable profession that is equal to or far more challenging than the one they left.

There are exceptions: Law enforcement executives do enter the security management profession and become outstanding security management executives. This primarily has to do with *where* they were previously assigned, *who* they are (*unique background*), and their experience with communications at various levels from their prior law enforcement position. Prior to entering security management, it is very much an anomaly when it happens without other intervening events and decision-making experiences.

“The Integration of Virtual Public-Private Partnership’s into Local Law Enforcement to Achieve Enhanced Intelligence-Led Policing: Part 3

Masters Degree Thesis: Naval Postgraduate School, Monterey, CA Center for Homeland Defense & Security. Inspector Matthew Simeone, Nassau County New York Police Department, LELC member

In this, the third installment in this series, we will look at a segment dealing with the interpersonal dynamics of partnerships. After discussing trust and empathy, two vital ingredients to achieving any real partnership, the chapter examines the asymmetrical nature of police-private sector partnerships. I believe that this dynamic is inherent in most police-private sector interactions and that gaining insight is the first step in addressing the problem. The following is an excerpt from Chapter 3:

While there are factors that can support relationships by helping them to develop and flourish, there is a dynamic present in police partnerships that produces asymmetry and can create an obstacle to effective communication. This dynamic involves the underlying influence of power in partnerships involving law enforcement.

While working as the supervisor of a community policing detail in Nassau County, New York, in the late 1990s, the author often received feedback from community residents about officers who had represented the police department at community meetings. Occasionally, this feedback included comments describing officers as “cold,” having “an attitude,” or just “not very friendly.” In many of these instances, residents were referring to competent police officers who were otherwise highly motivated and had positive attitudes towards the community.

In examining the contributing factors potentially responsible for this perception, one factor may have been empathic deficits in some of these officers. However, there are several other dynamics at work in police-private sector partnerships that may present obstacles to effective police-community partnerships. One of these factors may stem directly from the very authority that enables officers to perform their duties.

Law enforcement-private sector partnerships inherently involve asymmetrical relations stemming from the inference of police power.¹ In other words, the authoritative presence that officers rely on to perform their enforcement work on our streets, works against them as they try to form partnerships.

Police, by the mere fact that they have been granted special authority by the state and are society’s enforcers of laws, bring a certain level of perceived power into a relationship. Both nonverbal cues, such as the uniform and military bearing, as well as verbal cues, which may include the use of technical jargon or a military-like formality in the use of language, contribute to perpetuating this power imbalance.²

In describing the use of language, specifically technical jargon, by police in Mount Pleasant, Vancouver and its effect on this power asymmetry, Stephen R. Schneider, an academic and researcher from Saint Mary’s University, Nova Scotia, writes:

Block Watch manuals and pamphlets circulated to members begin by describing crime as occurring when a motivated offender and an undefended space or a victim intersects . . . This instructional literature then advises participants to act in an instrumental manner to deter or detect potential offenders. In Vancouver, the technocratic crime prevention pedagogy has been displayed by police officers who train Block Watch Captains or who speak at Block Watch meetings. Observations of Block Watch meetings held with Mount Pleasant residents, for example, reveal that many police officers stress the technical aspects and instrumental strategies of Block Watch, such as surveillance, target hardening, and property-marking.³

Few officers, notes Schneider, stressed the social reasons for participating in a neighborhood watch program such as, watching out for your neighbor, helping to make your community a safer place, or fulfilling civic responsibility.⁴

A basic mantra to effective communications is to “know your audience.”⁵ Therefore, officers must speak to residents and potential partners at their level. The need for this insight extends to those who prepare written materials and who train officers to present to the community. In using technical jargon or legalese in

situations in which it is not fully understood, officers inadvertently distance themselves from their intended audience and reinforce this asymmetrical power relationship.

Although the exercise of power and control is a critical part of an officer's law enforcement duties, power and responsibility must be shared if a partnership is to be truly successful. Therefore, police officers should first gain insight into the power dynamic inherent in police-private sector partnerships, and second, attempt to attenuate the projection of power in these relationships.

There are several ways officers can attenuate power, such as: engaging in empathic listening; sharing control over crime prevention decision making and resources; showing respect; and avoiding technical jargon unless it is language the partner clearly understands.⁶

The empowering effect of education and its correlation with socio-economic status would suggest that the higher the socio-economic level of the private sector partner, the less pronounced this power asymmetry.⁷ Theoretically, this would mean that there is a level at which the social power of the police and private sector partners may become symmetrical, at which point power differential would no longer be a hindering factor in the partnership.

Conversely, this would also mean that in low socioeconomic communities there would tend to be a greater differential in power and, consequently, greater difficulty in communicating effectively. Unfortunately, this dynamic may limit the potential for community policing in the very communities that need it the most.⁸

ENDNOTES

¹ Stephen R. Schneider, "Overcoming Barriers to Communication Between Police and Socially Disadvantaged Neighborhoods: A Critical Theory of Community Policing," *Crime, Law & Social Change*, 30: 347.

² Schneider, "Overcoming Barriers to Communication," 368; George James, "Ideas & Trends; Sharper Image: The N.Y.P.D. Dresses for Success," *New York Times*, November 27, 1994.

³ *Ibid.*, 360.

⁴ *Ibid.*

⁵ National Governors Association Center for Best Practices website, *NCLB Communication: Know Your Audience*.

⁶ Schneider, "Overcoming Barriers to Communication," 347.

⁷ Sirpa Sarlio-Lahteenkorva; Karri Silventoinen; Eero Lahelma, "Relative Weight and Income at Different Levels of Socioeconomic Status," *American Journal of Public Health*; March 2004; 94, 3: 469. Study demonstrated a positive correlation between socioeconomic status and income; U.S. Census website, 2005. U.S. Census data shows a strong positive relationship between income and education.

⁸ Schneider, "Overcoming Barriers to Communication," 369.

The entire thesis can be accessed at the Homeland Security Digital Library:
https://www.hsdl.org/homesec/docs/theses/07Sep_Simeone.pdf&code=6504ccfaa5139d188f1958dbf5bf3a7d



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