

MAY/JUNE 2021

# BEST PRACTICES:

## SCHOOL AND CAMPUS SECURITY

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Understanding the role bias plays in school security is critical. Lecture-based training won't cut it though—for people to get a clear picture of their own bias and how it shapes their actions and attitudes, they need an immersive experience. **Page 2, 4**

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# PLANNING EFFECTIVE IMPLICIT BIAS TRAINING

Understanding the role bias plays in school security is critical. Lecture training won't cut it though—for people to get a clear picture of their own bias and how it shapes their actions and attitudes, they need an immersive experience.



Fast forward to today. In a discussion with two security experts on the dangers of implicit bias on school campuses, Jane Elliott's exercise is right on the tip of the tongue when discussing proactive training of school administrative and security staff to mitigate the damage that implicit bias can cause.

"I think you go back and think of Jane Elliott—the blue-eyed, brown-eyed test—that immersive experiment and ones like it are the most impactful training." So says Malcolm Reid, CPP, managing director of Brison LLC, a risk management consultancy firm. He is also on the ASIS Global Board of Directors and works on

Fifty-three years ago, a schoolteacher in Iowa wanted to teach her third-grade students a lesson. Martin Luther King, Jr., had been assassinated the previous day, and she wanted the students to understand prejudice and racism.

The experiment Jane Elliott devised has been immortalized in news accounts, lectures, even documentaries. You know it as the Blue Eyes & Brown Eyes Exercise. She used eye color to segregate the children, giving advantages to the group with a certain color eye. The exercise was spectacularly successful—children with the preferred eye color quickly exercised their control to dominate the other children. Those with the eye color deemed inferior became timid and did worse on simple tests and exercises. She then flipped the script, to see if the previously dominated children would be more tolerant once they had power. The result: No, not even a little. The children—and many children and adults since then—certainly came to understand prejudice and racism in a new way.

ASIS's Diversity, Equity, and Inclusion Taskforce. He continues: "They were immersed in the experiment, and it really helped them understand what it is like to be in a discriminatory situation. Reading theory will just be like water off a duck's back and the training will not be beneficial. But if you give people an experience like that, the training can have a real, positive impact."

Carlton Gerald, CPP the security and emergency operations coordinator at Alexandria City, Virginia, Public Schools, heartily agrees with Reid. Previously Gerald had managed the Emergency Planning and Guidance Unit for Washington, DC, Public Schools, and he is a threat assessment trainer for the U.S. Department of Education Readiness and Emergency Management for Schools (REMS) Technical Assistance Center. "As a trainer, I've gotten more out of people through scenarios than instruction alone," Gerald says. "You want to put them in situations so they

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can develop a deeper understanding. You can show videos of situations, ideally ones that have some ambiguity about them. And then have participants talk through the situations as a group. That's the way to help them understand their own true north, their own implicit bias. You have a much better chance of them altering their world view if they have that self-understanding as part of it."

Gerald notes that the Center for School and Campus Safety, part of Virginia's Department of Criminal Justice Services, has a comprehensive training curriculum called the School Resource Officer and School Administrator Basic Course, in which school security officers, school resource officers from the local police force, and school administrators all train on school safety and security issues at the same time. "This allows for all the parties to have a very clear understanding of each other's roles and responsibilities," he says.

They also say that to truly make an impact, diversity, equity, and inclusion training cannot be a one-and-done thing. The training must be woven into everyday interactions. The best

training is one where the participants feel the freedom to respectfully call back to the training to discuss situations that arise. Both Gerald and Reid shared an experience in which in a professional setting someone assumed they had a function that they did not.

"That can be a teachable moment," Reid says. "When you get an opportunity or a moment to educate someone, that can be a real shining light. It can help change someone's perspective going forward."

Making it an effective teachable moment, however, takes both tact and openness, and not every moment in which implicit bias is apparent will be the right opportunity. However, among groups who have had the same or similar training, using the training as a reference point to engage in real-life dialog—not just dialog based on a simulation—can be an incredibly powerful tool.

*Scott Briscoe is content development director for ASIS International.*



# SCHOOL AND CAMPUS SECURITY

Our world is full of threats both external and internal, but there are steps you can take — some that you may not have considered — to mitigate the threat before it arrives at your front door.

## Prevention is the key.

How do you allow authorized staff to move freely through your facility, but still allow egress during an emergency? Are you vulnerable to attacks by a disgruntled staff member, begrudged student, or stranger off the street?

We give these threats little thought until the unthinkable is broadcast on national news and then we scramble to ensure our faculty and students are not exposed to such a threat. Examining security and safety on your campus can help prevent these threats from materializing. Enhance life safety and security measures on your campus with the addition of cutting-edge technology that works in conjunction with your existing systems, such as:

1. Perimeter emergency exit and access control
2. Lockdown systems

1) Perimeter emergency exit and access control  
Playgrounds with emergency exit gates that open near a busy street can be cause for concern. Where life safety codes restrict traditional locking of these gates, weatherized delayed egress may be an acceptable application, depending on the authority having jurisdiction. Weatherized delayed egress systems encourage students to move away from the area by emitting an alarm, providing staff time to react before the gate unlocks and helping to avoid a dangerous situation. Weatherized delayed egress systems are tied into a fire alarm override, providing undelayed exit during a fire emergency.

## 2) Lockdown Systems

One way to lock down your campus that has been overlooked is the use of exit devices with electric dogging. When installed throughout a facility, electric dogging allows all locking devices to be “energized” by one control switch that can be located in a centralized area, such as the main office. Electric dogging keeps doors in push/pull configuration, re-



verts to secure mode when electricity is removed, which prevents entry at every door equipped with this type of device.

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## MORE INFORMATION



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# MAKE CAMPUS SAFETY AND SECURITY A KEY PERFORMANCE INDICATOR

Safety and security for your school is, and always has been, a priority. Technology throughout your building(s) can be optimized to comply with changing industry regulations and guidelines. Honeywell offers a range of stand-alone and integrated solutions to help you create and manage a healthier space for students and staff, and the expertise to deliver a measurable return on investment and quick implementation. Learn how Honeywell can help you apply for federal or state grant monies available for public or private schools to stay safer on a strict budget.

## EMPLOY THERMAL SCREENING TO HELP KEEP PEOPLE SAFER

Minimize potential exposure to students, staff and visitors by pre-screening for elevated skin temperatures at entrances and control access based on specific parameters.

## DETERMINE THE RIGHT THERMAL SCREENING SOLUTION

Honeywell has a variety of thermal camera and reader offerings which screen for elevated skin temperatures as an initial safety checkpoint. Whether you need individual readers or NDAA compliant large area thermal detection to get people inside safely and quickly in an affordable way, we have a solution for you.

## MONITOR FOR MASK AND SOCIAL DISTANCING GUIDELINE ADHERENCE

Advancements in video analytics have made it possible to determine if a person is wearing a mask—or even maintaining proper social distancing. Chances are, you're already using video cameras for surveillance, so let's take it a step further.

## MANAGE AND AUTOMATE OCCUPANCY DENSITY USING INTELLIGENT VIDEO ANALYTICS

Maintaining a safe distance is important, and so is the flow of people. Integrated security solutions with video surveillance and advanced video analytics can help manage the flow and count of building occupants based on your threshold for building size, and regulatory compliance. Automating people flow and counting helps reduce personnel required to staff



doors, and reduces human error associated with manually counting people at entrances. System generated reports can help manage compliance guidelines, gain valuable business insights and show a return on investment.

## USE YOUR SECURITY SYSTEM TO TRACE CONTACTS POTENTIALLY EXPOSED TO A CONTAGION

Support contact tracing on campuses with advanced analytics, facial recognition, historical access credential tracking, and incident management workflows.

## TOUCH-FREE AND FRICTIONLESS ACCESS CONTROL SOLUTIONS

By integrating technologies such as AI, bluetooth, facial recognition, and passive infrared sensors, Honeywell can help create a building access control system that is completely touch-free.

## GUNSHOT DETECTION AND LOCKDOWN SYSTEM

Keeping people safer and healthier on your campus is bigger than temperature screening and mask detection. Implementing technologies that work with access control systems to lockdown areas and quickly alert first responders in an emergency situation is important. EAGL Gunshot Detection and Lockdown System integrates with Pro-Watch Security Management Suite to help protect people in active shooter scenarios.

### MORE INFORMATION

# Honeywell

Website:  
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