



PREPARING FOR AND RESPONDING TO ACTIVE SHOOTER INCIDENTS FOR LOCAL GOVERNMENTS

Tuesday, January 31, 2023

2:00 - 3:00 P.M. EDT



AGENDA

- Defining Active Shooter Incidents
- Planning and Preparing for Active Shooter Response
- Immediate Active Shooter Incident Response
- Early, Mid-Term, and Long-Term Recovery
- Questions & Answers
- Closeout/Next Steps

WEBINAR GOALS

After participating in this webinar, participants will be able to:



Explain what constitutes an Active Shooter incident.



Explore vital steps for active shooter planning and preparedness.



Emphasize critical protocols for immediate response to an active shooter situation.



Summarize essential procedures for Early, Mid-Term, and Long-Term Recovery.



Share resources and support available for active shooter planning and recovery.

POLL QUESTIONS

*Go to www.menti.com
and use the code #####*

The Department of Homeland Security says an Active Shooter has a pattern of choosing victims.

- a) True
- b) False

According to the Department of Homeland Security, an Active Shooter incident is over very quickly, usually under 15 minutes.

- a) True
- b) False

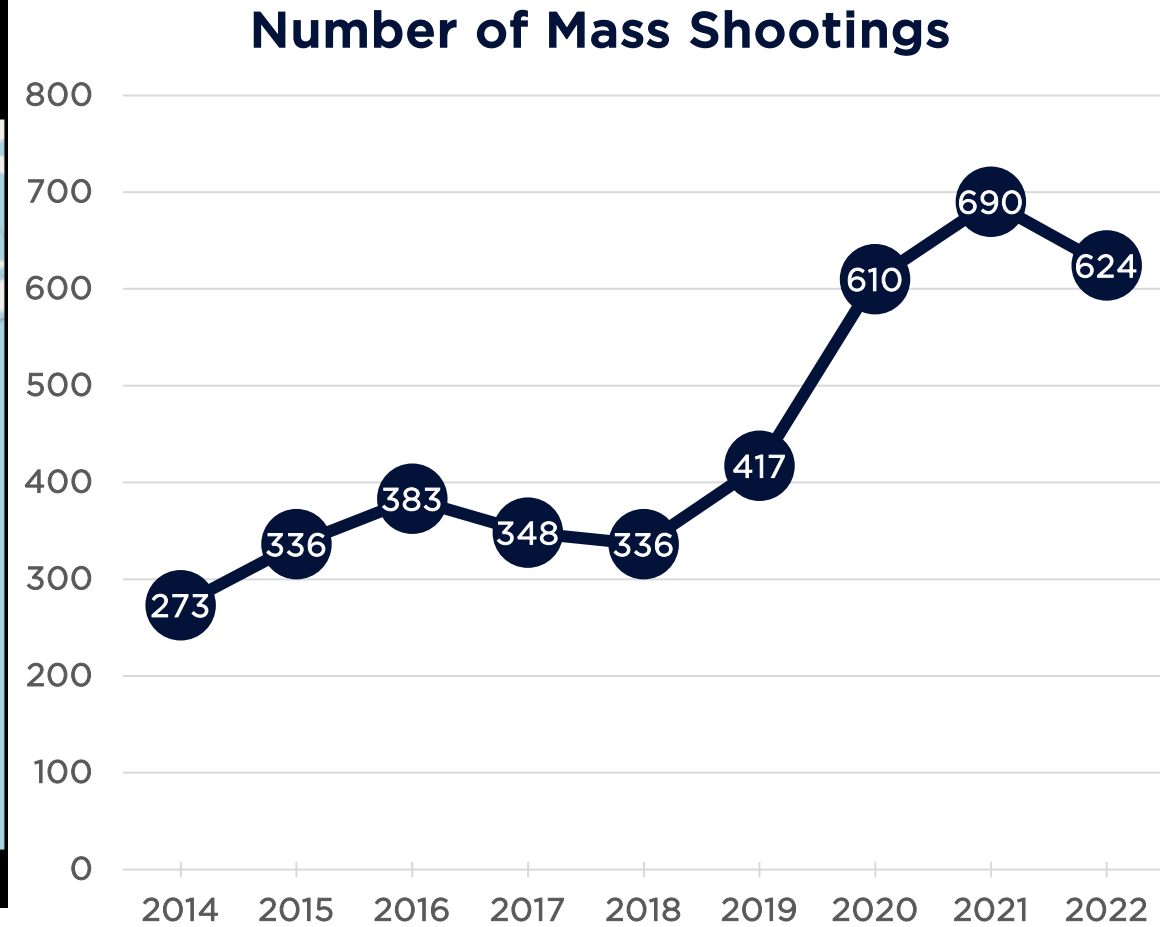
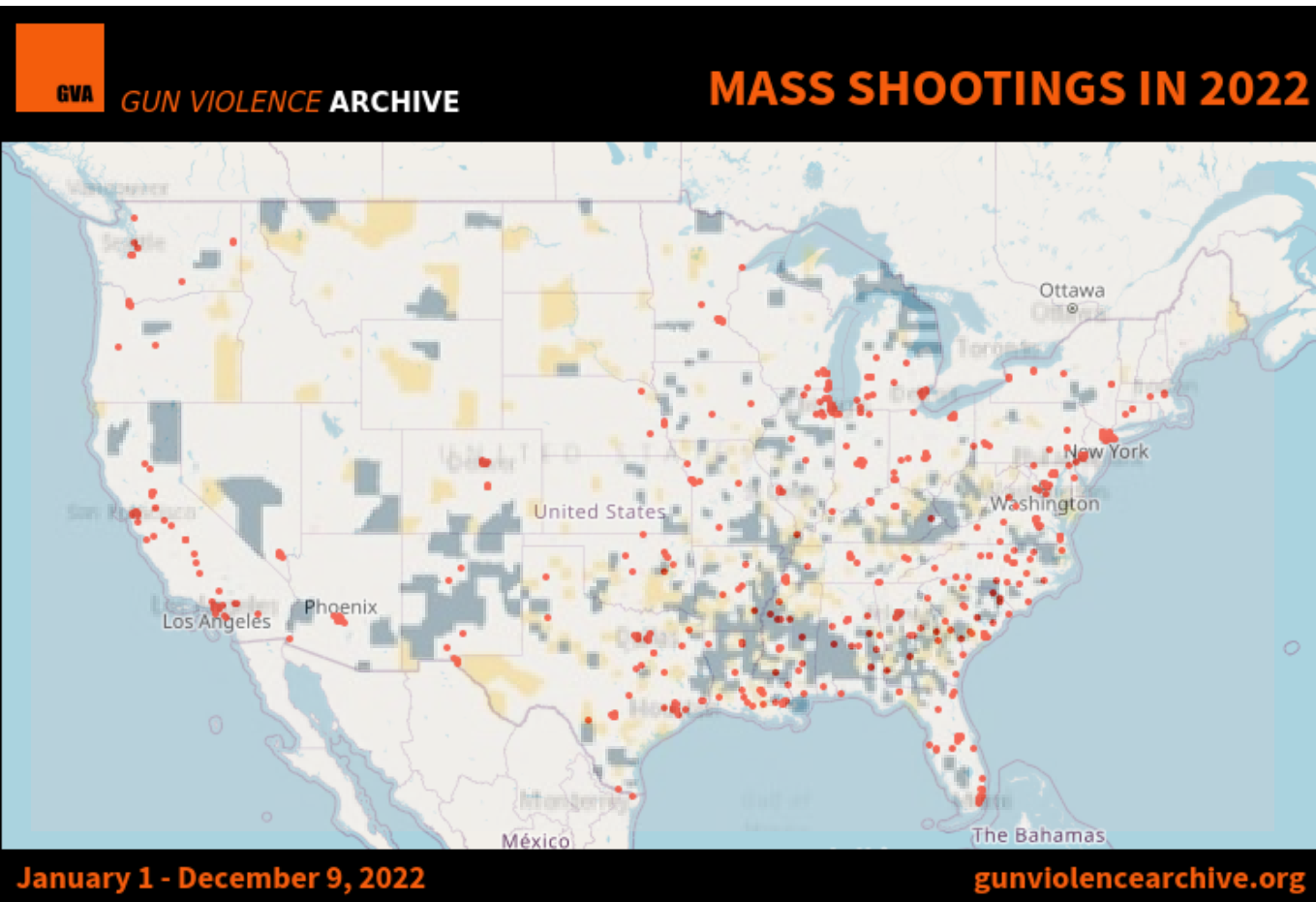
State and local governments do a good job of communicating/sharing Active Shooter awareness and resources.

- a) Agree
- b) Disagree



DEFINING ACTIVE SHOOTER INCIDENTS

KEY STATISTICS



TERMINOLOGY

Mass Shooting: multiple-victim shooting incidents that occur in connection with some other crime (e.g. felony-related shootings where both the victims and offenders may be involved in unlawful activities, organized crime, gang activity, drug deals, and domestic disputes).

Active Shooter Incident: an event involving one or more suspects who participate in an ongoing, random, or systematic shooting spree, demonstrating the intent to harm others with the objective of mass murder.

2021

**Mass Shootings
624**

Other types of mass shootings can include:

- Familicide
- Homicide in Robberies
- Home Invasions
- Drivebys
- Defensive Use

**Active
Shooter
Incidents
61**

PLANNING AND PREPARING FOR ACTIVE SHOOTER RESPONSE

POLL QUESTIONS

What challenges is your community facing in preparing for an active shooter incident? (denial that this could happen, cost of creating plans, limited time for planning, etc.)

When was the last time you assessed your physical plant and surroundings for security and tested your security policies and procedures?

- a) Within the past year
- b) More than 1 ago
- c) Never, as far I know



OVERCOMING CONSTRAINTS

Challenges	Strategies
Capacity Constraints	<ul style="list-style-type: none">• Allocate Existing Professional Development Time• Request Assistance from Local Agencies
Perception of Low-Probability Events as Only Occurring in “Other Places”	<ul style="list-style-type: none">• Accept that Distressed Communities Can Result in More Vulnerable and Stressed Individuals• Access & Share Free Federal Resources
Few Community Mental Health Resources	<ul style="list-style-type: none">• Complete Free Psychological First Aid Training• Lobbying and Advocacy for Community Resources
Widely Varied Potential Circumstances Across Departments	<ul style="list-style-type: none">• Start with One Facility at a Time• Set Attainable Goal and Make Incremental Progress
Varying Degree of Expertise Amongst Staff and across Business Units	<ul style="list-style-type: none">• Educate Staff and Incentivize Leadership in Plan Development• Involve Local Subject Matter Experts (e.g. First Responders)

PREPARING A PLAN IS VITAL



Vulnerability Assessment



Institutional Hardening



Training Staff/Occupants



Agency Coordination



Long-Term Recovery & Evaluation





VULNERABILITY ASSESSMENT



Who can conduct a Vulnerability Assessment?

- Everyone regularly occupying a facility can be involved
- Local Law Enforcement can be consulted



When can a Vulnerability Assessment be conducted?

- At a staff meeting, professional development training, during an in-service

Critical questions to ask during an assessment:

- How easily could someone access your site?
- What is the ease of movement throughout the site?
- What are your lockdown and video surveillance capabilities?
- What is the location of entry/exit points and evacuation routes?
- What is the security presence on-site?
- What notification procedures are in place if an event occurs?



INSTITUTIONAL HARDENING



Physical Controls

- door locking and keypad/card access systems
- fencing
- gates
- security cameras

These controls typically involve some costs. Refer to [Slide 18](#) for grant information. Consider using existing maintenance staff to assist in installations.

Procedural Controls

- employee screening
- threat reporting requirements
- evacuation drills
- lockdown procedures

TIP: Use [existing templates](#)

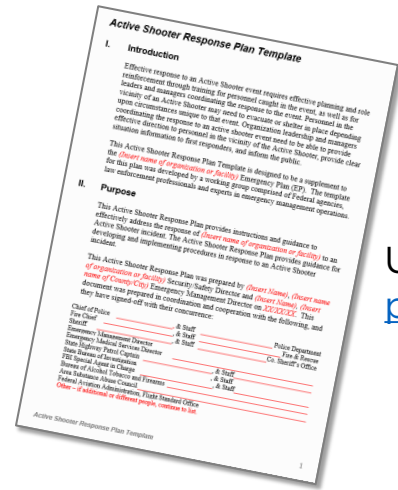
These controls can be low or no-cost, but they do require time. HR staff may have access to resources through professional associations. Use any existing lock-down plans as a foundation.



TRAINING STAFF/OCCUPANTS



Training Type	Purpose	Potential Facilitators
Tabletop Exercises	<ul style="list-style-type: none"> Evaluate an organization's written plan Identify areas of improvement Assess ability to effectively implement its response plan 	<ul style="list-style-type: none"> High-Level Leadership Subject Matter Expert (e.g. first responder) Chair of volunteer committee
Communication Exercises	<ul style="list-style-type: none"> Assign and rehearse internal communication methods and responsibilities Determine how to alert outside agencies Develop scripts for communicating with those impacted by the incident and the media 	<ul style="list-style-type: none"> Communications Specialist from within staff (e.g. in Mayor's Office) Public-facing spokesperson Subject Matter Expert (e.g. first responder)



Use [free manuals provided by CISA](#)

Media Statement: All Clear – No Active Shooter

December 15, 2022 | Jackie Carr

Early this morning, December 15, an emergency response code was called at UC San Diego Health to investigate a loud, unidentified noise heard on the Jacobs Medical Center campus. The noise was heard by several staff members and nearby local authorities to ensure the safety of the community.

Fortunately, it was quickly determined that the noise was not a threat. While this was a false alarm, we appreciate the cooperation and support of the community in helping to ensure the safety of our campus.

UC San Diego Health and Jacobs Medical Center are being off

MEDIA RELEASE: ACTIVE SHOOTER INCIDENT AT WAL MART



Chesapeake, VA (November 23, 2022) On November 22, 2022, at around 10:12 p.m., Chesapeake Police responded to the Wal Mart located at 2015 South Gate in Chesapeake to investigate an active shooter inside the store. The first officers arrived on scene within two minutes, at around 10:14 p.m. and officers entered the store at around 10:16 p.m.

Once inside the store, officers began locating and evacuating occupants of the store. Officers located several injured and deceased individuals during their search. At least 5 injured persons were transported to local hospitals for further treatment. There was a total of seven fatalities. Three individuals, including the shooter, were located deceased in the break room of the store. One victim was located deceased near the front of the store. These other victims were transported to local hospitals for further treatment, but succumbed to their injuries.

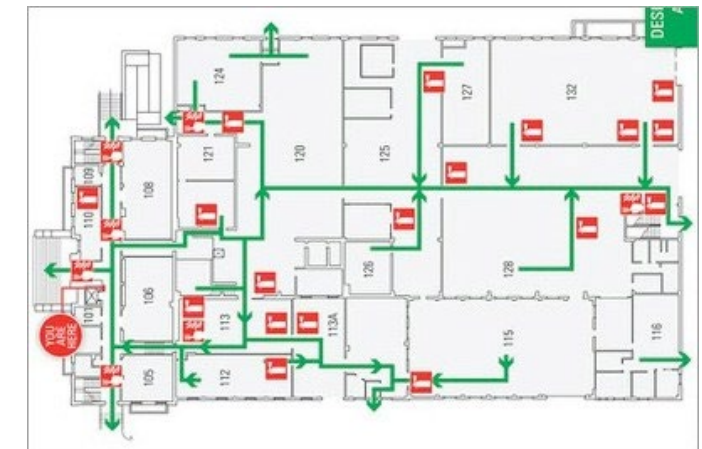
The shooter has been identified as 33 year old Andre Bing of Chesapeake, VA. Bing was shot upon police arrival on the scene. At the time it is believed Mr. Bing shot from a self-inflicted gun shot wound. Mr. Bing has been identified as an employee of Wal Mart. He was armed with one handgun and several magazines on his person. Mr. Bing was dressed in civilian clothing and was not wearing any type of armor or ballistic vest. A photo of Mr. Bing is attached to this e-mail.



TRAINING STAFF/OCCUPANTS



Training Type	Purpose	Potential Facilitators
Tactical Exercises	<ul style="list-style-type: none">Practice a specific portion of the plan in order to simulate that scenario (e.g. if the facility has lockdown capabilities, a tactical exercise could focus on what is required during a lockdown)	<ul style="list-style-type: none">Mid-level leadership (e.g. senior dept. staff, office suite designees, teachers, members of volunteer committee who drafted the plan)
Full-scale Exercises	<ul style="list-style-type: none">Simulate an actual incident to test the entire emergency response systemBoth internal response and that of responding agencies participate	<ul style="list-style-type: none">Mid-level leadership & anyone involved in lock-down proceduresShould not be overly graphic or realistic - just practice proceduresOversight/Drill validation by Subject Matter Expert (e.g. first responder)





AGENCY COORDINATION



Consider Involving the Following Agencies in Planning:

- Local Police, Sheriffs, or Private Security Districts (if applicable)
- EMS and Nearby Hospitals
- Fire Department
- Red Cross and Similar Social Service Organizations in Your Area

Which Can Assist with:

- Ending the Threat
- Treating Injuries
- Evacuating the Site
- Reuniting Loved Ones and Connecting Survivors to Mental Health Resources

Other Benefits:

- First Responders Become Familiar with Public Facilities
- Open Exchange of Information and Ideas
- Suggestions for Improving Site Security
- Strengthening the Overall Response Plan



LONG-TERM RECOVERY & EVALUATION



Care for Those Impacted:

- Counseling for coping with the experience
- Assisting with significant personnel needs
- Bereavement period policies
- Exceptional needs leave policy accommodations
- Extension of similar benefits to loved ones

Business Continuity:

- Minimize the impact on operations
- As a governmental institution, continuing to provide critical services to the community
- Limit any interruptions
- Alternative locations (facility may be shut down while law enforcement processes the crime scene)
- Cross-training staff

HOTLINES

- [988 Suicide & Crisis Lifeline](#): 988
24/7 access to trained counselors who can help people experiencing emotional distress.
- [Crisis Text Line](#): Text GOT5 to 741741.
An anonymous texting service available 24/7.
- [SAMHSA Disaster Distress Helpline](#): 1-800-985-5990
Provides 24/7 crisis counseling and support to people experiencing emotional distress related to natural or human-caused disasters.

**CONTINUALLY EXAMINE AND ASSESS
RESPONSE PLANS.**



SAVE TIME: Business continuity plans can serve multiple purposes (ex. also applicable to natural disaster)

FUNDING OPPORTUNITIES - PREPAREDNESS

Grant Name/Link	Agency	Description
State Homeland Security Program (SHSP)	FEMA/DHS	The SHSP grant program is part of the Homeland Security Grant Program, which awards fund to State Administrative Agency's for use in preparing for mass violence/terrorism events.
Urban Area Security Initiative (UASI)	FEMA/DHS	The UASI grant program is part of the Homeland Security Grant Program. It awards funds to cities that are designated as high risk for terrorist attacks for emergency preparedness.
Operation Stonegarden (OPSG)	FEMA/DHS	The OPSG grant program is part of the Homeland Security Grant Program. It awards funds to states and communities near the U.S. border that are high risk for terrorist attacks and/or mass violence emergencies.
Nonprofit Security Grant Program	FEMA	The Nonprofit Security Grant Program provides funding to nonprofits at high risk of terrorist attack because of their mission, so that they can enhance their physical security.
School Violence Prevention Program	Dept. of Justice, Community Oriented Policing Services	This grant provides funding to implement school safety measures at K-12 schools and on school grounds. These measures can include physical security enhancements, trainings for staff, emergency notification technology, and more.
Community Facilities Direct Loan & Grant Program	USDA Office of Rural Development	This program provides affordable loans and grant funding to rural communities for the development of essential community facilities like medical clinics and police stations. Local governments and nonprofit organizations in rural areas with no more than 20,000 residents according to U.S. Census Data. Low-income communities and towns with fewer than 10,000 residents are prioritized for assistance.
Preparing for Active Shooter Situations (PASS) Grants	Dept. of Justice, Community Oriented Policing Services	The PASS Grant program provides funding to train officers and other first responders on how to respond safely and effectively to active-shooter and other violent threats.

IMMEDIATE ACTIVE SHOOTER INCIDENT RESPONSE

POLL QUESTIONS

If there is an Active Shooting taking place, the first thing you should do is:

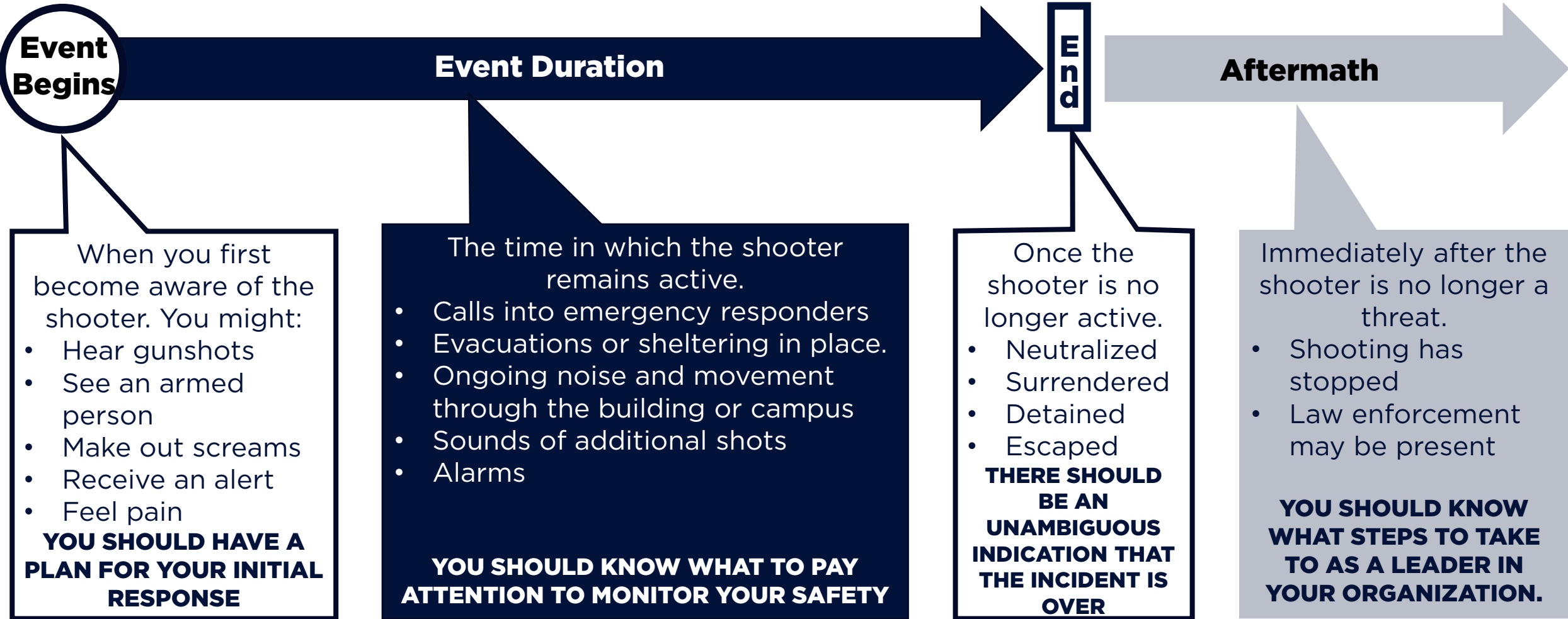
- a) Call 911
- b) Run to the nearest safe exit
- c) Go see who is shooting so you can tell police

If you can't run to safety, you should:

- a) Hide
- b) Lock doors and windows
- c) Turn off cellphone and pager ringers
- d) None of the above
- e) All the above



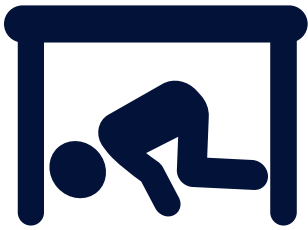
ACTIVE SHOOTER EVENT PHASES



EVENT BEGINS: INITIAL RESPONSE



RUN: Evacuate the area if there is enough distance between you and the shooter or any gunfire to leave safely. Leave all belongings behind. Call 911 once you are away from the scene and in a secure area.



HIDE: Hide silently in the safest available place. Turn off lights, silence cell phones, and lock or barricade the door if possible. Remain in place until law enforcement has cleared the area.



FIGHT: If evacuation and hiding are both not possible, take action to disarm or incapacitate the shooter. Only attempt to disarm the shooter as a last resort if your life is in imminent danger.

EVENT DURATION: SHOOTING IS ONGOING



LOOK to see if the shooter is nearby. Look to see if there are any signs of victims in your possible path. Look to see if there are any possible items that you could use as a weapon if needed.



LISTEN for any screams, further gunshots, footsteps, voices, sirens, or any other sound that could indicate some type of action. Try to ascertain distance and direction of the sound.



SMELL the air. Is there anything different? Do you smell smoke, gun smoke or powder? Is the smell strong or weak? This could tell you if you are close or far from the situation.



TOUCH the walls, doors, windows, and floor. Feel for any vibrations or temperature changes that can tell you how close or how far you are from potential harm.

AFTERMATH: PRIORITY ACTIONS



Assemble and account for witnesses and other individuals present during the active shooting incident who were able to evacuate.
Show rallying location



Locate any individuals who were not able to evacuate the scene of the incident. Law enforcement will work to scan and clear the building of those who may have been hiding.



Reunify families and connect victims and witnesses with loved ones. Family members often see news reports of an active shooting and arrive quickly.



Manage journalists and other media who arrive at the scene. Have a predetermined [crisis communication plan](#), with a strategy for managing before any incident occurs.

EARLY, MID-TERM, & LONG-TERM RECOVERY

POLL QUESTIONS

What type of resources do you feel your organization is lacking to properly respond to an active shooter incident? (personnel, funding, supplies, expertise, etc.)

What, if any, resources for recovering from the physical and psychological aftermaths of an active shooter incident are available in your community?

Which of the following is NOT required in a standard Incident Report in the case of an active shooter incident?

- a) Photos of Victims
- b) Shooter Profile
- c) Organization and Government Response
- d) Date



EARLY RECOVERY PHASE (hours after the incident)

2 Main Focuses:

1. Supporting victims and their families
 - Establish open lines of communication with local hospitals who are treating the wounded
 - Designate points of contact for each major hospital
 - Identify one, main point of contact in who manages communications
2. Restoring the site of the attack
 - Allowing for law enforcement to process the scene
 - Limiting media and public access
 - Cleaning and repairing areas that were damaged

If possible, a crisis counseling program should be launched in the early recovery phase.

- SAMSA and FEMA offer [grants](#) to communities affected by disasters that can help to fund these programs
- More information on funding recovery service on [Slide 30](#)

The American Psychological Association has a [listing of Psychological First Aid training providers](#) as well as a [repository of information from governmental and private sources.](#)

[The Crisis Counseling Assistance & Training Program](#) available through FEMA can provide a wide array of services to members of communities that have experienced disasters. 27

MID-RECOVERY PHASE (2 weeks – 3 months post)

1. Prepare & Release an Incident Report

Incident Report Components
<ul style="list-style-type: none">• Date• Target• Shooter Profile• Number of Casualties• Number of Injuries• Type of Weapon(s) Used• First Response Actions• Organization and Government Response

- Collaborate with Responding Agencies
- Triple Check Facts
- Respect Victim Privacy

2. Establish and maintain access to mental health resources for affected individuals

- Individuals present at a shooting will likely still experience PTSD or other trauma symptoms a full year after the attack

3. Begin planning for the termination of crisis counseling.

- Participants should be connected to permanent mental health support
- Plan the transition in advance to ensure participants have a warm hand-off from crisis counselors to permanent therapists

4. Prepare for legal proceedings

- Media coverage can be painful for survivors
- Communications professionals should pay close attention to this process
- Out-of-state media traveling to the community amplify reminders of the shooting
- Work with media to ensure trial coverage is accurate and respectful of survivors and their families

LONG-TERM RECOVERY PHASE (> 1 year)

1-Year Anniversary

- An important milestone for survivors and community members and should be acknowledged.
- Consider forming a volunteer planning committee

Community Engagement

- Survivors, families, neighbors, community organizations, and first responders may be appropriate to consult (through personal contact, email, or invitation to participate in planning)
- Commemorative vigils, concerts, or physical memorial markers depending the context of the incident
- Involve existing community support systems and networks like religious institutions, neighborhood groups, and frequent users of the services you provide
- There is no “right” way to mark this occasion, but it is best practice to gather feedback on memorial plans from survivors before proceeding

AFTER-EFFECTS OF COMMUNITY TRAUMA LINGER FOR YEARS

Remember to continue to connect survivors to permanent healthcare resources and community mental health providers.

FUNDING OPPORTUNITIES - RESPONSE

Grant Name/Link	Agency	Description
Antiterrorism and Emergency Assistance Program (AEAP)	DOJ Office for Victims of Crimes	AEAP funds are designed to supplement the available resources and services of entities responding to acts of terrorism or mass violence in order to ensure that sufficient resources are available and that resources do not need to be diverted from routine crime prevention/response to respond to the mass violence event.
Project SERV (School Emergency Response to Violence)	Office of Elementary and Secondary Education	Project SERV grants provide short term funding to schools in the aftermath of traumatic events in order to help the school meet acute needs and restore the learning environment.
ReCAST (Resiliency in Communities After Stress and Trauma)	Substance Abuse and Mental Health Services Administration	ReCAST provides funding for programming to support communities that have recently faced civil unrest, community violence, or collective trauma. Grant funding can be used to build out trauma-informed behavioral healthcare programs, provide trauma response training to existing emergency response personnel, better connect behavioral health providers to schools and other community institutions, and more.
Crisis Counseling Assistance and Training Program (CCP)	FEMA/Substance Abuse and Mental Health Services Administration	The CCP is a short-term disaster relief grant for states, U.S. territories, and federally recognized tribes. CCP grants are awarded after a presidential disaster declaration and funding supports community-based outreach, counseling, and other crisis mental health services to disaster survivors. There are two types of CCP grants: 1. Immediate Services Program Grant provide support for up to sixty days while 2. Regular Services Program Grants provide support for up to nine months.

QUESTIONS & ANSWERS

CLOSE OUT & NEXT STEPS

NEXT STEPS

What topics would be of interest to you for future webinars?

(Please comment in the chat)

- **PLANNING: Developing Emergency Action Plans for Various Events** (Deep-dive into the components and stages of putting together a complete plan, reviewing plans)
- **PLANNING: Preventing School/Workplace Violence** (Best practices and HR policies to put in place to detect warning signs of and prevent violence in schools and offices)
- **PLANNING & RESPONSE: Accessing Funding Opportunities** (Explore local, state and federal funding targeted for planning and response)
- **RESPONSE: Integrating Mental Health** (Techniques for removing stigma around mental health issues and connecting employees and members of the public to resources)
- **Peer-to-Peer Convenings** (To exchange ideas & best practices)

CONTACT INFORMATION



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