



DIVERSITY EDUCATION AND LAW ENFORCEMENT OUTREACH PROGRAM (LEOP)

The United States is a country made up of diverse groups of people who immigrated here from all over the world. It is important for law enforcement personnel to have the skill set, to effectively deal with these cultures in a manner that can improve communication and gain trust. Policing with a biased or uninformed outlook is inherently counter-productive and seriously undermines the ability to be successful in the communities officers are sworn to protect and serve.

VALUABLE INFORMATION PROVIDED BY ADC'S INTRODUCTORY COURSE ON ARABS & ARAB AMERICANS

- The Arab and the Muslim worlds
- What does an Arab "look" like?
- Understanding through comparison and analogy
- Popular culture influence on current perceptions
- Arab-American contributions to society
- Basic cultural questions, including norms and mores



***Nawar Shora and Hanaa Rifaey
conducting a training session***

APPROACH

After a brief welcome and introduction, a pop-quiz is handed out to the participants. This evaluates current cultural knowledge and allows the instructor to determine a base line for the class.

The quiz is a teaching tool and a vehicle for broader discussion about stereotypes of Arabs, Arab Americans, Muslims and those perceived to be such. This is followed by an open dialogue and discussion about the responses to the questions posed. Any and all questions are welcome during this phase and nothing is taboo. It is never offensive and no one is ever put on the spot. The sessions are engaging, interactive, and conversational.

BACKGROUND

Under the leadership of Nawar Shora, the curriculum has been run through a variety of courses and types of students - including Washington, DC Metro Police Officers, Park and Capitol Police, FBI Agents and Intelligence Analysts, DHS Personnel, Customs and Border Protection Managers and Analysts, FLETC instructors and attorneys, global employees of a U.S. based international airlines and other members of the corporate community, as well as individuals from Church groups and overall society.

Sessions can be tailored to fit varied interests and goals, including: Arabs, Arab-Americans, Arab Culture (including norms and mores), Islam, regional religions, geography, post 9-11 government actions and the "Backlash" against Arabs, Muslims, and those perceived to be such.

WHAT PARTICIPANTS ARE SAYING ABOUT LEOP

- "Every person needs to sit in on Mr. Shora's class, this was excellent!"
- "The presenter was very insightful and quite open to all discussions"

- "I learned more today than I have my whole life"
- "This was actually fun and informative"

BENEFITS TO LAW ENFORCEMENT INCLUDE

- Enhanced knowledge of cross-cultural skills to improve effectiveness and build trust
- Increased understanding of cultural differences and attitudes
- Suggestions on how to better engage the communities and recruit
- Guidance on what is and what is not suspicious in the community

PROGRAM AWARDS, *LEOP was highlighted by CNN in 2006 and by the U.S. State Department's Washington File in 2003.*

- FBI: Exceptional Service in the Public Interest 2005
- FBI: New Agent's Enrichment Program 2003
- FBI: Director's Community Leadership Award 2007
- DHS Office for Civil Rights and Civil Liberties: Leadership Plaque 2007
- Maryland Police Executives Association: Teaching Appreciation Award 2008
- Washington, DC Metro Police Department: Outstanding Dedication and Service 2008

PROGRAM PRESENTATIONS

- FBI New Agent Training
- FBI Enrichment Night
- FBI College of Analytical Studies
- FBI National Recruiters Conference (2004, 2003)
- Bureau of Customs and Border Protection (CBP) - Intelligence Analysts and Managers
- Washington DC, Metro Police Department - 30 Week In-Service Training (2007, 2003)
- US. Law Enforcement Conference (2007, 2005, 2004)
- Northwestern University, Center for Public Safety, National Symposium on Racial Profiling (included hundreds of local and state law enforcement)
- Federal Law Enforcement Training Center - Instructors, Senior Instructors, and Attorneys
- Civil Rights in Aviation Training Session - Airline Industry Representatives
- Johns Hopkins University - Law Enforcement Education Session (2004, 2008)
- US Park Police - Detectives
- US Capitol Police - Roll Call
- Bureau of Immigration and Customs Enforcement (ICE)
- Transportation Security Administration (TSA)
- US-based Multinational Airline
- Customs and Border Protection (CBP) - Additional awareness presentations
- Department of Homeland Security, Office for Civil Rights and Civil Liberties
- Alexandria Police Department
- Department of Justice, Community Relations Service, multiple presentations and consultations

TRAINING VIDEOS

- Nawar Shora is featured on a Department of Justice Community Relations Service's Police Training Video (2003).
- Nawar Shora is one of four subject matter experts on Arabs and Islam on a DHS Training Video(2007).

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