KEEPING YOUR STAFF SAFE
Active Shooter training in your library

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Michelle Dennis, Head of Access Services/Security Services
HEDBERG PUBLIC LIBRARY, Janesville, WI
Back in Circulation, Again Conference, 2018
• **A little information about us:**
  - Michelle Dennis, Head of Access & Security Services
    - 25+ years in library plus worked in mental health and experiential education fields.
  - Jill Osmond-Groell, MLIS, Reference Librarian
    - 20+ years of experience in this library with this staff and public.

• **How did we start talking about active shooter training in the library?**
  - Our Library Director Bryan McCormick saw a need;
  - Trained by Crisis Reality Training (Jesus Villahermosa, April 2013) (SWAT in Spokane, WA);
  - Developed and led staff training at our library, in November 2013;
  - Presented at conferences SSCS 2014, WLA 2014 and WAPL 2016;
  - Have consulted with libraries in Wisconsin on active shooter policies and training;
  - Have branched out into training on general security;
  - Pay attention to news, reports, and statistics in this area of public safety.
From the US Dept of Justice Report:

“Active Shooter Incidents in the United States in 2016-2017”

The 50 active shooter incidents occurred in 21 states.

- Six incidents occurred in Texas.
- Five incidents occurred in each of the following states: California and Florida.
- Four incidents occurred in Ohio.
- Three incidents occurred in each of the following states: Maryland and Washington.
- Two incidents occurred in each of the following states: Colorado, Kansas, Nevada, New Mexico, New York, Pennsylvania, Tennessee, Virginia, and Wisconsin.
- One incident occurred in each of the following states: Arizona, Illinois, Louisiana, Michigan, Missouri, and South Carolina.
<table>
<thead>
<tr>
<th>Year</th>
<th>Events</th>
<th>Injuries</th>
<th>Lives Lost</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000-12</td>
<td>160</td>
<td>557</td>
<td>486</td>
<td>Ave 11.4 per year</td>
</tr>
<tr>
<td>2014</td>
<td>273</td>
<td>1,094</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>333</td>
<td>1,329</td>
<td>367</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>383</td>
<td>1,539</td>
<td>455</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>346</td>
<td>1,803</td>
<td>437</td>
<td>(Las Vegas)</td>
</tr>
<tr>
<td>2018</td>
<td>271</td>
<td>1,105</td>
<td>269</td>
<td>As of 10/1</td>
</tr>
</tbody>
</table>

(statistics from GunViolenceArchive.org)
<table>
<thead>
<tr>
<th>Incident Date</th>
<th>State</th>
<th>City Or County</th>
<th>Address</th>
<th># Killed</th>
<th># Injured</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/18/2018</td>
<td>Arkansas</td>
<td>Rogers</td>
<td>Rogers Public Library</td>
<td>0</td>
<td>1</td>
<td>piston whipping/drug involvement</td>
</tr>
<tr>
<td>8/7/2018</td>
<td>Florida</td>
<td>Fort Lauderdale</td>
<td>Broward County Library</td>
<td>0</td>
<td>1</td>
<td>Shot - Wounded/Injured</td>
</tr>
<tr>
<td>6/20/2018</td>
<td>Massachusetts</td>
<td>Cambridge</td>
<td>Cambridge Public Library - Central Square Branch</td>
<td>0</td>
<td>1</td>
<td>Suspect shot sleeping homeless man multiple times in stomach and arm using pellet gun.</td>
</tr>
<tr>
<td>6/1/2018</td>
<td>Florida</td>
<td>Pensacola</td>
<td>Tryon Branch Library</td>
<td>0</td>
<td>0</td>
<td>Car-jacking/Brandishing/flourishing/open carry/lost/found</td>
</tr>
<tr>
<td>5/3/2018</td>
<td>Ohio</td>
<td>Columbus</td>
<td>Columbus Metropolitan Library Hilltop Branch</td>
<td>0</td>
<td>0</td>
<td>gun recoved from fleeing suspect</td>
</tr>
<tr>
<td>4/23/2018</td>
<td>Alabama</td>
<td>Birmingham</td>
<td>Birmingham Public Library North Branch</td>
<td>0</td>
<td>1</td>
<td>shot in leg meeting to buy iPhone</td>
</tr>
<tr>
<td>4/7/2018</td>
<td>Ohio</td>
<td>Columbus</td>
<td>Columbus Metropolitan Library - Hilltop Branch</td>
<td>0</td>
<td>1</td>
<td>shot in ankle during altercation</td>
</tr>
<tr>
<td>4/3/2018</td>
<td>Massachusetts</td>
<td>Haverhill</td>
<td>Haverhill Public Library</td>
<td>0</td>
<td>0</td>
<td>LE chase. Apprehended in library parking lot; threw gun over fence into courthouse parking lot.</td>
</tr>
<tr>
<td>3/12/2018</td>
<td>Connecticut</td>
<td>New London</td>
<td>New London Public Library</td>
<td>0</td>
<td>0</td>
<td>Late morning, disturbance outside library. Nearby schools locked down.</td>
</tr>
<tr>
<td>2/23/2018</td>
<td>Minnesota</td>
<td>Minneapolis</td>
<td>Lindell Library, Augsburg College</td>
<td>0</td>
<td>0</td>
<td>Brandishing / gun at school non shooting</td>
</tr>
<tr>
<td>2/14/2018</td>
<td>Tennessee</td>
<td>Nashville</td>
<td>Nashville Public Library Green Hills Branch</td>
<td>0</td>
<td>1</td>
<td>alleged rob by 2 teens/armed robbery</td>
</tr>
</tbody>
</table>

11 Gun related incidents in or near libraries this year - 2018
6 Injuries and 0 deaths (statistics from GunViolenceArchive.org)
<table>
<thead>
<tr>
<th>Incident Date</th>
<th>State</th>
<th>City Or County</th>
<th>Library Location</th>
<th># Killed</th>
<th># Injured</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/15/2017</td>
<td>New Hampshire</td>
<td>Portsmouth</td>
<td>Portsmouth Public Library</td>
<td>0</td>
<td>0</td>
<td>Brandishing a weapon in library</td>
</tr>
<tr>
<td>9/10/2017</td>
<td>Texas</td>
<td>Fort Worth</td>
<td>Southwest Regional Branch Library</td>
<td>2</td>
<td>0</td>
<td>Domestic-murder/suicide in front of library</td>
</tr>
<tr>
<td>8/28/2017</td>
<td>New Mexico</td>
<td>Clovis</td>
<td>Clovis Carver Public Library</td>
<td>2</td>
<td>4</td>
<td>Active shooter in library</td>
</tr>
<tr>
<td>8/22/2017</td>
<td>Oregon</td>
<td>Portland</td>
<td>Portland Community College</td>
<td>0</td>
<td>0</td>
<td>Brandishing in library chased out</td>
</tr>
<tr>
<td>8/6/2017</td>
<td>Missouri</td>
<td>Clinton</td>
<td></td>
<td>1</td>
<td>1</td>
<td>Domestic-murder/suicide in front of library</td>
</tr>
<tr>
<td>8/4/2017</td>
<td>Virginia</td>
<td>Henrico</td>
<td></td>
<td>0</td>
<td>1</td>
<td>Possession by felon near library</td>
</tr>
<tr>
<td>5/3/2017</td>
<td>Florida</td>
<td>Miami</td>
<td>Miami Dade Public Library</td>
<td>0</td>
<td>1</td>
<td>Fired shot then shot by officer in library</td>
</tr>
<tr>
<td>4/16/2017</td>
<td>Maine</td>
<td>Lewiston</td>
<td>Lewiston Public Library</td>
<td>0</td>
<td>0</td>
<td>Shots fired nearby- bullets hit library building</td>
</tr>
<tr>
<td>3/24/2017</td>
<td>Maryland</td>
<td>Randallstown</td>
<td></td>
<td>0</td>
<td>1</td>
<td>Shot near library</td>
</tr>
<tr>
<td>3/22/2017</td>
<td>Alaska</td>
<td>Fairbanks</td>
<td>Noel Wien Public Library</td>
<td>0</td>
<td>1</td>
<td>Accidental shooting in library</td>
</tr>
<tr>
<td>3/14/2017</td>
<td>Florida</td>
<td>Pinellas Park</td>
<td></td>
<td>0</td>
<td>1</td>
<td>Injured man found in library parking lot</td>
</tr>
<tr>
<td>3/8/2017</td>
<td>Tennessee</td>
<td>Memphis</td>
<td>Memphis Public Library</td>
<td>0</td>
<td>0</td>
<td>Stray bullet from robbery through library window</td>
</tr>
<tr>
<td>2/8/2017</td>
<td>North Carolina</td>
<td>Charlotte</td>
<td></td>
<td>0</td>
<td>1</td>
<td>Man shot went to library for help</td>
</tr>
<tr>
<td>2/8/2017</td>
<td>Georgia</td>
<td>Atlanta</td>
<td></td>
<td>0</td>
<td>0</td>
<td>Accidental discharge near library</td>
</tr>
</tbody>
</table>

14 Gun related incidents in or near libraries this year – 2017
1 Active Shooter Event and two Brandishing of weapons in library
11 Injuries and 5 deaths

(statistics from GunViolenceArchive.org)
YUP. IT HAPPENED.
OSHA

There are currently no specific standards for workplace violence. However, under the General Duty Clause Section 5(a)(1) of the Occupational Safety and Health Act (OSHA) of 1970, employers are required to provide their employees with a place of employment that is free from recognizable hazards that are causing or likely to cause death or serious harm to employees.

https://www.osha.gov/SLTC/workplaceviolence/standards.html

We have a legal obligation to keep our people safe!
“Recognizing the increased active shooter threat and the swiftness with which active shooter incidents unfold, [ FBI ] study results support the importance of training and exercises — not only for law enforcement but also for citizens.

It is important, too, that training and exercises include not only an understanding of the threats faced but also the risks and options available in active shooter incidents.”

(emphasis added for this presentation)

“2000-2013 FBI Study” p. 21
SO HOW DO YOU DO THAT??
OUR ORIGINAL TRAINING PLAN:

- The Ready Houston Video built awareness and urgency;
- Floor plan review (some staff didn’t know their nearest exit...);
- Introduction and Restatement of the newly developed response procedure: Run – Hide – Fight;
- Work area evaluation (options);
- Experiential style role playing activity;
- Frequent De-Brief times throughout the process!
RUN ➔ HIDE ➔ FIGHT
SURVIVING AN ACTIVE SHOOTER EVENT
RUN.
HIDE.
FIGHT.®
EMERGENCY PROCEDURE

TAKE ANY AND ALL ACTION NEEDED TO PRESERVE LIFE.

RUN
GET OUT OF THE BUILDING
TAKE PEOPLE WITH YOU AS YOU GO
Use Fire Exits and SET OFF THE ALARM:
LET AS MANY PEOPLE KNOW AS IS POSSIBLE
Set off door alarms
Press a Panic Button

HIDE
Lock doors between yourself and the threat:
Make sure you cannot be seen – keep still;
Stay quiet – silence your cell phone!

FIGHT
If all else fails and you have no other options
FIGHT AS HARD AS YOU CAN;
Work together with others if possible;
Use whatever tools you have available.

WHEN SAFE, DIAL 911 FOR POLICE.  If possible use the phrase “Active Shooter.”
Divide into your work teams. Go to your work area.

- Discuss the questions
- Write observations and conclusions
- Pick a speaker to share your observations with all staff.
- Be back in 15 minutes.

**Assess your work area – you have 15 minutes**
- Thinking about what we just watched and talked about, evaluate your work area. What your best options and biggest challenges? What tools do you have available to you?
- Write down the thoughts from your group.
- Pick someone to report your evaluation to the entire staff.
- Where is an attacker most likely to come from?
- What are the most likely targets?
- What are your vulnerable points?
- What are your most likely escape routes (Run)?
  - (best)
  - (2nd best)
  - (alternate)
- Where could you hide?
- If you had to FIGHT what weapons could you use?
- What would make a RUN-HIDE-FIGHT response difficult to do from your work area?
ROLE PLAY ACTIVITY

Pick a card, any card.

- You are shelving in adult non-fiction.
- You are shelving children's DVDs.
- You are working at the Checkout Desk.
- You are using a computer in the LAB.
- You are using a computer.
- You are reading by the windows.
- You are working at the Information Services Desk.
- You are a Seeker.
DEEP BREATH
SAVE POLICY CONVERSATION FOR ANOTHER TIME

- After the exercise staff are stressed and physically and emotionally tired.
- Need time to process and absorb
- Debriefing is critical
As the trainer:

• Be aware the stress levels of participants.
• Pause and breathe or take breaks as needed.
• Treat individual plans with respect (even if it seems like it probably won’t work)
• Be prepared for emotional responses – some will be negative.
• Ask Open ended questions (not why).
• See our info sheet on Debriefing for more detailed ideas.
DEBRIEF –

- In an actual event: professional intervention and counseling is critical
- Check with your city’s EAP (Employee Assistance Program) providers
OPTIONS FOR TRAINING:

- Design something for your staff;
- Personalize our model;
- Have us come train your staff;
- Invite your local law enforcement to run a training
  - partnership at Jack Russell PL; training civilians;
- Do SOMETHING!
- Follow up with practice.
ACTUAL DRILLS

Just like a FIRE DRILL
Audible alarms
Staff moving out of building
  Think on your feet
  Obstacles
  Threat levels

➢ Is the public ready?
VIRTUAL DRILLS

- Visualization
- Table top exercises
- Options

A study carried out by neuroscientist Alvaro Pascual-Leone at the Harvard Medical School on two groups of piano players – one actually playing and the other doing mental practice – showed that imagining something and doing it activate the same parts of the brain.

Charlotte Francis, 2011
NEXT STEPS

Further practice - more challenges
  Block exits - surprise!
  Role playing (“tag”)
  Nerf guns
  SWAT
  Police and fire presence

Keep staff flexible in their thinking, even when under stress.
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• RUN. HIDE. FIGHT.® http://www.readyhouston.tx.gov/videos.html Or https://www.youtube.com/watch?v=5VcSwejU2D0


• http://www.gunviolencearchive.org

WORKS CITED OR USED FOR BACKGROUND