

New Jersey Urban Peacebuilding

Project Evaluation



Global Peace
FOUNDATION

Acknowledgments

Innumerable individuals and organizations contributed to the success of GPF's New Jersey Urban Peacebuilding Project. First and foremost, we offer thanks the U.S. Department of Homeland Security for funding this project and for their helpful assistance through this entire grant period. Gratitude is also due to the many Federal and New Jersey agencies, as well as community leaders, that became engaged partners; assisted with the development and continuous improvement of the training curriculum; and organized the trainings and community engagement events.

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Prologue

Trainers for the New Jersey Urban Peace Building project were gathering their thoughts before the presentation to community leaders on violent extremism hosted at a local middle school. They contemplated how much detailed information should be included in the presentation for fear of overwhelming or frightening some audience members. Freshening up prior to the start of the presentation, the trainer noticed this sign on the bathroom door.

Much like the bomb drills back in the day, it struck the trainer just how critical the violent situations facing youth of today actually are. These 11 - 13-year-old children are learning how to avoid being the victim of a school shooting. They are facing each school day being taught the best way to hide from someone who may open fire at their school.

For these students, violent extremism and targeted violence is not some hypothetical or distant possibility; it is something that needed to be as actively rehearsed and engrained in their minds as “Stop, Drop, and Roll.”

Acts of violent extremism are a reality that have only increased in recent years to the point that they can no longer be ignored. Steps must be taken to immediately and actively prevent violent extremism and targeted violence. GPF hopes that, through this project, they have begun this work and urges others to join in this fight to make communities safer.



Introduction

The Global Peace Foundation (GPF), headquartered in the Washington D.C. area successfully secured a U.S. Department of Homeland Security (DHS) Countering Violent Extremism (CVE) grant, in the Training and Engagement category. According to DHS, the program will advance America's capacity to counter terrorist recruitment and radicalization in the United States through community-driven solutions.

The goal of the GPF's New Jersey Urban Peacebuilding Project was to develop and provide training and foster community engagement to counter extremist violence by 1) raising awareness of law enforcement/first responders and community leaders on behavioral indicators related to mobilizing towards violence, including active shooters, and 2) strengthening community and law enforcement partnerships to counter violent extremism through Community Engagement Events.

Specifically, the project aimed to increase law enforcement/first responders' and community leaders' ability to recognize behavioral warning signs, report suspicious activity and individuals, as well as refer individuals to community-based services for help. Additionally, to increase the commitment among law enforcement and community members to reduce vulnerability to extremist violence.

Through trainings and community engagement events, the project aspired to expand partnerships within and between law enforcement and communities to prevent violent extremism. Additionally, through a specialized training on social media, the project sought to teach online safety basics and increase community leaders' knowledge on identifying, preventing, and countering extremist website narratives intended to radicalize people in disengaged communities. Further, the Community Engagement Events intended to bring about a change in perception about law enforcement as a community partner to be trusted and not as enforcer to be feared.

GPF contracted with the Walter Rand Institute for Public Affairs (WRI), Rutgers University, Camden, to evaluate the New Jersey Urban Peacebuilding Project. WRI supports and improves communities by providing objective program evaluation, policy analysis, and the convening of stakeholders on critical issues of regional importance.

Executive Summary

Goals of the Project. The goal of the Global Peace Foundation's (GPF) New Jersey Urban Peacebuilding Project was to develop and provide trainings and foster community engagement to counter violent extremist recruitment by 1) raising awareness of the frontline law enforcement workers and community leaders on indicators connected to violent extremism, including active shooters, through train the trainer programs, and 2) strengthening community and law enforcement partnerships to counter violent extremism through community engagement events. In line with the recommendations put forth by best practices in the field, the project accomplished these goals through a two-pronged approach focusing on:

- 1) Developing law enforcement/first responders', and community leaders' ability to recognize, report, and refer individuals displaying behavioral indicators of mobilizing towards extremist violence through comprehensive, interactive trainings.
- 2) Facilitating information sharing, increasing trust and confidence and expanding community and law enforcement commitment to counter violent extremism through community engagement events.

The New Jersey Urban Peacebuilding Project was tasked with providing the following services:

- Design and deliver 24 trainings about countering extremist violence reaching 1,200 law enforcement personnel (police, public safety officials/first responders, prosecutors).
- Design and deliver 24 trainings about countering extremist violence reaching 1,200 community leaders including educators, parents, employers, youth leaders, clergy of diverse faith traditions, and social service providers.
- Design and deliver 4 social media and online safety trainings for community leaders to enhance their understanding of the fundamentals of online safety, recognizing fake news and credible sources, countering online recruitment and radicalization and develop counternarratives and positive messages.
- Organize and host 5 community engagement events in each of the following cities: Jersey City, Paterson and Camden reaching 1,500 community members.

Project Implementation. Global Peace Foundation implemented the project over a two-year period with the primary areas of focus being Camden, Paterson, and Jersey City. The Law Enforcement/First Responders and Community Leaders Countering Violent Extremism Trainings provided information to help attendees understand the process of radicalization and indicators of violent mobilization. The Community Leaders Countering Violent Extremism Training also provided attendees with helpful resources on taking action to report suspicious activities. Social Media and Online Safety Trainings provided instruction on Internet safety, how to recognize fake and credible sources, and to be aware of how extremists use online platforms to engage and recruit vulnerable youth. Lastly, the Community Engagement Events provided opportunities for collaboration and trust-building between law enforcement and community members while

simultaneously providing attendees with valuable information on several existing social service resources available in their area.

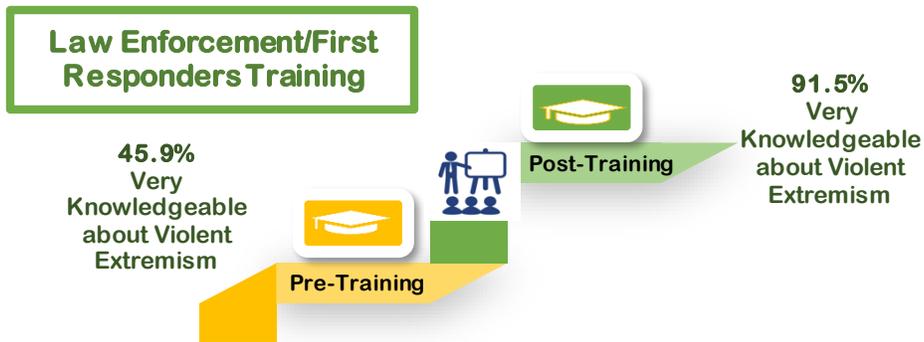
Overall, GPF exceeded the project targets, both in number of trainings and events held, as well as number of individuals trained and engaged. GPF hosted 77 trainings and events over the two-year period, 10 more than expected; and just over 5,675 individuals attended these trainings and events, nearly 1,620 more than required. These results tell the story of the willingness of New Jersey partners to work together to prevent violent extremism.

GPF utilized a collaborative approach to develop the trainings and engagement events, with multiple New Jersey agencies providing valuable contributions to the curriculum content. Throughout curriculum development and implementation, iterative changes were made based on feedback from trainees and trainers, which allowed for trainings to be adapted to meet the needs of the audiences to which they catered. For example, New Jersey specific cases were integrated into the Law Enforcement/First Responders Countering Violent Extremism Training curriculum, increasing the perceived relevance and overall interest of respondents in the training. This collaborative, iterative process of curriculum development and modification also facilitated the development of new and important relationships amongst many different agencies. For example, the NJ Division of Mental Health and Addictions had the opportunity to collaborate with the Terrorism Branch of the New Jersey Office of Homeland Security and Preparedness, as well as the National Counterterrorism Center, bridging the important gap that often exists between law enforcement and mental health professionals.

The collaborative nature of the trainings and engagement events and the diversity of the partnerships that developed between GPF and different New Jersey State agencies also contributed to the institutionalization and sustainability of the trainings. For example, the NJ Office of the Attorney General plans on offering the Law Enforcement/First Responders Countering Violent Extremism Training to its sworn and certified first responders and law enforcement via an online e-learning management system. Further, these trainings will also be provided as part of the mandated training for the New Jersey Police Academy. Also, additional trainings are expected to be offered to over 700 mental health screeners throughout 26 screening centers in the state of New Jersey.

Law Enforcement/First Responders Countering Violent Extremism Training.

Results from attendee surveys indicate that this training was very effective at increasing the overall knowledge of topics relating to violent extremism such as general knowledge of violent extremism and other types of terrorism; overall knowledge of mobilization indicators; and knowledge of responding to radicalized individuals and extremist violence incidents amongst the target audience. The percentage of respondents reporting a high level of knowledge across these topics nearly doubled after attending the trainings.



On average 93.3% of respondents felt ‘moderately’ to ‘extremely likely’ to recognize the mobilization indicators of violent extremists following the trainings.

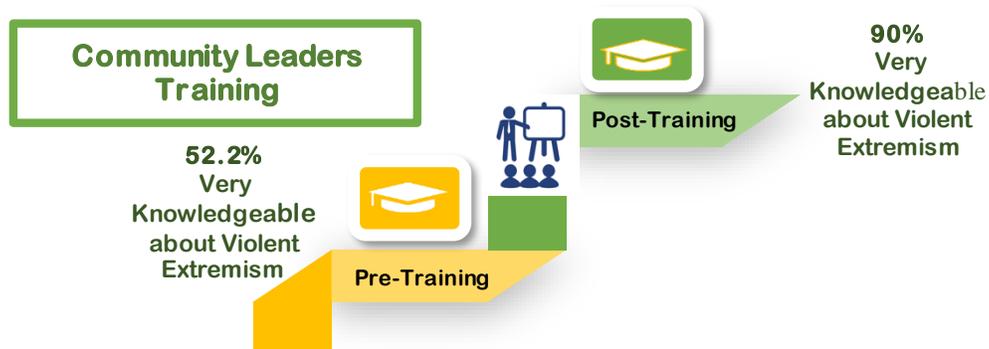


The Law Enforcement/First Responders Countering Violent Extremism Training was not only successful in attaining its educational ends but was also positively received by the respondents. Exactly 99% of respondents rated the training as ‘beneficial’ to ‘very beneficial’. Likewise, over 98% of respondents stated they would be ‘likely’ or ‘extremely likely’ to refer a colleague to the Law Enforcement/First Responders Countering Violent Extremism Training.



Community Leaders Countering Violent Extremism Training. The Community Leaders Countering Violent Extremism Training was also very effective at increasing the overall knowledge of community leaders on topics relating to violent extremism such as general knowledge of extremist violence; overall knowledge of the risks factors and behaviors related to extremist violence;

knowledge of how and where to respond to extremist violence; and knowledge of the key factors influencing extremist violence. The percentage of respondents reporting a high level of knowledge across these topics increased by nearly 40% after attending the trainings.



Over 89% of respondents felt ‘moderately’ to ‘extremely likely’ to recognize the warning signs of extremist violence following the training. Additionally, these trainings promoted action on the part of community leaders to actively prevent violent extremism. An average of 89.2% of respondents reported feeling ‘moderately’ to ‘extremely likely’ to take action to prevent extremist violence such as getting help for escalating individuals or working together with law enforcement to address extremist violence in the community.

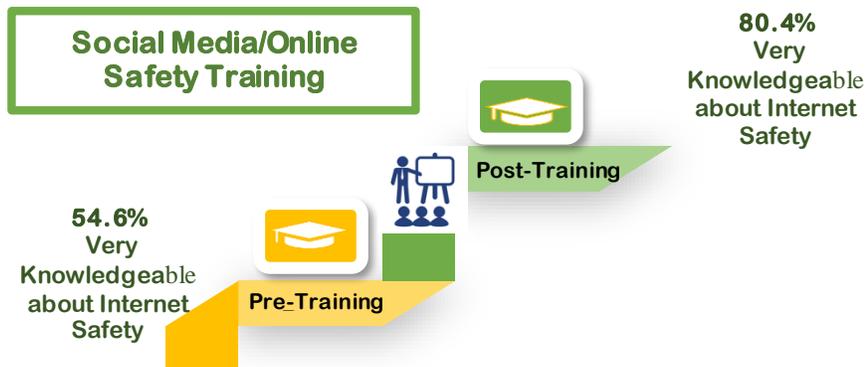


Additionally, community leaders expressed a commitment to relay the training information to their communities. Over 86% of respondents said they would share the information from the trainings with members of their community. Again, this training was well received with 98% of respondents rating it as ‘beneficial’ to ‘very beneficial.’ Likewise, 97% of respondents stated they would be ‘likely’ to ‘extremely likely’ to refer a colleague to the Community Leaders Countering Violent Extremism Training.



Over 86% of respondents said they would share the information from the trainings with members of their community. Again, this training was well received with 98% of respondents rating it as ‘beneficial’ to ‘very beneficial.’ Likewise, 97% of respondents stated they would be ‘likely’ to ‘extremely likely’ to refer a colleague to the Community Leaders Countering Violent Extremism Training.

Social Media and Online Safety Training. Similarly, the Social Media and Online Safety Training was efficacious in educating attendees on topics relating to internet safety such as good digital citizenship, recognizing fake news and understanding extremist recruitment tactics. As a result of the training, the percentage of respondents reporting high levels of knowledge about these increased by nearly 30%.



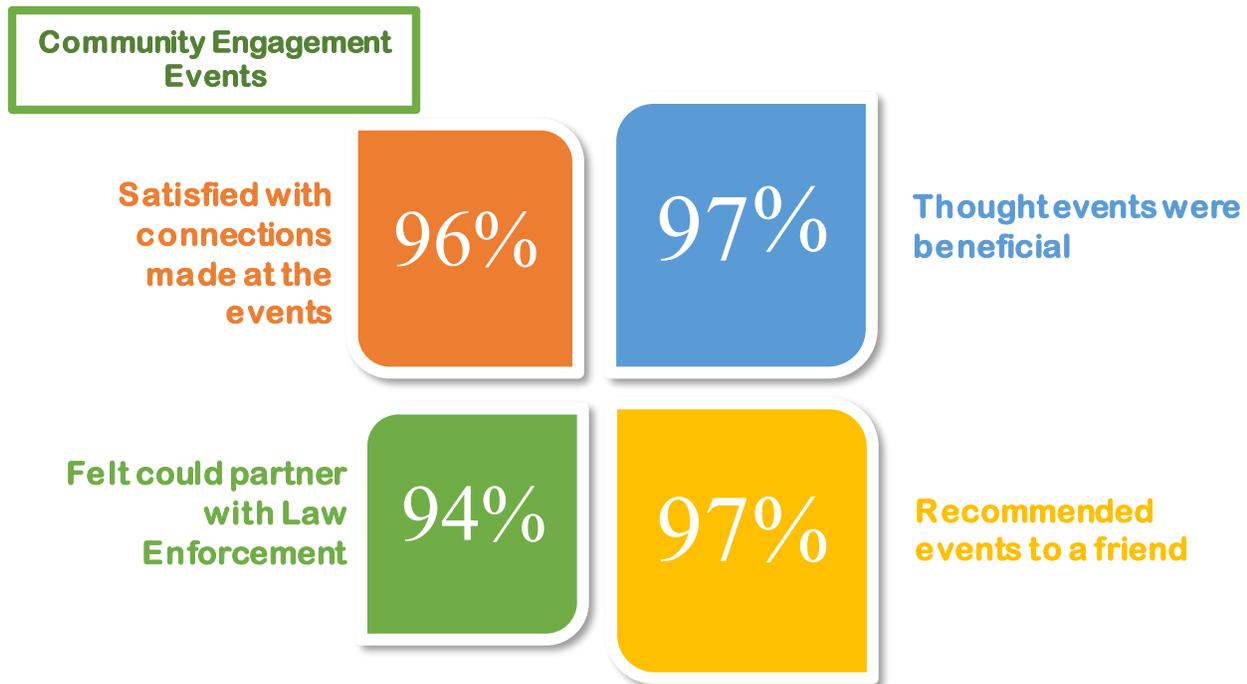
After attending the training, 73.1% of respondents reported feeling ‘moderately’ to ‘extremely likely’ to share online safety tips with others. Again, the trainings received overwhelmingly positive reviews. Exactly 92% of respondents rated the trainings as ‘beneficial’ to ‘very beneficial’ while 88% of respondents stated that they would be ‘likely’ to ‘extremely likely’ to refer a colleague to the training.



Community Engagement Events. The Community Engagement Events also provided important opportunities for building trust and strengthening partnerships between community members and law enforcement to counter violent extremism. Over 96% of respondents indicated they were ‘satisfied’ to ‘very satisfied’ with the meaningful connections made at the events.

Likewise, over 94% of respondents were ‘satisfied’ to ‘very satisfied’ with their experience of feeling like they could partner with law enforcement in a positive way to combat violence in their community. Event organizers echoed these sentiments, citing how community members attending these events felt like valued stakeholders in partnering with law enforcement in combatting violence in their communities.

Overall, respondents have an extremely positive outlook about the Community Engagement Events. Over 97% of respondents rated the events ‘beneficial’ to ‘very beneficial.’ Likewise, 97% of respondents said they would be ‘likely’ to ‘extremely likely’ to recommend a friend or colleague to attend a Community Engagement Event.



Lessons Learned/Challenges and Recommendations. GPF’s experiences with the project provide meaningful insights into ways the implementation of the Countering Violent Extremism Train the Trainer project could be improved. The train the trainer model has broad applicability in leveraging the reach of programming and content, as well as implementation dollars. However, applying the model to this topic created some challenges which were identified and addressed as part of the overall implementation. The most significant challenge is that the CVE issue area is complex, sensitive, and requires cultural competency to successfully deliver key messages and training content. This creates a trainer competency requirement that includes technical knowledge of the training curriculum plus a broad understanding of CVE and targeted violence in the general public, as well as New Jersey specific case file information. In addition, GPF learned that trainer credibility, including diversity in demographics/backgrounds was important in presenting information and data contained in the curriculum to our diverse training audiences.

GPF suggests that future projects consider emphasizing and planning for the delivery of trainings to individuals with diverse personal and professional backgrounds to help ensure they are able to share the information with their colleagues. Additionally, expanding the curriculum to include other types of violent extremism such as school shootings, workplace violence, and gang violence would help to make the material more relatable and relevant to more diverse audiences, thereby increasing the reach of the trainings.

Conducting community outreach and information dissemination around CVE was also a complex and sensitive issue area. One simple recommendation GPF suggests is to place CVE within the larger context of community safety.

Based on these observations, GPF also suggests developing a ‘How To Guide’ for community leaders that would be given to interested respondents at the end of the training and would expand on ways in which they could both engage larger communities in this effort and partner with law enforcement. Additionally, GPF recommends providing communities an open line of communication for responding to questions and providing advice on the implementation of additional community efforts. Such efforts would facilitate the broadcasting of this information to the community while also creating a sense of accountability and accomplishment for the community leaders.

Moreover, the experiences of GPF and evaluators outline challenges to evaluating projects of this scope. Individuals registering and attending the trainings and engagement events were often reluctant to complete the online Pre-Post-Tests and Satisfaction Evaluations. Furthermore, it was difficult to motivate participants to complete electronic surveys during trainings/events; and the paper surveys used in their place were frequently left incomplete by respondents and required the additional step of deciphering attendees’ handwriting and entering responses into online platforms. The Community Engagement Events were particularly challenging as the large crowds made it difficult to collect Satisfaction Surveys with the limited number of staff. As such, the wider scope of the evaluation was often limited by the small number of responses, particularly with the Social Media and Online Safety Training and the Community Engagement Events. GPF and evaluators suggest more formal policies and procedures that help ensure those attending the trainings/events complete the evaluation measures, such as reminding respondents to complete the evaluation throughout the event, designating specific times during the event for respondents to fill out the evaluation, and providing incentives for those who fully complete the evaluations.

Furthermore, evaluators found that differences in the scope of the Community Engagement Events made it difficult to design and administer a reliable evaluation tool, as well as compare the efficacy of these events to one another and to aggregate data across all events. As such, GPF and evaluators suggest some formal Community Engagement Events criteria in order to allow for measurement across events. They also suggest the use of evaluation measures that capture the specific characteristics of Community Engagement Events so that differences between them can be quantified and compared in relation to the primary outcomes of interest.

Overall, the Global Peace Foundation’s (GPF) New Jersey Urban Peacebuilding Project successfully developed and delivered comprehensive trainings and community engagement events to prevent violent extremism. Results from the evaluation of the project emphasized the widespread, positive impact of both the trainings and the engagement events in not only promoting knowledge of best practices for preventing violent extremism (PVE), but also bringing together different organizational and community members to lead these efforts. Communities interested in preventing violent extremism and targeted violence could consider replicating GPF’s curriculum

and implementation practices as a foundation for their efforts and consider technical ‘start-up’ support from GPF’s project team.

As a result of the project, GPF further refined its credentials in digital media and online safety and will continue to explore opportunities to partner with similar organizations to leverage digital technology to expand its scope of impact. Already plans are being explored to further develop organizational capacity, curricula, and project implementation partners.

Global Peace Foundation will also continue to be active in CVE and digital technology thought leadership and is a founding member of the Alliance for Peacebuilding Technology Working Group and active in other networks related to CVE and prevention efforts related to terrorism and targeted violence.

In “Building an Effective Practice and Practical National Approach to Terrorism Prevention,”¹ Rand Corporation researchers noted that successes in this field are considered fragile because of the controversy surrounding past CVE and current terrorism prevention efforts with limited funding. Outside of government funding, many U.S. private foundations funding in the peace and security issue space have been difficult to engage on this issue, with a focus on policy and government driving action with technology companies. While the law enforcement and State agencies involved in the project will continue to expand the reach and sustainability, there is not the same sustainability in the community training and social media aspects of the project.

Funders and those potential collaborating partners with resources are encouraged to consider enhancing and strengthening their support for funding prevention of extremism, violence prevention and school and community safety, trust building between law enforcement and community members, and also more funds for digital media awareness raising about critical information and awareness related to violent extremism and targeted violence.

¹Jackson, B. A., Rhoades, A. L., Reimer, J. R., Lander, N., Costello, K., Beagley, S. (2019). *Building an Effective and Practical National Approach to Terrorism Prevention*. (RB-10030-DHS). Retrieved from the Rand Corporation website: https://www.rand.org/pubs/research_briefs/RB10030.html

Purpose of Report

This report provides narratives about the specific services of the New Jersey Urban Peacebuilding Project, as well as the process by which these services were designed and delivered; followed by the various components of the project evaluation along with its findings. In each section of the report, the information is organized into two additional segments: Project Services and Evaluation of Project. Within these segments, the information is organized by 4 core components of the project:

- Law Enforcement/First Responders Training called Law Enforcement/First Responders Countering Violent Extremism Training (NCTC HVE Mobilization Indicators Training)
- Community Leaders Countering Violent Extremism Training (Police and Community Working Together: To Recognize and Prevent Threats in our Communities)
- Social Media and Online Safety Training
- Community Engagement Events

There is also information about the two stakeholder groups: 1) Law Enforcement/First Responders Trainers; and 2) Community Leaders/ Social Media Trainers/Community Event Organizers, regarding their involvement and feedback on developing and delivering of the trainings and events.

Project Services

The overarching goal of the project was to prevent extremist violence by raising awareness about the indicators of mobilization. GPF's services align to that goal by providing training on mobilization indicators and building trust and connections with law enforcement and community members. GPF also provided resources on how to report a suspicious activity in the community or access help. This report provides qualitative information on Global Peace Foundation's capabilities to successfully and efficiently implement a train the trainer and community engagement project in countering and preventing violent extremism. GPF's ability to shape impact and systems change along with program outcomes is clearly reflected in this report, which demonstrates the organization's ability to design and deliver community-based programming with diverse stakeholder networks in extremist violence prevention space.

Evaluation of Project

Within these segments of the report, the evaluators aim to accomplish three primary goals:

1. To relay the primary outcomes related to the different services of the New Jersey Urban Peacebuilding Project in order to understand the overall efficacy of both the whole project and its unique elements.
2. To document the process of implementation of the New Jersey Urban Peacebuilding Project. By detailing this information, the report aims to provide insight into best practices, challenges, and future directions for countering violent extremist research and program development.
3. To document the process of evaluation of the New Jersey Urban Peacebuilding Project in order to provide insight into best practices, challenges, and future directions for countering violent extremist program evaluation. Additionally, by providing this information, the report aims to provide tools to facilitate future evaluative efforts and to allow for replication and/or comparison between the current New Jersey Urban Peacebuilding Project and other programs.

Methodology

Project Services

The New Jersey Urban Peacebuilding Project was charged with providing the following services:

- Design and deliver 24 trainings about countering extremist violence reaching 1,200 law enforcement personnel (police, public safety officials/first responders, public prosecutors).
- Design and deliver 24 trainings about countering extremist violence reaching 1,200 community leaders including educators, parents, employers, youth leaders, clergy of diverse faith traditions, and social service providers.
- Design and deliver 4 social media and online safety trainings for community leaders to enhance their understanding of the fundamentals of online safety, recognizing fake news and credible sources, countering online recruitment and radicalization and develop counter narratives and positive messages.
- Organize and host 5 events in each of the following cities: Jersey City, Paterson and Camden reaching 1,500 community members through 15 separate events.

The trainings were expected to be delivered through a train the trainer approach for both law enforcement/first responders and community leaders. The train the trainer model is a training strategy where the trainer, a subject-matter expert, trains others—how to recognize the signs that an individual may become radicalized/preparing for mobilization, for example—and simultaneously teaches them how to train even more individuals on this content. One of the ideas behind this

model is that it can empower others to provide training/disseminate content information to many more individuals than the initial subject expert could do on his/her own.

Law Enforcement/First Responders Countering Violent Extremism Training Curriculum

GPF started the New Jersey Urban Peacebuilding Project by convening a statewide curriculum committee including New Jersey State Association of Chiefs of Police, Bergen County Prosecutor's Office, New Jersey State Police, New Jersey Office of the Attorney General's Division of Criminal Justice (NJOAG DCJ), New Jersey Office of Homeland Security and Preparedness (NJOHSP) and FBI. The NJOAG invited other state agencies to the table including New Jersey Department of Corrections, New Jersey State Parole Board, New Jersey Department of Children and Families, New Jersey Department of Human Services (DHS) Division Mental Health and Addiction Services Disaster and Terrorism Branch, New Jersey Office of Law Enforcement Professional Standards, New Jersey County Jail Warden's Association, New Jersey Department of Education, and the Urban Area Security Initiative Program. Other partners included the Fort Lee and Clinton Police Departments. GPF also connected with key federal partners, including US Department of Homeland Security Liaison, at the New Jersey Regional Operational Intelligence Center (ROIC), who gave input and support for the project. Most agencies worked with GPF throughout the entire project and others were engaged for their guidance and input.

GPF researched potential prevention curriculums to use for Law Enforcement/First Responders Countering Violent Extremism Training and Community Leaders Countering Violent Extremism Training and settled on the National Counterterrorism Center's (NCTC) mobilizations indicators curriculum for the Law Enforcement/First Responders Countering Violent Extremism Training. GPF entered into a Memorandum of Agreement (MOU) with NCTC. The NCTC training was reworked by the project's core teaching team with revisions by the New Jersey Department of Mental Health and Addictions Disaster and Terrorism Branch, New Jersey Office of Homeland Security and Preparedness, State Police, New Jersey Office of the Attorney General, FBI, and Bergen County Prosecutor's Office. The statewide curriculum committee tailored the NCTC training for New Jersey to include:

- Active shooter cases around the nation and New Jersey extremist cases
- Extensive New Jersey case file information relevant to local law enforcement, corrections, and parole personnel
- Aspects of violent extremist and lone actor scenarios where the indicators overlap
- Small group exercises to practice the use and understanding of the mobilization indicators using actual case studies.

The development of this training brought New Jersey's existing terrorism training up to date. The connection with NCTC ensures that NCTC training and content updates will be provided to New

Jersey in the future. This is critical as the landscape of terrorism changes and new threats and observations must be shared with active law enforcement officers.

Law Enforcement/First Responders Countering Violent Extremism Trainings began in the fall of 2018. The training was co-taught with the Division of Criminal Justice providing the context and background of the training, State Police providing the current state of terrorism training, the NJ Department of Mental Health and Addictions Disaster and Terrorism Branch delivering the core curriculum, with GPF staff giving real community level examples of how critical working together with the community is. New Jersey Office of Homeland Security and Preparedness and FBI connected the curriculum pieces together to help local law enforcement better understand the reporting process and the need to continue to investigate at the local level. Having law enforcement partners provide the training elevated the level of knowledge and credibility with our law enforcement attendees. Trainers and GPF staff met after each training to discuss any necessary revisions to the curriculum needed and incorporated the agreed upon changes in the next training. To this end, the training continued to be strengthened throughout the project.

Following the initial roll out of the Law Enforcement/First Responders Countering Violent Extremism Training, GPF learned that there were gaps in the knowledge of the mobilization to violence with frontline mental health screeners and parole and corrections officers. The statewide curriculum team tasked the Disaster and Terrorism Branch to develop a training that would focus on mental health workers and parole staff. As a result of the high caliber of this training update:

- 1.) A 6-hour block of instruction for mental health screeners is now used by the state behavioral health system for recertification credits.
- 2.) Enhanced the Law Enforcement/First Responders Countering Violent Extremism Trainings to now include pertinent information for corrections and parole officers.

Community Leaders Countering Violent Extremism Training Curriculum

GPF developed a training for community leaders based on the framework and content contained in the National Consortium for the Study of Terrorism and Responses to Terrorism (START), a Department of Homeland Security Center of Excellence housed at the University of Maryland. GPF utilized the core content of the course, which includes who, what and how of terrorism studies and cutting-edge research from the social, behavioral sciences and experts investigating these topics. GPF designed and developed the training to include:

- Recent key data and facts regarding targeted and extremist violence.
- Community resources and information on how to appropriately report certain behaviors
- Certain elements of the Law Enforcement/First Responders Countering Violent Extremism Training for consistency and alignment

The training was shared with the statewide curriculum committee, key partners and potential trainers for feedback and revisions. Community leaders and social media trainers were initially

identified by GPF, who contacted many potential trainers, resulting in 8 individuals who had the experience, substantive knowledge, and strong training skills to be able to successfully deliver this training. GPF provided one on one instruction to the trainers and forwarded them information on key trainings and comprehensive violent extremism resources including research, project background documents and webinars. The trainers for the Community Leaders Countering Violent Extremism were strongly encouraged to attend the Law Enforcement/First Responders Countering Violent Extremism Training and to participate in webinars including, but not limited to:

- The Anti-Defamation League on Implicit Bias, Extremism, and Protecting Civil Rights
- Moonshot CVE
- Webinar Developing Intervention Programs
- Behavioral Threat Assessment Models
- California Governor's Office Preventing Violent Extremism Project
- Life After Hate
- Los Angeles Police Department's Providing Alternatives
- Preventing Targeted Violence Webinar: START's CVE Training
- Preventing Targeted Violence Webinar: University of Maryland's CORE Framework

By providing these trainers with a broad range of opportunities for training and more understanding of national efforts, they were well positioned to address community members' concerns and ideas raised during the trainings. The Community Leaders Countering Violent Extremism Training was first delivered in the summer of 2018.

Following the roll out of the Law Enforcement/First Responders Countering Violent Extremism Trainings, the Community Leaders Countering Violent Extremism Training was updated to include pertinent sections that aligned these two trainings. As the trainings were enhanced, the Project Director hosted a review of the training with trainers in preparation of their next training(s) and the updated content.

Over 98% of community members attending the Community Leaders Countering Violent Extremism Training said it was 'Beneficial' or 'Very Beneficial.'

Over 97% of community members attending the Community Leaders Countering Violent Extremism Training would refer a friend or colleague to this training.

Social Media and Online Safety Training Curriculum

This curriculum was built on the framework of Google’s Webrangers online child safety training. GPF originally deployed this training in Nairobi, Kenya reaching over 3,100 students in 170 schools. With Webrangers as the foundation, GPF used additional Google Education resources, combined with an overlay of content from the Montgomery County (Maryland) Model, which is an initiative developed by the World Organization for Resource Development and Education (WORDE), in partnership with the Montgomery County Police Department and Montgomery County Executive’s Office of Community Partnerships. The WORDE program was initially funded by the U.S. Department of Homeland Security.

Over 90% of community members said the Social Media and Online Safety Training was ‘Beneficial’ or ‘Very Beneficial.’

The social media curriculum included:

- Fundamentals of online safety and personal information
- How to recognize fake news and credible sources
- Online recruitment and radicalization
- Counter narratives and positive messages

GPF also received input from a cyber-security issue expert and former member of a New Jersey Prosecutor’s Office who created their county-wide computer investigations and forensic unit. This expert was the primary trainer for the social media curriculum. The Social Media and Online Safety Training was first delivered on April 30th, 2019.

GPF developed a Training Guideline Manual for trainers and host agencies. This manual provided consistency and a check list to make sure tasks were completed and documented. Throughout the project, GPF hosted monthly conference calls or electronic updates for all trainers to discuss project activities and training updates. All Community Leaders Countering Violent Extremism Training and Social Media and Online Safety Training trainers were forwarded information on key trainings and new resources including upcoming webinars, many of which were sponsored by our fellow grantees including the National Governor’s Association. Overall, GPF utilized best in class existing curricula and practices to design and develop the curricula for this project.

Community Engagement Events

GPF worked with key partner agencies in the three target cities of Camden, Jersey City, and Paterson who were identified through outreach to existing partners who had a firm understanding and knowledge of local agencies. GPF began by discussing meaningful Community Engagement Events to bring together law enforcement personnel and community members, in which they could

help plan and execute with these local partners. GPF engaged these local partners in regularly scheduled on-going conversations and planning meetings.

GPF also mapped social services in these target cities. Understanding the many existing resources and services helped GPF and partner agencies share an alternative resource with community members. Additionally, GPF sought to increase awareness in these communities about violent extremism and access to local services for prevention and intervention. In both the Community Leaders Countering Violent Extremism Trainings and Community Engagement Events, GPF shared these additional resources, as well as another key resource called NJ 211, New Jersey's information and referral service which gives people in need an easy way to find health and human services. Sharing important resources with community was a key community engagement strategy.

The New Jersey Urban Peacebuilding Project web page was launched on May 7th, 2019, which also gave more exposure to the project and an alternative way to build community connections. The link to this site is: <http://globalpeace.org/project/urban-peacebuilding-initiative>.

Evaluation of Project

The main goal of evaluating the New Jersey Urban Peacebuilding Project was to determine the effectiveness of the Countering Violent Extremism Trainings, both for Law Enforcement/First Responders and Community Leaders, as well as the Social Media and Online Safety Trainings and Community Engagement Events. Effectiveness was defined as increased awareness and knowledge about extremist violence and indicators connected to violent extremism/mobilization indicators; as well as anticipated change in actions regarding reporting suspicious behavior and potentially escalating individuals. Additionally, effectiveness was measured by the increased relationship/trust between law enforcement and the community as it pertains to countering violent extremism together.

WRI designed Pre- and Post-Tests for training attendees measuring change in knowledge, attitudes, and future anticipated behaviors specific to information/ideas conveyed in the trainings. In designing these Pre-Post-Tests, WRI thoroughly reviewed the Law Enforcement/First Responders Countering Violent Extremism Training, Community Leaders Countering Violent Extremism Training, and Social Media and Online Safety Training curricula to craft applicable questions, especially regarding knowledge and attitudes. Through the monthly evaluation conference calls with GPF, WRI also asked questions regarding the curricula to ensure complete understanding of what was being conveyed and the goals of understanding for each section of the trainings. WRI also attended the HVE Train the Trainer training given by NCTC to observe first-hand how the mobilization indicators and case studies would be presented. WRI also shared the Law Enforcement/First Responders Countering Violent Extremism Training evaluation instruments with some of the law enforcement partners/trainers for feedback, including NCTC.

WRI also designed separate Satisfaction Surveys for the Countering Violent Extremism Trainings and the Community Engagement Events to be electronically sent to attendees within 1 day after the training/event with a thank you for attending. It was later determined that training attendees would most likely only be willing to complete one post training evaluation tool, so the Satisfaction Survey questions were reviewed and the most pertinent were added to the Post-Test.

The evaluation instruments were originally created to be administered electronically directly to training and event attendees through a survey software called Qualtrics. This software allows for a user-friendly experience to answer questions of interest to a researcher/evaluator. Paper versions of the Pre-Post-Tests/Satisfaction Surveys were going to be made available to training and event walk-ins and those without access to the internet. Training, and even Community Engagement Event, attendees were to register through Eventbrite, an event management and ticketing website, where they would be directed to complete the Pre-Test and told a space was not reserved for them until the Pre-Test was completed. At the end of the training/event, attendees were asked to complete the online Post-Test/Satisfaction Survey on their electronic devices (phone, tablet, iPad, laptop) in order to receive their certificate of completion. Evaluators determined that it was too difficult to create appropriate questions to measure change in knowledge, attitudes, and future behavior for the Community Engagement Events since each event was customized for the community and differed in focus area. The Community Engagement Event Satisfaction Survey; however, did measure satisfaction with:

- Making meaningful connections at the event with others
- Learning about an agency/service that one did not know about
- Being motivated to doing something about violence in community
- Feeling like I can partner with law enforcement in positive ways to combat violence in community

WRI also created a Community Engagement Events Observation Form for organizers to complete regarding such things as Group Cohesion, Problem Solving, Communication, Established and Informal Relationships, and Cooperation To Work Together.

As the trainings and events rolled out, it became evident that the Post-Tests and Satisfaction Surveys would have a higher rate of completion if attendees were allowed time to complete paper forms at the trainings/events. This created an additional step of deciphering attendees handwriting and entering these responses into Qualtrics, which added time and cost to the evaluation process. Law enforcement/first responders, simply based on their work personalities, were much more compliant about completing the Pre- and Post-Tests.

Evaluators note that the Pre-Post-Tests are self-reports and reflect the attendee's perception of their knowledge, attitudes, and behaviors and not their actual knowledge and behavior.

Additionally, WRI created qualitative questions for GPF to administer with project stakeholders and trainers on a semi-annual basis to track these individuals' feedback on the effectiveness of the trainings/events, as well as their knowledge/perception of community leaders' ownership and collaboration with law enforcement. WRI ultimately administered these questions with project stakeholders and trainers via conference calls that were organized like focus groups.

The New Jersey Urban Peacebuilding Project's evaluation tools are included in the Appendix Section of this report.

Results

Project Services

Global Peace Foundation implemented the project over a two-year period. While the project served audiences state-wide, the primary areas of focus were Camden, Paterson, and Jersey City. The Law Enforcement/First Responders and Community Leaders Countering Violent Extremism Trainings provided information and data to help participants understand the process of radicalization and the behavioral indicators of mobilization towards extremist violence. The Community Leaders Countering Violent Extremism Training also provided attendees with helpful resources on taking action to report suspicious activities. The Social Media and Online Safety Training provided instruction on tricks and scams, basics of online safety and managing personal information, and also how to identify credible sources of information. The content also revealed how extremists use online tools and platforms to engage and recruit others. Community Engagement Events provided opportunities for law enforcement and community members they serve to build connections and cultivate trust. Lastly, a community mapping of resources provided attendees with information and contacts of different health and human services provided in their area.

Overall, GPF exceeded the grant targets, both in number of trainings and events held, as well as number of individuals trained and engaged. As can be seen in Table 1, GPF hosted 77 trainings and events over the two-year period, 10 more than expected; and Table 2 shows that just over 5,675 individuals attended these trainings and events, nearly 1,620 more than required. These results tell the story of the willingness of New Jersey partners to work together to prevent violent extremism.

Table 1. Comparison of Target Vs. Total Number of Trainings and Events

Project Service	Target Number of Trainings/Events	Total Number of Trainings/Events	Percent of Target Achieved
Law Enforcement/First Responders Countering Violent Extremism Training	24	24	100%
Community Leaders Countering Violent Extremism Training	24	29	121%
Social Media and Online Safety Training	4	7	175%
Community Engagement Events	15	17	133%
Total	67	77	115%

Table 2. Comparison of Target Vs. Total Number of Attendees

Project Service	Target Number of Attendees	Total Number of Attendees	Percent of Target Achieved
Law Enforcement/First Responders Countering Violent Extremism Training	1,200	1,441	120%
Community Leaders Countering Violent Extremism Training	1,200	1,433	119%
Social Media and Online Safety Training	160	363	226%
Community Engagement Event – Jersey City	500	903	180%
Community Engagement Event – Patterson	500	929	185%
Community Engagement Event – Camden	500	608	121%
Total	4,060	5,677	139%

GPF believes they could have reached many more law enforcement individuals and community members if the grant period was longer, even extended, especially since the first few months of the project were devoted to staff training, trainer trainings and curricula development.

Law Enforcement Training

Table 3 lists the Law Enforcement/First Responder Countering Violent Extremism Trainings, date, and attendance.

Table 3. List of Law Enforcement/First Responders Countering Violent Extremism Trainings*

Law Enforcement/First Responders Countering Violent Extremism Trainings		
Date of Training	City of Training	Number of Attendees
1/24/18	Trenton, NJ	27
5/10/18	Sayreville, NJ	40
6/04/18	Mahwah, NJ	82
7/25/18	Trenton, NJ	16
8/02/18	Mahwah, NJ	20
8/21/18	Hamilton, NJ	19
9/24/18	Hamilton, NJ	53
10/15/18	West Long Branch, NJ	42
10/29/18	Sayreville, NJ	49
10/31/18	Morris Plains, NJ	54
11/02/18	Mahwah, NJ	65
11/05/18	Galloway, NJ	53
11/07/18	Blackwood, NJ	36
11/13/18	Hamilton, NJ	39
11/21/18	Hamilton, NJ	24
12/03/18	Mahwah, NJ	70
1/10/19	Newark, NJ	58

2/26/19	Hamilton, NJ	41
5/20/19	Montclair, NJ	158
5/22/19	Hamilton, NJ	30
6/04/19	McLean, VA	189
6/19/19	Vineland, NJ	112
6/25/19	Hamilton, NJ	113
6/25/19	Hamilton, NJ	51
Totals	24 Trainings	1,441

**Note.* For many of the events, the total attendance exceeded the number of RSVPs, highlighting the strong interest on the part of Law Enforcement/First Responders to attend the trainings. This also highlights the need for future projects to anticipate greater attendance than indicated by RSVPs and allocate additional resources as necessary.

There was a total of 42 law enforcement agencies that requested and received the Countering Violent Extremism curriculum and supporting training materials to train their departments. These requests represent 32 local law enforcement, 3 federal (military), and 7 state agencies. Although the grant did not provide funding for the necessary follow up with these law enforcement agencies, GPF did meet with many of the staff who led their agency’s training unit to set them up for success in training the rest of their department’s officers. There was a strong desire to conduct the Countering Violent Extremism training from these attendees. In order to support this, Countering Violent Extremism trainers provided their contact information to attendees for any follow up questions on how to deliver the training in their departments. GPF; however, has no formal mechanism to track the additional trainings that they conduct.

Around 99% of those attending the Law Enforcement/First Responders Countering Violent Extremism Training said it was ‘Beneficial’ or ‘Very Beneficial.’

One of the most significant results from the development and delivery of the Countering Violent Extremism Training was the strengthened partnerships among the law enforcement/first responder community. This led to the New Jersey Police Training Commission incorporating the Countering

Violent Extremism Training into its basic training for all law enforcement. The New Jersey Police Academies will replace their current terrorism training with the Countering Violent Extremism Training.

Further, the New Jersey DHS Division of Mental Health and Addiction Services developed a Violent Extremism Training designed specifically for mental health professionals. While directed toward mental health workers, the training utilizes the NCTC Mobilization Indicators, as well as the TRAP-18 model made up of two sets of indicators:

- Eight warning behaviors that suggest that an attack is imminent (proximal) risk factors
- Ten predisposing characteristics that make people vulnerable to extremist influences (distal) risk factors

Table 4 lists the trainings held, date, location, and attendance at each.

Table 4. List of Mental Health Violent Extremism Trainings

Mental Health Violent Extremism Trainings		
Date of Training	City of Training	Number of Attendees
5/03/19	Waretown, NJ	60
5/10/19	Piscataway, NJ	60
6/10/19	Morris Plains, NJ	60
Totals	3 Trainings	180

Lastly, NJOHSP is planning to utilize segments of the Countering Violent Extremism Training regarding the mobilization indicators on its online platform called NJLEARN which reaches over 155,000 law enforcement individuals and first responders. NJOHSP is in the process of developing and reviewing the content for this program as this project concludes.

Over 98% of those attending the Law Enforcement/First Responders Countering Violent Extremism Training would refer a friend or colleague to the training.

A testament to the excellence of the Law Enforcement/First Responders Countering Violent Extremism Training, NCTC staff who reviewed and attended the pilot training indicated that it is one of the best they have ever received. Further, GPF has been asked to share with NCTC and other stakeholders, how the Law Enforcement/First Responder partners worked together to create the training.

Community Leaders and Social Media Training

Table 5 lists the Community Leaders Countering Violent Extremism Trainings, date, location, and attendance.

Table 5. List of Community Leaders Countering Violent Extremism Trainings*

Community Leaders Countering Violent Extremism Trainings		
Date of Training	City of Training	Number of Attendees
12/6/17	Philadelphia, PA	18
1/24/18	Trenton, NJ	27
2/28/18	Newark, NJ	40
6/12/18	Trenton, NJ	70
6/12/18	Trenton, NJ	32
7/10/18	Pennsauken, NJ	56
7/19/18	Camden, NJ	20
10/5/18	Newark, NJ	20
10/18/18	Trenton, NJ	55
10/18/18	Atlantic City, NJ	49
11/1/18	Millville, NJ	29
3/14/19	Maple Shade, NJ	13
3/20/19	Trenton, NJ	27

4/11/19	Voorhees, NJ	24
4/11/19	Camden, NJ	96
4/30/19	West Long Branch, NJ	98
5/3/19	Waretown, NJ	60
5/10/19	Piscataway, NJ	60
5/10/19	Atlantic City, NJ	80
5/10/19	Atlantic City, NJ	60
5/15/19	Pennsauken, NJ	40
5/17/19	Jersey City, NJ	19
5/18/19	Pennington, NJ	51
5/24/19	Wayne, NJ	28
6/10/19	Morris Plains, NJ	60
6/11/14	Trenton, NJ	123
6/14/19	Pennington, NJ	52
6/20/19	Washington DC	50
6/26/19	Montclair, NJ	76
Totals	29 Trainings	1,433

**Note. For some of the trainings, the total attendance was less than the number of RSVPs, highlighting the need for future projects to 1). institute some confirmation process, and 2). anticipate a level of absenteeism when planning trainings to reach target numbers of attendees.*

Table 6 lists the Social Media and Online Safety Trainings, date, location, and attendance.

Table 6. List of Social Media and Online Safety Trainings

Social Media and Online Safety Trainings		
Date of Training	City of Training	Number of Attendees
4/30/19	West Long Branch, NJ	98
5/15/19	Pennsauken, NJ	40
5/17/19	Jersey City, NJ	19
5/18/19	Pennington, NJ	51
5/24/19	Wayne, NJ	28
6/14/19	Pennington, NJ	52
6/26/19	Montclair, NJ	75
Totals	7 Trainings	363

Community Engagement Events

By working closely with key agencies on the ground, GPF was able to expand partnerships between law enforcement and communities in order to respond to violent threats. Evidence of community leaders collaborating with law enforcement to address violent extremism through community engagement and law enforcement partnerships were seen through the many requests received to host Community Engagement Events and the overwhelming positive response we received during these events.

Over 94% of community members attending the Engagement Events felt they could partner with law enforcement to combat violence in their community.

Some examples of this collaboration include:

- Holiday toy drive community events conducted in partnership with law enforcement which was particularly rewarding for our youngest community members and gave parents an opportunity to build personal relationships with law enforcement.
- Large youth summits with education stakeholders who brought many people, particularly

youth, together who were able to meet with law enforcement in smaller groups for a more personal interaction.

- Movie night in a city park with community residents and law enforcement provided opportunities for great interaction and fun while sending a message of community resilience and working together to promote safety.
- Community events with faith-based partners helped to build and strengthen communication with communities while providing important resources, services and information.

Over 97% of community members attending the Engagement Events indicated they were 'Beneficial' or 'Very Beneficial.'

This grant afforded GPF an opportunity to act as “neutral convener” enabling partners to come together and participate based on their capacity. Table 7 lists the Community Engagement Events, date, location, attendance, and the main focus of the event.

Table 7. List of Community Engagement Events

Community Engagement Events			
Date of Event	City of Event	# of Attendees	Main Focus of Event
12/14/17	Jersey City, NJ	125	Community Engagement Program – Bringing together students, community leaders, and law enforcement to strengthen partnerships through community engagement
4/17/18	Jersey City, NJ	124	3rd Annual Save the Youth Event – Bringing together students, community leaders, social services, and law enforcement to strengthen partnerships through panel discussions and connecting individuals to local community agency resources
6/2/18	Jersey City, NJ	49	Youth Cross Community & Culture Workshop – Bringing together law enforcement and community organizations to listen to and support the needs of Jersey City youth and to engage youth and law enforcement to develop local solutions

6/9/18	Jersey City, NJ	125	3rd Annual Unity Walk – Bringing together community members and law enforcement to connect them to resources, determine additional needs, and demonstrate a united front to end violence
7/14/18	Jersey City, NJ	244	Community Basketball Extravaganza – Bringing together youth and law enforcement to build trust and positive relationships through sports
4/10/19	Jersey City, NJ	236	4th Annual Save the Youth Event – Bringing together students, community leaders, social services, and law enforcement to strengthen partnerships through panel discussions and connecting individuals to local community agency resources
6/7/18	Wayne, NJ	189	12th Faith-Based & Non-Profit Community Conference – Bringing together youth, clergy, law enforcement, and social service agencies to engage youth in activities that lead to employment and help faith partners identify community resources that help local residents
7/14/18	Paterson, NJ	167	Family Movie Night – Bringing together community members and law enforcement to build trust and positive relationships through recreational activities
8/7/18	Paterson, NJ	80	National Night Out – Bringing together community members, law enforcement, and other stakeholders to promote and support neighborhood safety
8/25/19	Paterson, NJ	305	Back to School Party Bash – Bringing together community members, law enforcement, and educators to help end summer on a positive note and to support students beginning the new school year
6/13/19	Paterson, NJ	188	13th Faith-Based & Non-Profit Community Conference – Bringing together youth, clergy, criminal justice partners, and social service agencies to engage youth in activities that lead to employment and help faith partners identify community resources that help local residents

12/14/17	Cherry Hill, NJ	93	4th Annual LEAD Forum – Bringing together community members and youth to build community resilience and strengthen community protective factors
3/09/18	Blackwood, NJ	82	S.U.R.E. Summit – Bringing together youth and law enforcement to help build trust and positive relationships
12/06/18	Camden, NJ	110	The 5th Annual LEAD Forum – Bringing together community members and youth to build community resilience and strengthen community protective factors
12/20/18	Camden, NJ	124	Holiday Toys R Us Family Engagement – Building trust and positive relationships between the community and law enforcement through community engagement and charity work
4/11/19	Camden, NJ	96	Violent Extremism Prevention Community Engagement Program – Empowering students to counter violent extremism through instruction and dialogue
3/22/19	Camden, NJ	103	S.U.R.E. Summit – Bringing together youth, law enforcement, social services, and local prosecutors to build youth resiliency through positive peer engagement and the development leadership skills
Totals	<u>17 Events</u> Jersey City: 6 Paterson: 4 Camden: 4	<u>2,440</u> Jersey City: 903 Paterson: 929 Camden: 608	

Evaluation of Project

Through rigorous observations and Pre-Post-Tests, evaluators captured the effectiveness of the trainings and Community Engagement Events.

Law Enforcement/First Responders Countering Violent Extremism Training

The Countering Violent Extremism Training for law enforcement/first responders was designed to provide attendees with the necessary knowledge and confidence relating to topics of extremist violence —general knowledge of violent extremism and other types of terrorism; overall knowledge of mobilization indicators; and knowledge of responding to radicalized individuals and

extremist violence incidents. The Pre-Post-Tests focused on capturing the change in knowledge about extremist violence among attendees, their confidence in being able to convey this information to others, likelihood in taking action against violent extremism, and overall satisfaction with the training. The number of Pre-Tests closely, statistically speaking, match the number of Post-Tests, allowing for a more valid comparison of the pre and post data. However, these responses only represent roughly 47.2% of all Law Enforcement/First Responder Countering Violent Extremism Training attendees.

Table 8. Comparison of Pre- and Post-Test Respondents Vs Attendees

Number of Pre-Test Respondents	Number of Post-Test Respondents	Number of Countering Violent Extremism Training Attendees Where Pre/Post-Tests Administered
594	578	1225*

*Note: This number reflects the total number of attendees at trainings pre-designated for evaluation.

Knowledge of Violent Extremism Topics

Since the Countering Violent Extremism Trainings were designed to teach attendees about violent extremism and other type of terrorism, questions regarding knowledge of violent extremism topics were included in the Tests. The Table 9 lists the questions on Extremist Violence Related Mobilization and How and Where to Respond to Violent Extremism.

Table 9. Summary of Findings – Knowledge of Violent Extremism Topics

Topic	Knowledge of Extremist Violence Related Mobilization	Knowledge of How and Where to Respond to Violent Extremism
Please select how Knowledgeable you are about the following:		
Questions Assessing Knowledge of Topic	The Difference Between Violent Radicalization and Mobilization The Mobilization Indicators of Violent Extremists Various Types of Mobilization Indicators	How to Effectively Respond to Reports of the Mobilization of Violent Extremists Where to Refer Potentially Violent Extremists for Services/Interventions

	Specific Behaviors/ Signs that Point to an Individual Becoming Mobilized to Commit Extremist Acts	Where to Report Information Concerning Violent Extremist Activity When to Report Violent Extremist Activity Where to Report Potentially Radicalized or Mobilizing Individuals When to Report Potentially Radicalized or Mobilizing Individuals Identifying the “Something” in “See Something, Say Something”
Pre-Training Knowledge	On average, 24.8% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’	On average, 38.4% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’
Post-Training Knowledge	On average, 89.4% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’	On average, 90.8% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’

As the table above shows, the percentage of law enforcement/first responder attendees who indicated they were ‘moderately’ or ‘extremely knowledgeable’ on extremist violence related mobilization after the training was significantly higher than before the training, more than tripling the percentage knowledgeable on these topics. Further, only an average of 2.3% reported being ‘not at all knowledgeable’ or ‘slightly knowledgeable’ about extremist violence related mobilization after the training.

Additionally, prior to the training, on average, 34.8% of law enforcement/first responders reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ about how and where to respond to violent extremism, while an average of 38.4% reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’. The largest knowledge gap was where to refer potentially violent extremists for services/interventions, with 50.2% of respondents reporting feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’. However, after the training, only an average of 1.9% of respondents reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ across all topics with an average of 90.8% reported feeling ‘moderately knowledgeable’ or ‘extremely

knowledgeable’. Furthermore, 86.3% of respondents reported being ‘moderately knowledgeable’ or ‘extremely knowledgeable’ about where to refer potentially violent extremists for services/interventions, which had been identified as the largest knowledge gap in pre-training surveys.

The charts below show the percentage of attendees’ knowledge ratings prior to and after the Countering Violent Extremism Training.

Figure 1. Change in Knowledge of Violent Extremism Mobilization Indicators

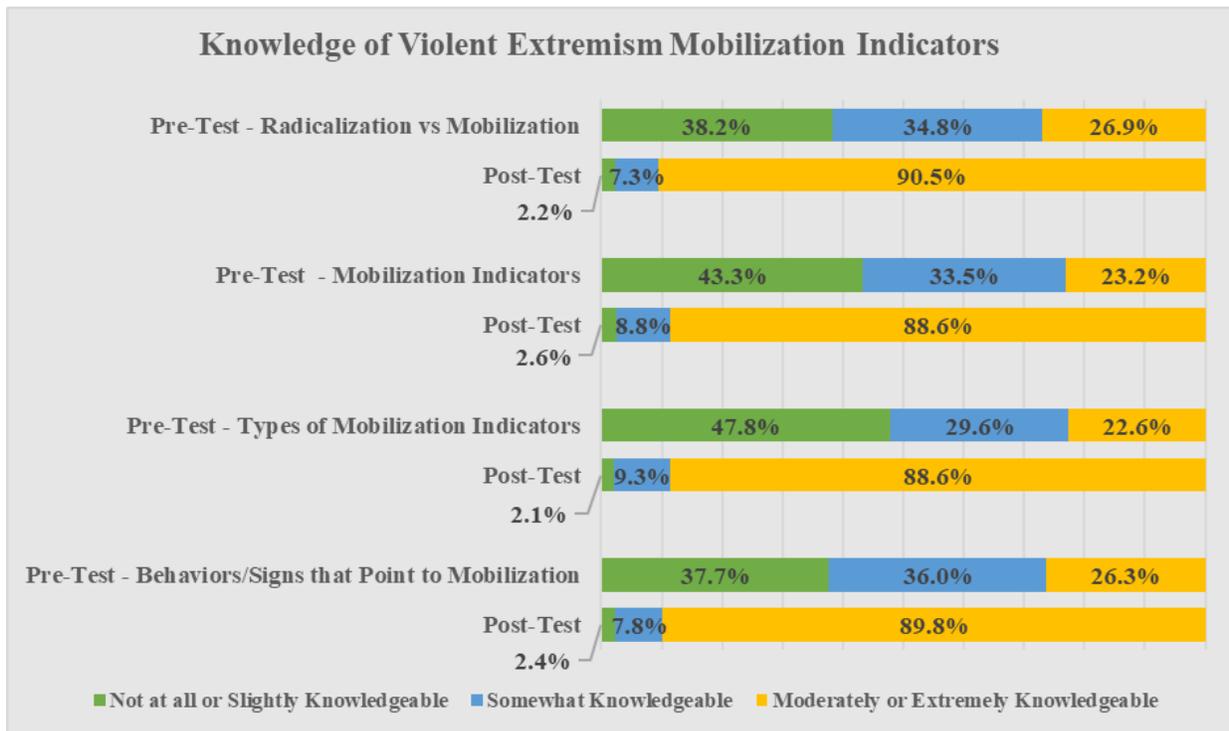
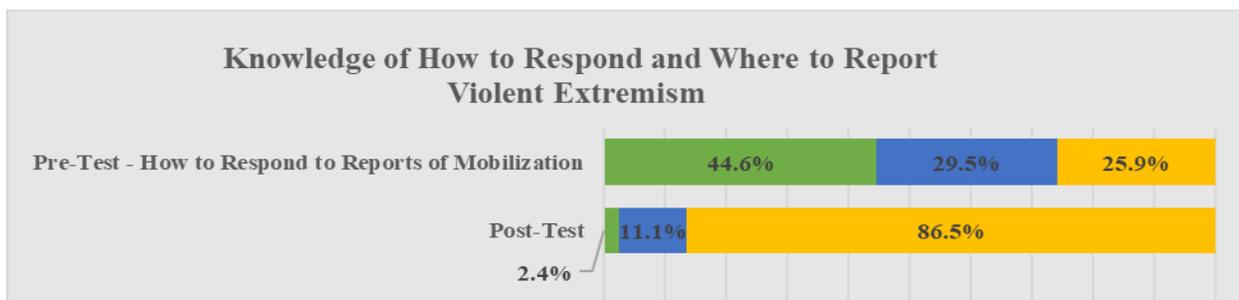
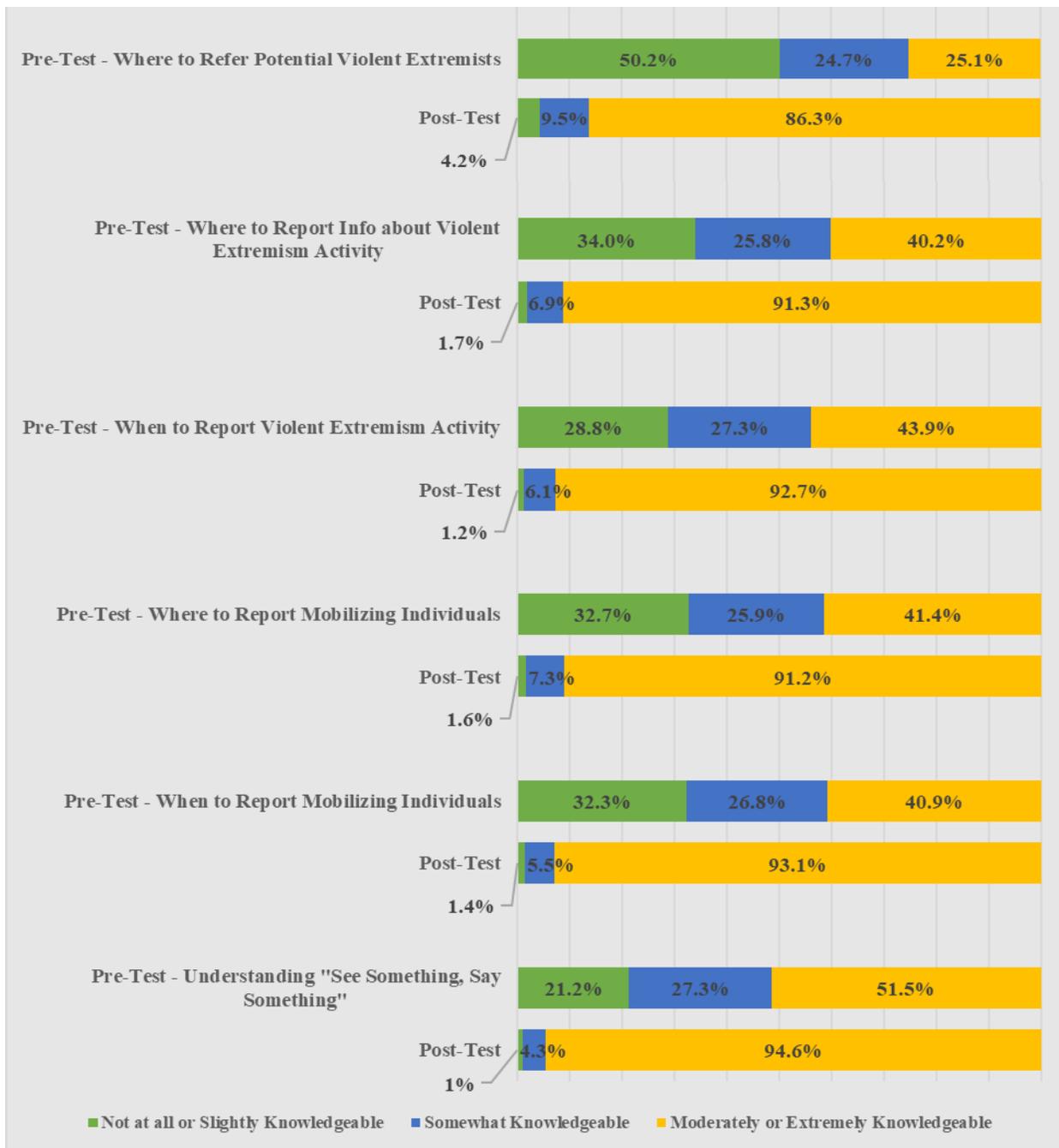


Figure 2. Change in Knowledge of How to Respond/Where to Report Violent Extremism





Confidence of Understanding Extremist Groups and Violent Extremism Terminology

In order to further assess the impact of the trainings on overall violent extremism knowledge, respondents were asked to identify how confident they felt in understanding five topics relating to extremist groups and general violent extremism terminology.

Table 10 lists the questions on Understanding Extremist Groups and Violent Extremism Terminology.

Table 10. Summary of Findings – Confidence of Understanding Extremist Groups and Terminology

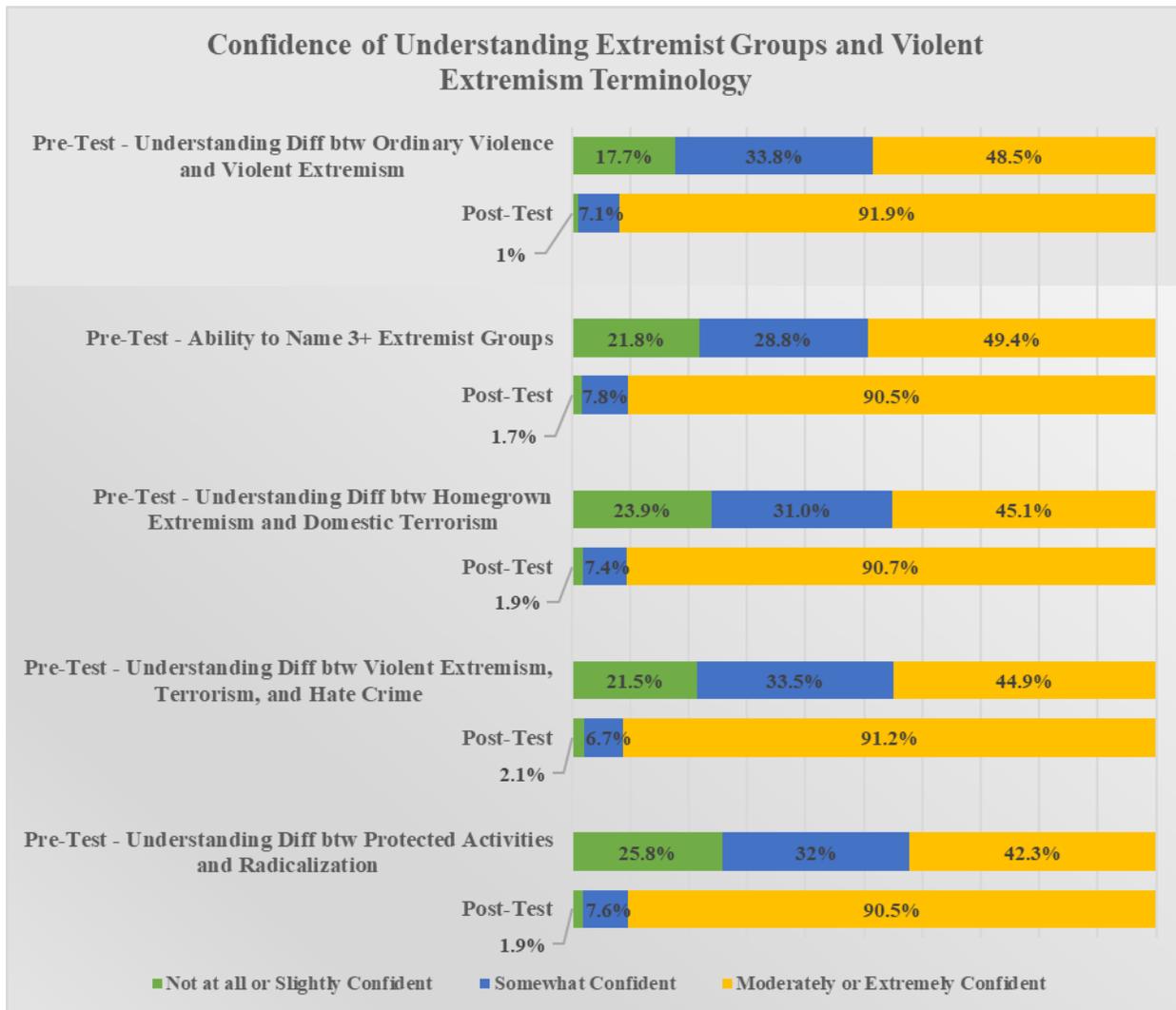
Topic	Confidence of Understanding Extremist Groups and Violent Extremism Terminology
Please select how Confident you are about the following:	
Questions Assessing Knowledge of Topic	Understanding the Difference Between Ordinary Violence and Violent Extremism Able to Name 3 or More Extremist Groups Understanding the Difference Between Homegrown Extremism and Domestic Terrorism Understanding the Difference Between Violent Extremism, Terrorism, and Hate Crime Understanding the Difference Between Constitutionally Protected Activities and Radicalization & Extremism
Pre-Training Confidence	On average 46% of respondents were ‘ moderately ’ or ‘ extremely confident ’
Post-Training Confidence	On average 91% of respondents were ‘ moderately ’ or ‘ extremely confident ’

As Table 10 above shows, the percentage of law enforcement/first responder attendees who indicated they were ‘moderately’ or ‘extremely confident’ in their understanding of violent extremism after the training was significantly higher than before the training, nearly doubling the percentage of confident. Further, only an average of 1.7% reported being ‘not at all confident’ or ‘slightly confident’ about extremist violence related mobilization after the training.

This increased confidence translated into willingness to relay the training information to their peers. When asked how they planned to use what they had learned at the training, over 82% of respondents said they would share the information from the trainings with their colleagues and other departments, while over 23% of respondents said they would help give the Countering Violent Extremism Training.

The chart below shows the percentage of attendees’ confidence ratings prior to and after the Countering Violent Extremism Training.

Figure 3. Change in Confidence of Understanding Extremist Groups and Violent Extremism Terminology



Likelihood of Taking Action to Prevent Violent Extremism

In addition to providing information regarding violent extremism, the Countering Violent Extremism Training also aimed to empower attendees to take action against extremist violence in their communities. Hence, respondents were asked to rate their likelihood of engaging in actions important in countering violent extremism.

Table 11 lists the questions on Likelihood of Taking Action to Prevent Violent Extremism.

Table 11. Summary of Findings – Likelihood of Taking Action to Prevent Violent Extremism

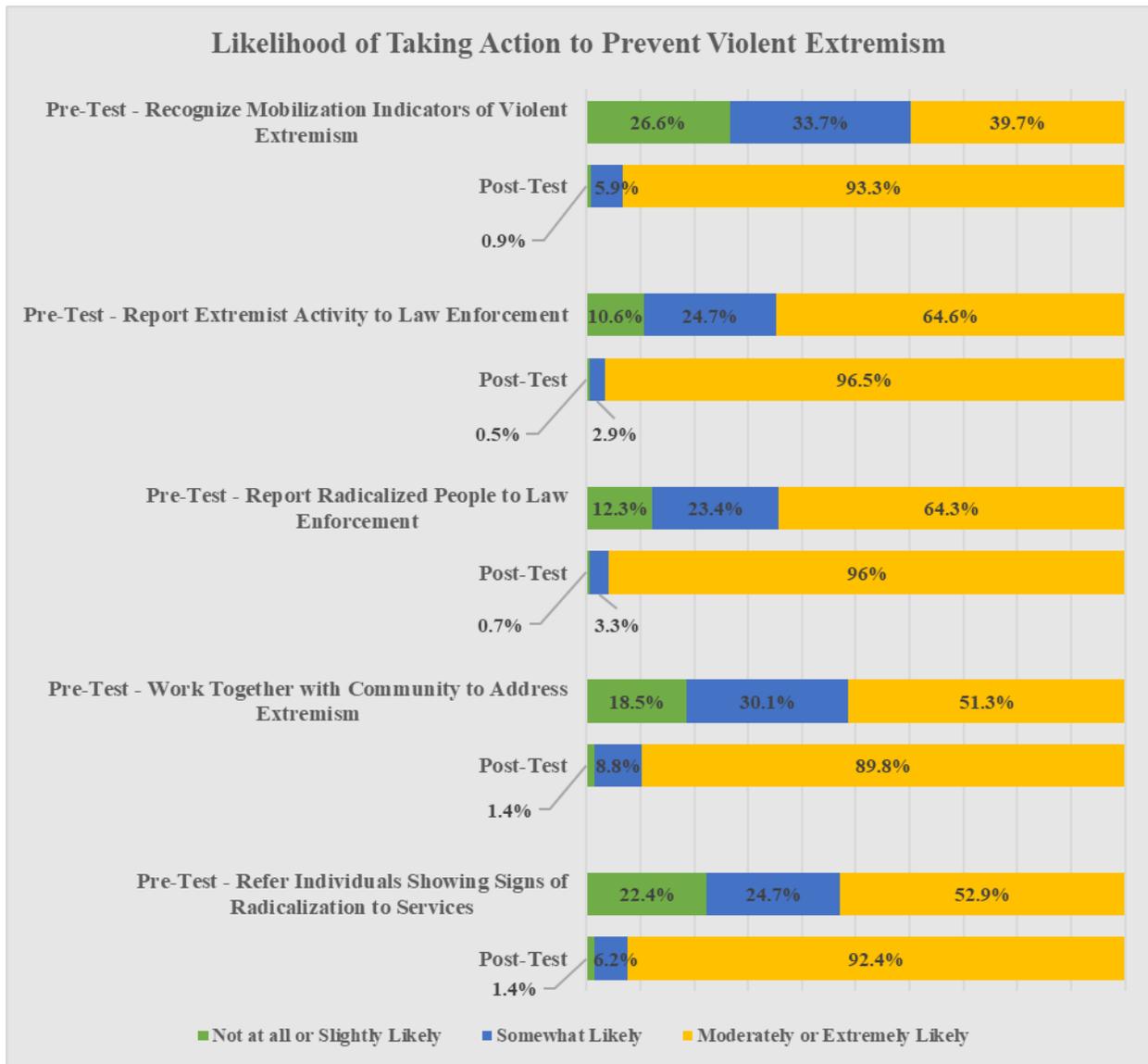
Topic	Likelihood of Taking Action to Prevent Violent Extremism
Please select how Likely you are about the following:	
Questions Assessing Knowledge of Topic	Recognize the Mobilization Indicators of Violent Extremists Able to Name 3 or More Extremist Groups Report Extremist Activity to Appropriate Law Enforcement Agencies Report Potentially Radicalized People to Appropriate Law Enforcement Agencies Work Together with Community Members to Address Extremism in the Community Refer Individuals who are Showing Signs of Radicalization/Mobilization for Services/Interventions
Pre-Training Likelihood	On average, 54.6% of respondents were ‘ moderately ’ or ‘ extremely likely ’ to take action
Post-Training Likelihood	On average, 93.6% of respondents were ‘ moderately ’ or ‘ extremely likely ’ to take action

On average, prior to training, 54.6% of respondents reported feeling ‘moderately’ or ‘extremely likely’ to take action to counter violent extremism, but after training, on average 93.6% of respondents reported feeling ‘moderately’ or ‘extremely likely’ to take action. Over 93% of respondents felt ‘moderately’ or ‘extremely likely’ to recognize the mobilization indicators of violent extremists, which respondents identified in the pre-training surveys as ‘least likely’ to recognize.

“I plan on sharing this [Countering Violent Extremism] training with my Police Department and the Board of Education and other groups...”

Furthermore, when asked how respondents planned to use what they learned at the training, 20.9% of respondents indicated they would partner with community members to develop violent extremism and radicalization prevention and intervention strategies. Over 33% said they would attend community building events that bring together community members and local law enforcement, with 4.7% saying they would help organize such meetings. Less than 15% of respondents said they would do nothing.

Figure 4. Change in Likelihood of Taking Action to Prevent Violent Extremism



Law Enforcement/First Responder Countering Violent Extremism Training Satisfaction

To evaluate attendees' satisfaction with the Law Enforcement/First Responders Countering Violent Extremism Training, respondents were asked questions focusing on three areas: benefit of the training, satisfaction with the training content, and satisfaction with the training logistics.

Benefit of Training. Overall, respondents indicated that the training had great benefit, with 99% of respondents rating it as ‘beneficial’ to ‘very beneficial’. Likewise, over 98% of respondents stated they would be ‘likely’ or ‘extremely likely’ to refer a colleague to the Countering Violent Extremism Training, while 83.2% of respondents thought the content covered in the training matched ‘very well’ what they expected to learn.

“[The Countering Violent Extremism Training was] very informative. Should be mandatory for every patrol officer and first responder.”

Satisfaction with Training Content. Overall, respondents were satisfied with the content of the trainings, with an average of 98.9% of respondents indicating they were ‘satisfied’ to ‘very satisfied’ with the different content elements. When comparing respondent satisfaction between the different content elements, respondents were least satisfied with the networking opportunities provided at the trainings while they were most satisfied with the trainers.

Satisfaction with Training Logistics. Overall, respondents were satisfied with the training logistics, with an average of 99.1% of respondents stating they were ‘satisfied’ to ‘very satisfied’ with the different logistical elements of the trainings. When comparing respondent satisfaction between the different logistical elements, respondents were least satisfied with the parking situation at these trainings, while most satisfied with the check-in process.

Law Enforcement/First Responders Countering Violent Extremism Trainers/Stakeholders Feedback. Themes from the focus groups held with the curricula developers/trainers/violent extremism stakeholders revealed many positives, opportunities for improvement, recommendations for future projects in this area, and interesting ideas for how to measure impact of the New Jersey Urban peacebuilding project.

Positives

- Strengthened and Developed New Law Enforcement Relationships/True Collaboration: Every single Law Enforcement/First Responder Countering Violent Extremism Trainer cited that a major strength of the project was the collaborative nature of the Countering Violent Extremism Training Team in developing and delivering the Countering Violent Extremism Training. When trainers determined that the NCTC curriculum needed to be further developed to include New Jersey cases or to broaden the examples of extremist violence to meet the needs of local law enforcement, the training team responded in real time and made these changes. Each training was essentially better than the one administered previously due to the willingness of the trainers to collaborate together to ensure that the various audiences receiving the Countering Violent Extremism Training

saw and heard elements about extremist violence that were relevant to their work/organization.

This type of collaboration only strengthened the already existing, and strong, relationships of the various agencies involved in designing and delivering the Countering Violent Extremism Training. However, new relationships were also cultivated and solidified due to this project. The FBI Newark Office representative shared that the office had not previously partnered this closely with the NJ Office of the Attorney General or the NJ Office of Homeland Security and Preparedness (NJOHSP) on the NCTC Mobilization Indicator training. Additionally, the FBI representative stated that the office had not yet developed such a strong relationship with the NJ Division of Mental Health and Addictions Services (NJDMAS) Disaster and Terrorism Branch. The Division of Mental Health and Addictions Services did not have a relationship with the National Counterterrorism Center (NCTC). All of these newly formed and strengthened relationships will lead to better collaboration and communication between entities dealing with individuals with concerning and escalating behavior.

Lastly, the training group worked with Division of Mental Health and Addictions Services and Rutgers University to adapt the Countering Violent Extremism Training for Mental Health Screeners located at local hospitals, who have historically had no prior training in extremist violence. These screeners are the utmost important interface between community safety and mental health considering that lone actors are 13.5 times more likely to have a mental health issue compared to group actors, which means these actors are more likely to have contact with acute mental health systems.

- Iterative Nature of Project/Continuous Improvement of Curriculum: Countering Violent Extremism Trainers emphasized how the NCTC (although the mobilization indicators and several of the case studies were delivered with fidelity) Training needed to be adapted for the various New Jersey audiences, and the flexibility in the project allowed for this to happen. As an example, local law enforcement expressed more concern with how to recognize and respond to potential lone actors and school shooters. Further, trainers and GPF staff huddled after each training to discuss any changes that needed to be made to the curriculum and then made certain these changes were ready for the next scheduled training.
- Institutionalization/Sustainability of Training: Due to the collaborative nature of the Countering Violent Extremism Trainers and the diversity of this stakeholder group, the right people were a part of this project to develop ways to institutionalize this learning for future audiences. The NJOHSP plans on offering the Countering Violent Extremism Training on its NJ LEARN platform, which is an online e-learning management system primarily for sworn and certified first responders, for any current law enforcement officers

who were unable to attend one of the Countering Violent Extremism Trainings. Further, the Countering Violent Extremism Training will also be provided as part of the Police Academy's Basic Core Officers and Basic Core Investigators training in the state, also operated by the NJ Office of the Attorney General, for new law enforcement individuals.

- Increased Knowledge of Line Staff (Police Officers, Mental Health Screeners, Parole Officers, Corrections Staff)/Built a Broader Toolkit For First Responders

Opportunities for Improvement

Broader Curriculum Beyond Countering Violent Extremism

School Shootings; Workplace Violence; Lone Actors; Other Types of Extremist Violence (Domestic Violence; White Supremacy; Anti-Semitism)

Thinking Ahead

- Offer Training to Other Groups:
 - College Security and Police (through NJ CUPSA college and university public safety state organization)
 - Probation Officers

Future Ways to Measure Impact

Increased knowledge and awareness of extremist violence was measured through the pre- and post-training surveys; however, the desired outcome of increasing the reporting of suspicious (extremist violence) activity, was a bit more challenging to measure and, unfortunately, not included in the scope of this evaluation; however, evaluators asked trainers their thoughts on how to measure the ultimate impact of the Law Enforcement/First Responder Countering Violent Extremism Trainings on extremist violence—averted and reductions in incidents, as well as increases in reporting.

Trainers indicated that measuring the impact on extremist violence reporting, as well as on reduction of violent extremism, is hard to quantify in general; and since this project focused on trainings, is even harder to measure the direct correlation between the training and reporting, and even further difficult on averting extremist violent incidents. Additionally, the trainings just ended; therefore, it is too early to assess their impact on reducing/averting extremist violence.

Even with these caveats, Law Enforcement/First Responders Countering Violent Extremism Trainers provided the following ideas:

- Develop System to Track Averted Extremist Violent Incidents
 - Could be developed with FBI and the NJ Joint Terrorism Taskforce
 - Build into the NJOHSP See Something Say Something (SARS) Reporting System
 - Survey Local Police Departments About Whether Uptick in Extremist Violence Reporting by Officers After Training

- Provide Tracking Mechanism to Organizations Trained to Measure Extremist Violent Reporting by Staff Before and After the Delivery of the Trainings
- Review Extremist Violent Incidents Reporting Numbers (from FBI and Office of Homeland Security and Preparedness) Before and After the Delivery of the Trainings
- Develop and Administer a Follow Up Survey to Violent Extremism Training Attendees at 6 Months and 1 Year from Training Asking Questions About:
 - Ways Utilized Training Information
 - Ways Training Information Beneficial to Organization
 - Level of Referral Making for Escalating Individuals
 - Reporting of Suspicious Behavior and Suspicious Individuals
 - Level of Averted Incidents

Community Leaders Countering Violent Extremism Training

The Countering Violent Extremism Trainings for community leaders was designed to provide attendees with the necessary knowledge and confidence relating to topics of extremist violence – general knowledge of extremist violence; overall knowledge of the risks factors and behaviors related to extremist violence; knowledge of how and where to respond to extremist violence; and knowledge of the key factors influencing extremist violence. The Pre-Post-Tests focused on capturing the change in knowledge about extremist violence amongst attendees, their perceived confidence in being able to convey this information to others, their perceived likelihood in taking action against extremist violence, and their overall satisfaction with the training. When reviewing the Countering Violent Extremism Training evaluation, please note that there are nearly 85 less Post-Tests than Pre-Tests, and the responses only represent roughly 33.7% of all Countering Violent Extremism Training attendees.

Table 12. Comparison of Pre and Post Test Respondents Vs Attendees

Number of Pre-Test Respondents	Number of Post-Test Respondents	Number of Violent Extremism Training Attendees Where Pre/Post-Tests Administered
545	463	1375*

*Note: This number reflects the total number of attendees at trainings pre-designated for evaluation.

Knowledge of Violent Extremism Topics Amongst Community Leaders

Since the Community Leaders Countering Violent Extremism Training was designed to teach attendees about violent extremism, questions regarding knowledge of violent extremism topics

were included in the Pre- Post-Tests. Table 13 lists the questions on Risk Factors and Behaviors Related to Extremist Violence and How and Where to Respond to Extremist Violence.

Table 13. Summary of Findings – Knowledge of Violent Extremism Topics

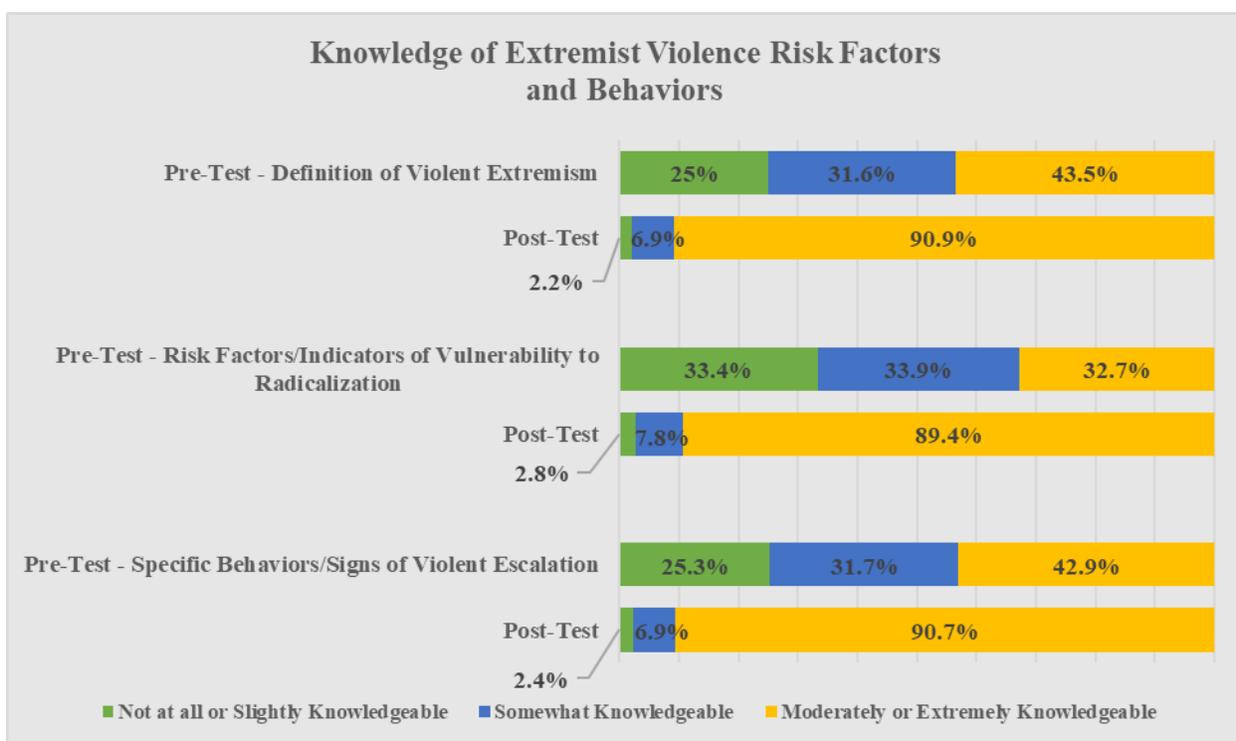
Topic	Knowledge of Risk Factors and Behaviors Related to Extremist Violence	Knowledge of How and Where to Respond to Extremist Violence
Please select how Knowledgeable you are about the following:		
Questions Assessing Knowledge of Topic	<p>The Definition of Violent Extremism</p> <p>The Risk Factors/Indicators of Vulnerability to Radicalization</p> <p>Specific Behaviors/Signs that may Point to an Individual Escalating to Violence</p>	<p>How to Effectively Respond to Individuals who may be Escalating to Violence</p> <p>Where to Refer Individuals who may be Escalating to Violence for Services/Interventions</p> <p>Where to Report Suspicious Activity</p> <p>Where to Report Individuals who may be Escalating to Violence to Law Enforcement</p>
Pre-Training Knowledge	On average 43.2% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’	On average, 47.8% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’
Post-Training Knowledge	On average 90.3% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’	On average, 85.9% of respondents were ‘ moderately ’ or ‘ extremely knowledgeable ’

As Table 13 shows, the average percentage of community leader attendees who indicated they are ‘moderately’ or ‘extremely knowledgeable’ on the risk factors and behaviors related to extremist violence (43.2%) more than doubled after the training (90.3%) compared to before the training. Further, only an average of 2.5% reported being ‘not at all knowledgeable’ or ‘slightly knowledgeable’ about extremist violence related mobilization after the training.

Additionally, prior to the training, an average of 25.7% of community leaders reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ about how and where to respond to extremist violence, while an average of 47.8% reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’. However, after the training, only an average of 4% of respondents reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ while an average of 85.9% reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’.

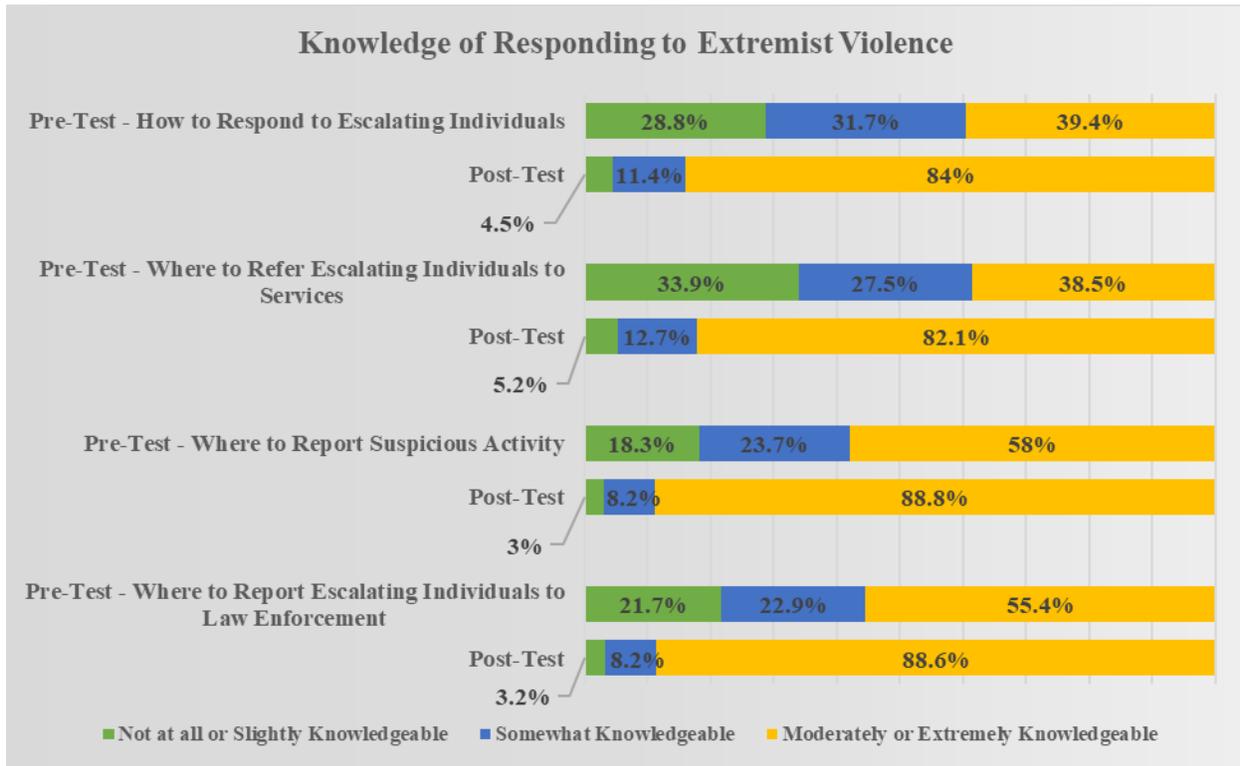
The charts below show the percentage of attendees’ knowledge ratings prior to and after the Countering Violent Extremism Training.

Figure 5. Change in Knowledge of Extremist Violence Risk Factors and Behaviors



“As part of my community leadership, I will engage more with youth to help elevate this issue.”

Figure 6. Change in Knowledge of Responding to Extremist Violence



Knowledge of Influential Extremist Violence Factors

In order to further assess the impact of the trainings on overall violent extremism knowledge, respondents were asked to identify the significance of three different factors that are key in influencing and dealing with extremist violence. The factors are listed in Table 14.

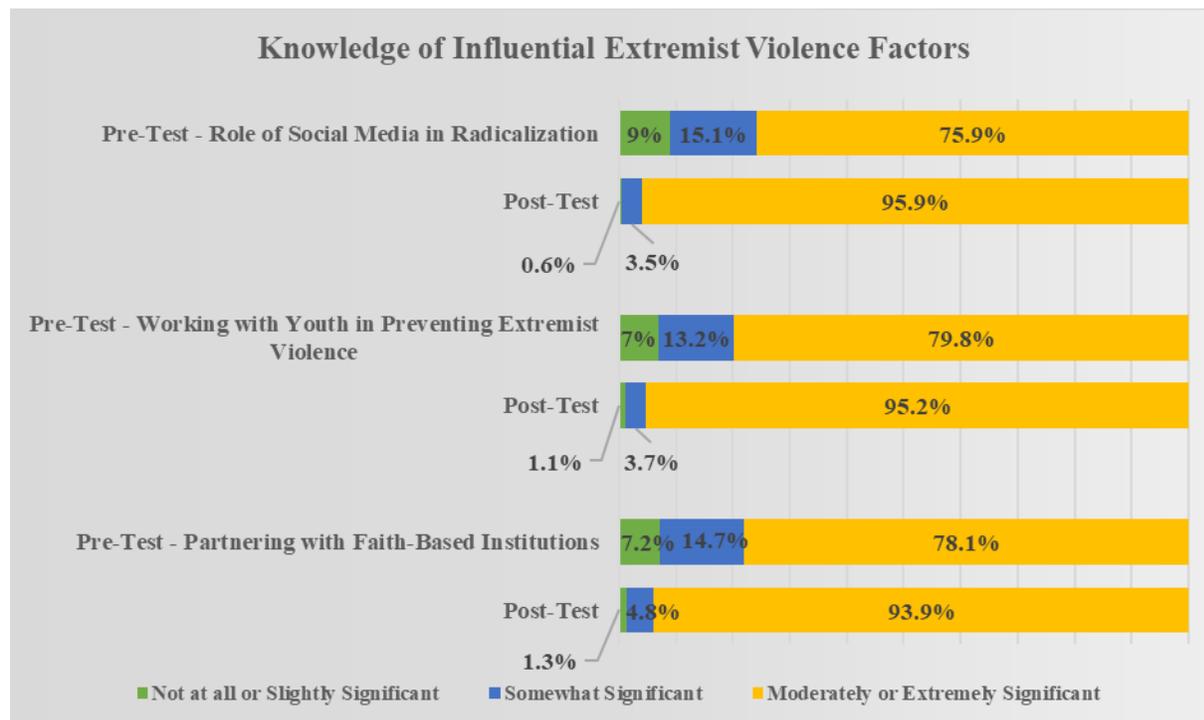
Table 14. Summary of Findings – Knowledge of Influential Extremist Violence Factors

Topic	Knowledge of Key Factors Influencing and Dealing with Extremist Violence
Please select how Significant the following are:	
Questions Assessing Knowledge of Topic	<ul style="list-style-type: none"> Social Media in Radicalization Working with Youth and Young Adults in Preventing Extremist Violence Partnering with Faith-Based Institutions in Preventing Extremist Violence

Pre-Training Knowledge	On average, 77.9% of respondents said these factors were ‘moderately’ or ‘extremely significant’
Post-Training Knowledge	On average, 99.5% of respondents said these factors were ‘moderately’ or ‘extremely significant’

Prior to the training, an average of 7.7% of respondents stated that these factors are ‘not at all significant’ or ‘slightly significant’ and an average of 77.9% stated they are ‘moderately significant’ or ‘extremely significant’. However, after the training, only an average of 1% reported that these factors are ‘not at all significant’ or ‘slightly significant’, while an average of 95% reported they are ‘moderately significant’ or ‘extremely significant’.

Figure 7. Change in Knowledge of Influential Extremist Violence Factors



Confidence of Understanding Extremist Groups and Violent Extremism Terminology

Like the law enforcement/first responder attendees, community leaders were asked to identify how confident they felt in understanding three topics relating to extremist groups and general violent extremism terminology. The topics are listed in the Table 15.

Table 15. Summary of Findings – Confidence of Understanding Extremist Groups and Violent Extremism Terminology

Topic	Confidence of Understanding Extremist Groups and Violent Extremism Terminology
Please select how Confident you are about the following:	
Questions Assessing Knowledge of Topic	Able to Name 3 or More Extremist Groups Understanding the Difference Between Homegrown Terrorism and Domestic Terrorism Understanding the Difference Between Violent Extremism, Terrorism and Hate Crime
Pre-Training Confidence	On average 30% of respondents were ‘ moderately ’ or ‘ extremely confident ’
Post-Training Confidence	On average 90.5% of respondents were ‘ moderately ’ or ‘ extremely confident ’

Prior to the training, more than an average 30% of community leaders reported feeling ‘not at all confident’ or ‘slightly confident’ regarding their understanding of extremist groups and violent extremism terminology, while an average of 44.8% reported feeling ‘moderately confident’ or ‘extremely confident’. After the training, only an average of 2.9% of respondents reported feeling ‘not at all confident’ or ‘slightly confident’ while an average of 90.5% reported feeling ‘moderately confident’ or ‘extremely confident’.

This increased confidence translated into a commitment to relay the training information to their communities. When asked how they planned to use what they learned at training, 86% of respondents said they would share the information from the trainings with members of their communities.

Likelihood of Taking Action to Prevent Violent Extremism

In addition to providing information regarding extremist violence, the Countering Violent Extremism Training also aimed to empower attendees to prevent extremist violence and recognize behavioral indicators of mobilization. Hence, respondents were asked to rate their likelihood of recognizing mobilization indicators and taking action to prevent potential violence in their communities.

Figure 8. Change in Confidence of Understanding Extremist Groups and Violent Extremism Terminology

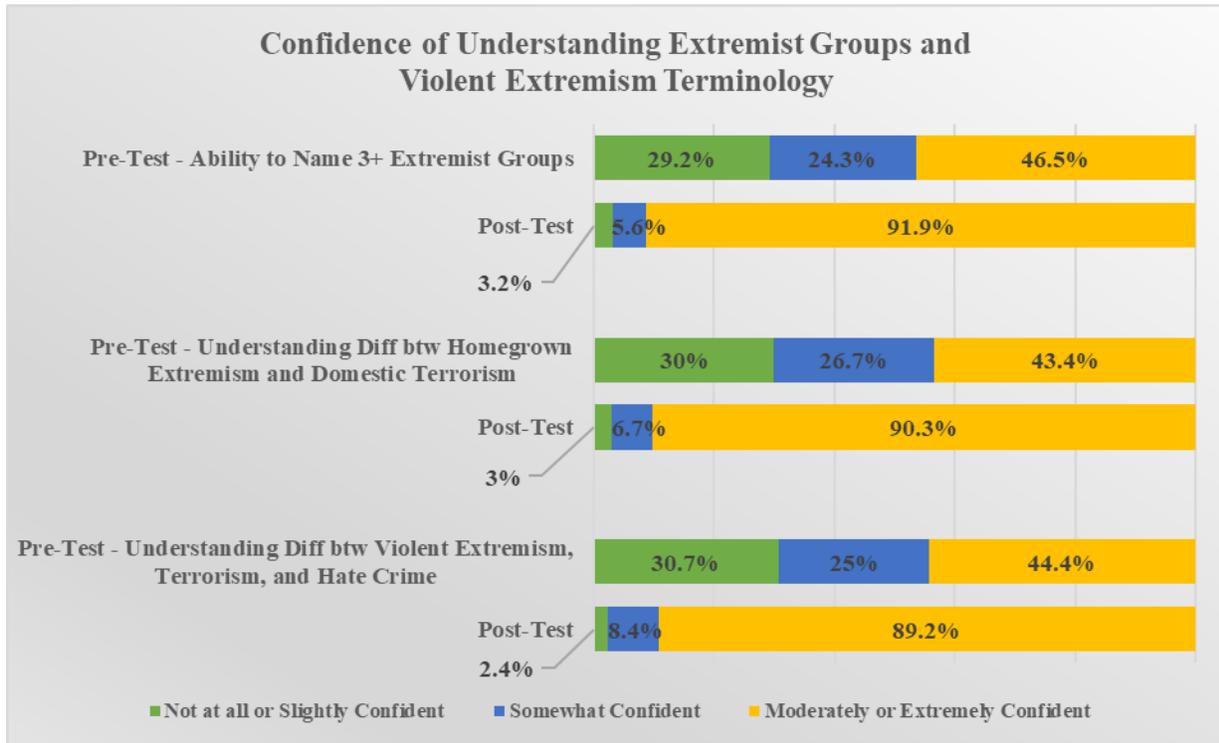


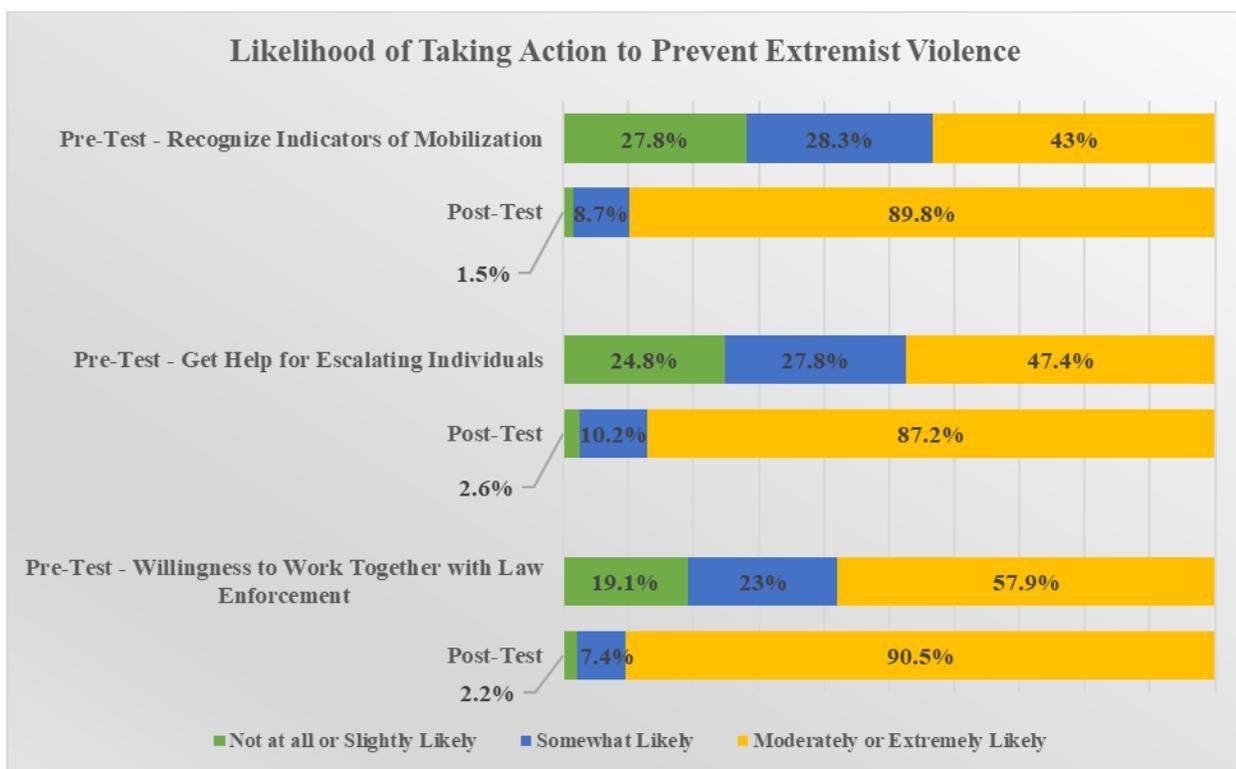
Table 16. Summary of Findings – Likelihood of Taking Action to Prevent Extremist Violence

Topic	Likelihood of Taking Action to Counter Extremist Violence
Please select how Likely you are about the following:	
Questions Assessing Knowledge of Topic	Recognize Indicators of Mobilization Get Help for Individuals Who Appear to be Escalating to Violence Willingness to Work Together with Law Enforcement to Prevent Extremist Violence in My Community
Pre-Training Likelihood	On average, 49.4% of respondents were ‘ moderately ’ or ‘ extremely likely ’ to take action
Post-Training Likelihood	On average, 89.2% of respondents were ‘ moderately ’ or ‘ extremely likely ’ to take action

Prior to the training, an average of 23.9% of community leaders reported feeling ‘not at all likely’ or ‘slightly likely’ to take action to prevent extremist violence in the three ways listed above, while an average of 49.4% reported feeling ‘moderately likely’ or ‘extremely likely’ to take action in these ways. Respondents reported being least likely to recognize the warnings signs of mobilization with 27.8% stating they were ‘not at all likely’ or ‘slightly likely’ to do so. After the training, only an average of 2.1% of respondents felt ‘not at all likely’ or ‘slightly likely’ to take action, while an average of 89.2% reported feeling ‘moderately likely’ or ‘extremely likely’ to do so. Over 89% of respondents felt ‘moderately likely’ or ‘extremely likely’ to recognize the warning signs of extremist violence, which respondents identified in the pre-training surveys as ‘least likely’ to recognize.

Furthermore, when asked how they planned to use what they learned at the training, 47.6% of respondents said they would partner with law enforcement and fellow community members to develop violent extremism and radicalization prevention and intervention strategies. Around 61.5% said they would attend community building events that bring together community members and local law enforcement, while 41.7% said they would help organize such meetings. Around 6.5% of respondents said they would do nothing.

Figure 9. Change in Likelihood of Taking Action to Prevent Extremist Violence



Countering Violent Extremism Training Satisfaction

In order to evaluate community leaders' satisfaction with the Countering Violent Extremism Training, they were asked to respond to questions focusing on three main areas: the benefit of the training, the satisfaction with the training content, and the satisfaction with the training logistics.

Benefit of Training. Overall, respondents saw the training as a great benefit, with over 98% rating it as 'beneficial' to 'very beneficial'. Likewise, around 97% of respondents stated they would be 'likely' to 'extremely likely' to refer a colleague to the Countering Violent Extremism Training.

Satisfaction with Training Content and Logistics. Overall, respondents were satisfied with the content of the trainings, with an average of 97% of respondents stating that they were 'satisfied' or 'very satisfied' with the different content and logistical elements. When comparing respondent satisfaction between the different content elements, respondents were least satisfied with the networking opportunities provided at the training, while most satisfied with the trainers.

"No one is exempt from extreme violence. Therefore, training is important at every level of the community."

Community Leaders Countering Violent Extremism Trainers/Stakeholders Feedback. Themes from the focus groups held with the curricula developers/trainers/countering violent extremism stakeholders revealed many positives, opportunities for improvement, recommendations for future projects in this area, and additional ideas for how to measure impact of the New Jersey Urban peacebuilding project.

Positives

- Diverse Group of Stakeholders/True Collaboration: Community Leaders Countering Violent Extremism Trainers highlighted the benefits of having such a diverse group of trainers providing input on the curriculum as well as delivering the training, from law enforcement to community leaders to faith based leaders. GPF staff noted that having a limited number of trainers allowed for consistency in the delivery of the curriculum and helped in the overall organization/management of the training process.
- Strong Curriculum/Continuous Improvement of Curriculum: Countering Violent Extremism Trainers praised the curriculum and noted how substantial it was. The curriculum got to the facts immediately about violent extremism and broke down common myths. Countering Violent Extremism Trainers also stated that they proficiently understood the core components of the curriculum and possessed the capabilities of customizing the information depending on the audience, and appreciated the flexibility to

be able to do this. Trainers could change the order of the information, convey different stories/highlight certain stories that were relevant to the audience.

- Previous Strong Community Police Relationships: This theme is a *Positive* and an *Opportunity for Improvement*. In the sites where the Countering Violent Extremism Trainings were held, local law enforcement already had relatively positive relationships with community leaders, which made the bringing together of these two stakeholder groups fairly simple. The Countering Violent Extremism Training helped to strengthen this relationship and willingness to work together to reduce and prevent violence in their communities. It was difficult, however, for trainers to observe a marked change in this relationship regarding willingness to work together to fight extremist violence and trust due to the already existing strong relationship.

Over 90% of community members felt comfortable reporting or connecting with law enforcement.

- Increased Knowledge of Community Leaders/Built a Broader Toolkit For Community Members: Trainers noticed strong interest and engagement on the part of community leaders regarding the training content, with many of them actively participating in the training and asking questions. A number of community members also told trainers that they felt better equipped to prevent and combat violent extremism in their community after attending the training.

Almost 90% of community members felt they could identify behavioral indicators of mobilization.

Opportunities for Improvement

- Train the Trainer Model: Trainers noted that community attendees sincerely wanted to be a part of this effort and even share training information with other groups in their communities, but did not necessarily want to lead this effort, and in some cases, did not know how to adequately disseminate the training information to residents in their communities. Trainers asked, “How do we get this Countering Violent Extremism Training to those that need it most?” and “How do we continue momentum after the training/How do we keep the community leaders engaged?” These are important questions to address in thinking about educating and engaging whole communities in this effort.
- Broader Curriculum Beyond Violent Extremism: Trainers indicated that community attendees could see the connections between Countering Violent Extremism Training information and the violence currently happening in their own communities, and even appreciate this important information on radicalization process and factors contributing to

escalating behavior, but did not think that the Countering Violent Extremism Training information addressed other types of violence, like gang violence, perpetrated in the neighborhoods they represent.

- Amount of Information in Curriculum: Trainers noted the massive amount of material to be covered in the Countering Violent Extremism Training and felt challenged in delivering it all, as well as in finding ways to make it relevant and understandable to attendees. They indicated that they tried to make the training more interactive to solidify learning; however, it was difficult given the sheer amount of information to deliver. Trainers also felt that there needed to be some built in structured ‘processing time’ for attendees. They suggested that trainers facilitate this processing time with specific questions about the material and its applicability to attendees’ communities. This time would also allow attendees an opportunity to ask questions and even provide feedback about the material.

Thinking Ahead

- Next Action Steps for Community Leaders: This relates to the train the trainer model and how community leaders did not necessarily know what to do after the Countering Violent Extremism Training and how to relay the violent extremism information to members of their communities. Many respondents, even after attending the trainings, felt that their communities were not entirely ready to mobilize against and effectively respond to prevent violent extremism. Trainers suggested developing a ‘How To Guide’ for community leaders, almost like a Part 2 to the Countering Violent Extremism Training, of what and how they can engage their larger communities in this countering violent extremism effort. This guide should also include steps on how to partner with law enforcement in this effort. Further, the guide could include a template for creating an action plan of what the community leaders, law enforcement, and residents will do to further the countering violent extremism effort. This may also need to be coupled with another meeting or even a follow-up training in order to understand the guide and how to use it. To ensure follow through with these action plans, there should be a formal way to check in with these communities on the review and progress of these plans.

They also suggested having a formal mechanism where community leaders have access to Countering Violent Extremism trainers whereby leaders can ask questions and seek feedback from trainers about the material and how to disseminate it and vice versa so that trainers can follow up with leaders to determine what they are doing to bring this information to their communities. This formal mechanism could help in creating accountability on owning the effort and actually getting the countering violent extremism information in the hands of community residents.

Trainers noted that community members truly want to come together and solve problems in their communities. Projects, like this one, just need to find ways to formally help make this happen.

Future Ways to Measure Impact

Increased knowledge and awareness of extremist violence is measured through the Pre- Post-Tests; however, the desired outcome of increasing commitment among law enforcement and community members to prevent violence and extremism, is difficult to measure for two reasons. One, attendees already had strong relationships coming into the trainings, and second, this is a longer term measure falling outside the scope and timing of the evaluation.

Further, measuring evidence of community leaders collaborating with law enforcement to address violent extremism through community engagement and law enforcement partnerships is also not included in the scope of this evaluation, primarily because, again, this is more of a long term measure and needs to be collected and several time points after the trainings occurred.

Despite these stipulations, evaluators asked the Countering Violent Extremism trainers their thoughts on how to measure the impact of the Community Leaders Countering Violent Extremism Trainings. Trainers suggested that a post training survey be administered with attendees to investigate whether and how they deepened relationships with law enforcement.

Social Media and Online Safety Training

The Social Media and Online Safety Training for community leaders was designed to supplement the Community Leaders Countering Violent Extremism Training with content specifically focused on internet safety, digital citizenship, and the role of the internet and social media on extremist violence. The Pre-Post-Tests focused on capturing the change in knowledge about internet safety and the role of the internet in extremist violence, confidence in conveying this information to others, likelihood in practicing internet safety, and on overall satisfaction with the training.

A small sample of respondents were given a survey to supplement the trainer feedback. While the number of Pre-Tests closely matches the number of Post-Tests, statistically speaking, the total sample size for this analysis is extremely small. It is also worth noting that these responses only represent roughly 7% of all Social Media and Online Safety Training attendees.

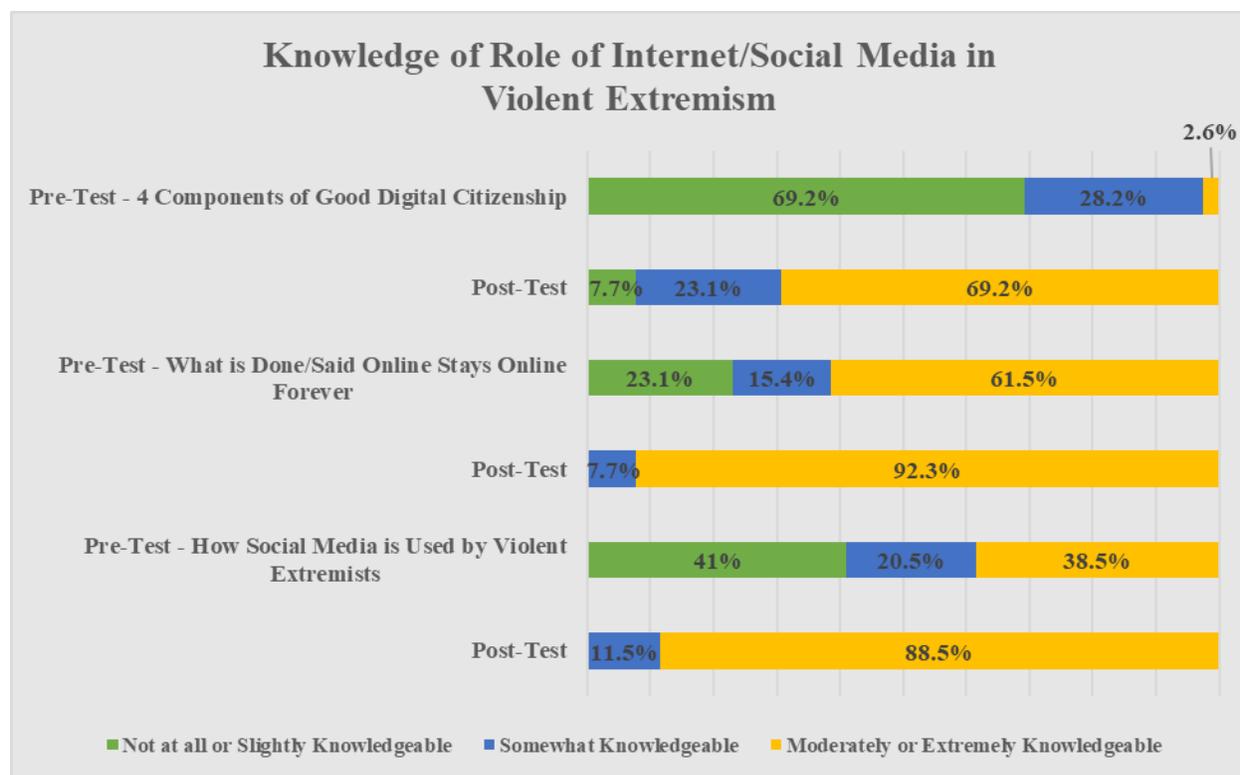
Knowledge of Internet Safety and the Role of Social Media in Extremist Violence

Since the Social Media and Online Safety Training was designed to teach about internet safety and the role of the internet in extremist violence, questions regarding knowledge of these topics were included in the Pre- Post-Tests.

Prior to the training, an average of 44.4% of respondents reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ regarding internet safety and the role of social media in extremist violence, while on average 34.2% reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’. The largest gap in knowledge reported was regarding the four components of good digital citizenship: respecting other people’s boundaries, being kind online, becoming familiar with community guidelines, and being an ‘upstander’ in the online community.

Overall, respondents were unfamiliar with these components, with 69.2% of respondents feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ about them. After the training, only an average of 2.6% of respondents reported feeling ‘not at all knowledgeable’ or ‘slightly knowledgeable’ regarding these topics, while an average of 83.3% reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’. About 69.2% of respondents reported feeling ‘moderately knowledgeable’ or ‘extremely knowledgeable’ about the four components of good digital citizenship, which had been identified as the largest knowledge gap in the Pre-Test surveys.

Figure 10. Change in Knowledge of Role of Internet/Social Media in Violent Extremism

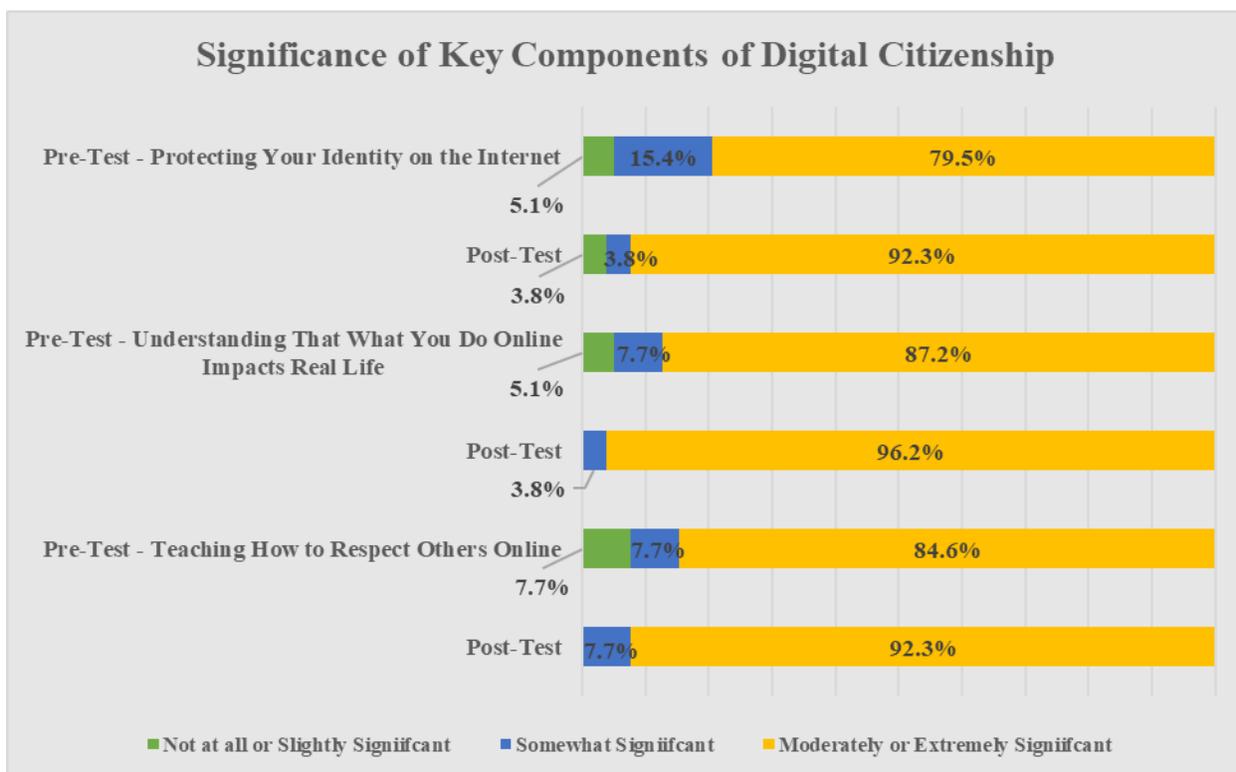


Significance of Key Components of Digital Citizenship

Respondents were also asked to identify the significance of factors, such as protecting your identity and personal information on the internet, that are key components of good digital citizenship.

Prior to the trainings, an average of 6% of respondents stated that these components of digital citizenship were ‘not at all significant’ or ‘slightly significant’ and an average of 83.8% stated that these factors are ‘moderately significant’ or ‘extremely significant’. After the training, only an average of 1.3% of respondents reported that these factors were ‘not at all significant’ or ‘slightly significant’ while an average of 93.6% reported they were ‘moderately significant’ or ‘extremely significant’. This relatively slight increase in respondents’ perceived significance of these factors may be partly explained by the fact that many respondents have had to learn such material at work or school given the wide use of the internet.

Figure 11. Change in Perceived Significance of Key Components of Digital Citizenship



Confidence of Understanding Principles of Internet Safety

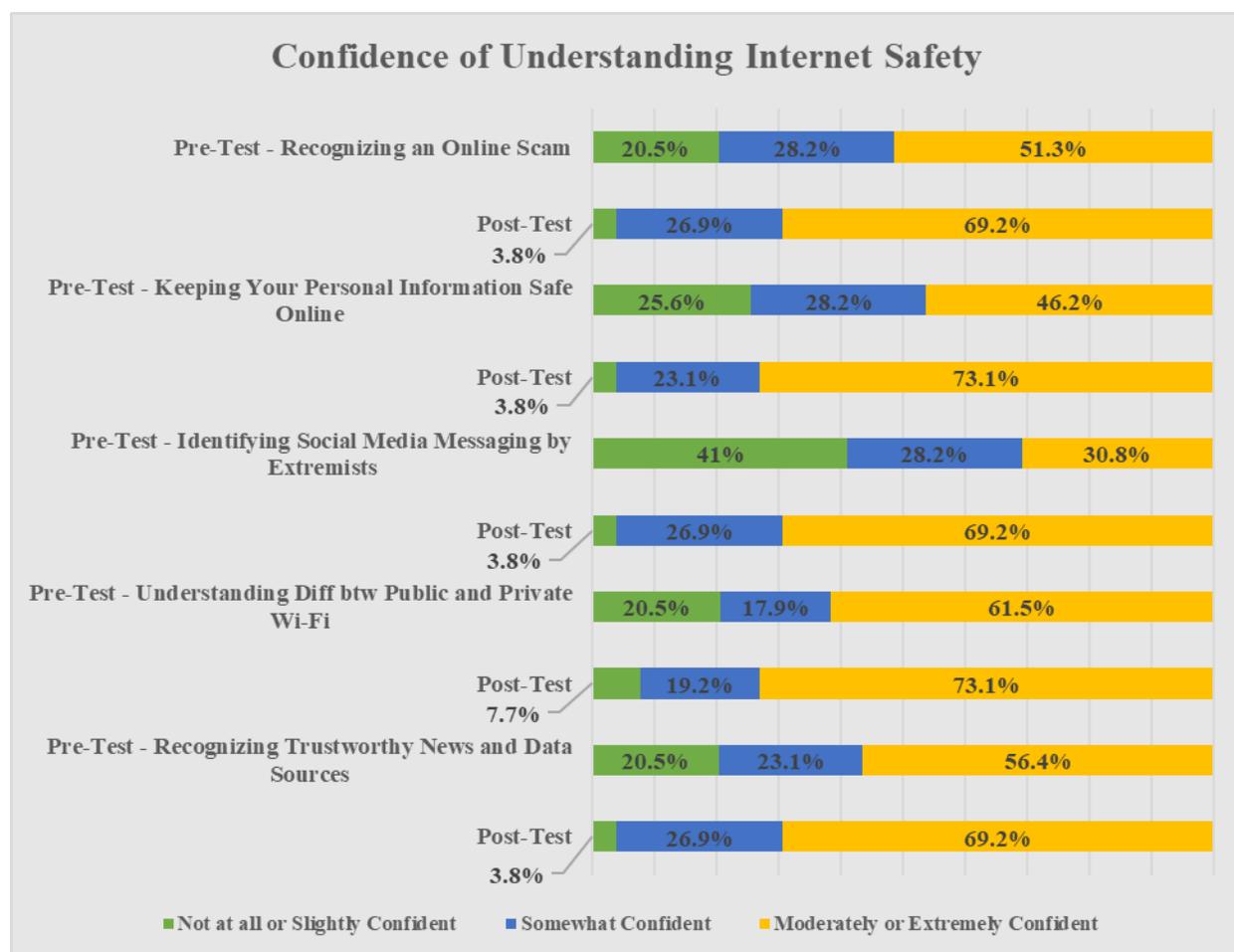
Attendees were also asked about their confidence of understanding principles of internet safety, such as recognizing common internet scams and understanding the difference between public and private Wi-Fi.

Prior to the training, an average of 25.6% of attendees reported feeling ‘not at all confident’ or ‘slightly confident’ regarding their understanding of internet safety principles, while an average of 49.2% reported feeling ‘moderately confident’ or ‘extremely confident’. In particular, 20.5% of respondents reported feeling ‘not at all confident’ to ‘slightly confident’ at recognizing trustworthy news/data sources. After the training, only an average of 4.6% of respondents reported feeling ‘not

at all confident' or 'slightly confident' regarding their understanding of internet safety principles, while an average of 70.8% reported feeling 'moderately confident' or 'extremely confident'. Only 3.8% of respondents reported feeling 'not at all confident' to 'slightly confident' at recognizing trustworthy news/data sources, while 69.2% reported feeling 'moderately confident' to 'extremely confident.'

This increased confidence translated into a commitment to relay the information learned at the Social Media and Online Safety Training to their communities. Over 73% of respondents reported feeling 'moderately likely' or 'extremely likely' to share online safety tips with others.

Figure 12. Change in Confidence of Understanding Internet Safety



Likelihood of Promoting Good Digital Citizenship

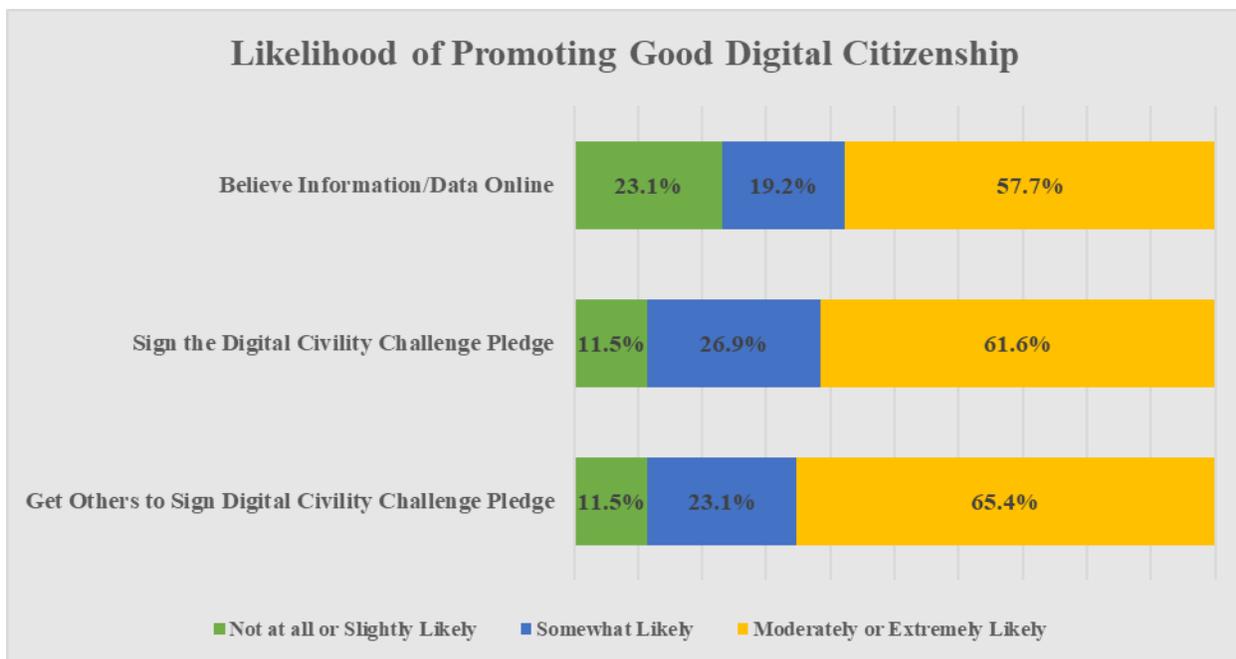
In addition to providing information about internet safety, the Social Media and Online Safety Training also aimed to empower attendees to practice internet safety and promote good digital citizenship, and hence respondents were asked to rate their likelihood to do so.

Prior to the training, 38.5% of community leaders reported feeling ‘not at all likely’ or ‘slightly likely’ to believe information/data online, while 20.5% reported feeling ‘moderately likely’ or ‘extremely likely’. After the training, 23.1% of respondents felt ‘not at all likely’ or ‘slightly likely’ to believe information/data online, while 57.7% reported feeling ‘moderately likely’ or ‘extremely likely’.

Over 88% of community member attendees would refer a friend or colleague to the Social Media and Online Safety Training.

Furthermore, on average 61.6% of respondents reported feeling ‘moderately likely’ or ‘extremely likely’ to sign the digital civility challenge pledge after attending the Social Media and Online Safety Training, while 65.4% of respondents reported feeling ‘moderately likely’ or ‘extremely likely’ to get others to sign it.

Figure 13. Likelihood of Promoting Good Digital Citizenship



Social Media and Online Safety Training Satisfaction

In order to evaluate community leaders’ satisfaction with the Social Media and Online Safety Training, they were asked to respond to questions focusing on three areas: the benefit of the training, the satisfaction with the training content, and the satisfaction with the training logistics.

Benefit of Training. Respondents saw the training as a great benefit, with over 92% of respondents rating it as ‘beneficial’ to ‘very beneficial’. Likewise, over 88% of respondents stated they would be ‘likely’ to ‘extremely likely’ to refer a colleague to the training

Satisfaction with Training Content and Logistics. Overall, respondents were satisfied with the training. On average 94.7% of respondents said they were ‘satisfied’ or ‘very satisfied’ with the different content and logistical elements. When comparing respondent satisfaction between the different content elements, respondents were least satisfied with the networking opportunities provided at the event while most satisfied with the registration process.

Social Media and Online Safety Trainers/Stakeholders Feedback. Themes from the focus groups held with the Social Media and Online Safety trainers were:

Positives

- Increased Knowledge of Community Leaders: Trainers stated that attendees in the very least confirmed and at most significantly increased their knowledge on how to be safe on the internet. Further, community leaders learned of the growing connection between the internet and recruitment for extremist violence. Trainers also shared the advantage of having the social media component included with the Countering Violent Extremism Training versus as a standalone so attendees can understand the indicators of mobilization towards violence.

Opportunities for Improvement

- Keeping Up with Technology, Social Media, and the Online Community: Trainers acknowledged the need to add a section on gaming and how recruiters are using the online gaming community as a method for recruitment and engagement of youth and young adults.

Community Engagement Events

The Community Engagement Events were designed to help establish a network of community and law enforcement partnerships to prevent violent extremism and increase awareness in the community about violent extremism and access to local services. Hence, organizers of these events were asked to provide observations of the interactions between community members and law enforcement. These observations were supplemented with a small sample of attendee surveys (112 responses), which focused on the main takeaways of the event, as well as recommendations for future events.

Over 97% of community members would recommend these engagement events to a friend or colleague.

Community Engagement Events Respondent Takeaways

Since the engagement events were designed to help increase awareness about violent extremism and access to local services, questions regarding respondents' main takeaways were included in the surveys.

"Youth need consistent support and places to feel heard."

community as a whole. Lastly, some respondents identified taking away a message of empowerment—that a united community could resolve larger issues such as youth violence.

Youth Development. Other common takeaways from the Community Engagement Events included peer-to-peer communication, anti-bullying, and conflict resolution. Respondents highlighted learning things such as the importance of explaining how one feels and emotion regulation techniques.

"Youth and parents were attentive and energetic. They participated in the icebreakers and activities without hesitation."

Community Engagement Event Satisfaction

Benefit of Events. Overall, respondents had an extremely positive outlook about the Community Engagement Events. Both respondents' survey responses and event organizers observations indicated attendees were very pleased with the design and topic of the events. Over 97% of respondents rated the events 'beneficial' to 'very beneficial'. Many respondents stressed how very much the event was needed in their community and more should occur more often.

Over 96% of community members were 'Satisfied' or 'Very Satisfied' with the connections they made at the Engagement Events.

“Thank you for organizing this event. It should be kept going for years to come.”

Organizers observed a high level of engagement at the events with respondents actively participating in event activities and engaging in meaningful conversations. Over 97% of respondents said they would be ‘likely’ or ‘extremely likely’ to recommend a friend or colleague attend a Community Engagement Event, further supporting the idea that the events were well received by the local communities.

Content Covered. Many respondents expressed a strong satisfaction with the content and outcomes of the event. Exactly 82% of respondents said the information covered in the event matched ‘very well’ to what they expected to hear about. Exactly 95% of respondents were ‘satisfied’ to ‘very satisfied’ with their learning about local agencies and services.

“There was a lot of wonderful information for the youth.”

Taking Action Together. Many respondents were happy with the connections made during the events, with over 96% indicating they were ‘satisfied’ to ‘very satisfied’ with the meaningful connections made at the event.

Respondents were not only pleased with the connections they made, but also felt that the events motivated them to take action, with over 96% of respondents saying they were ‘satisfied’ to ‘very satisfied’ with being motivated to do something about violence in their community.

Organizers overheard community leaders/members and law enforcement actively expressing interest in collaborating to solve community problems, with some already actively engaged in planning such events.

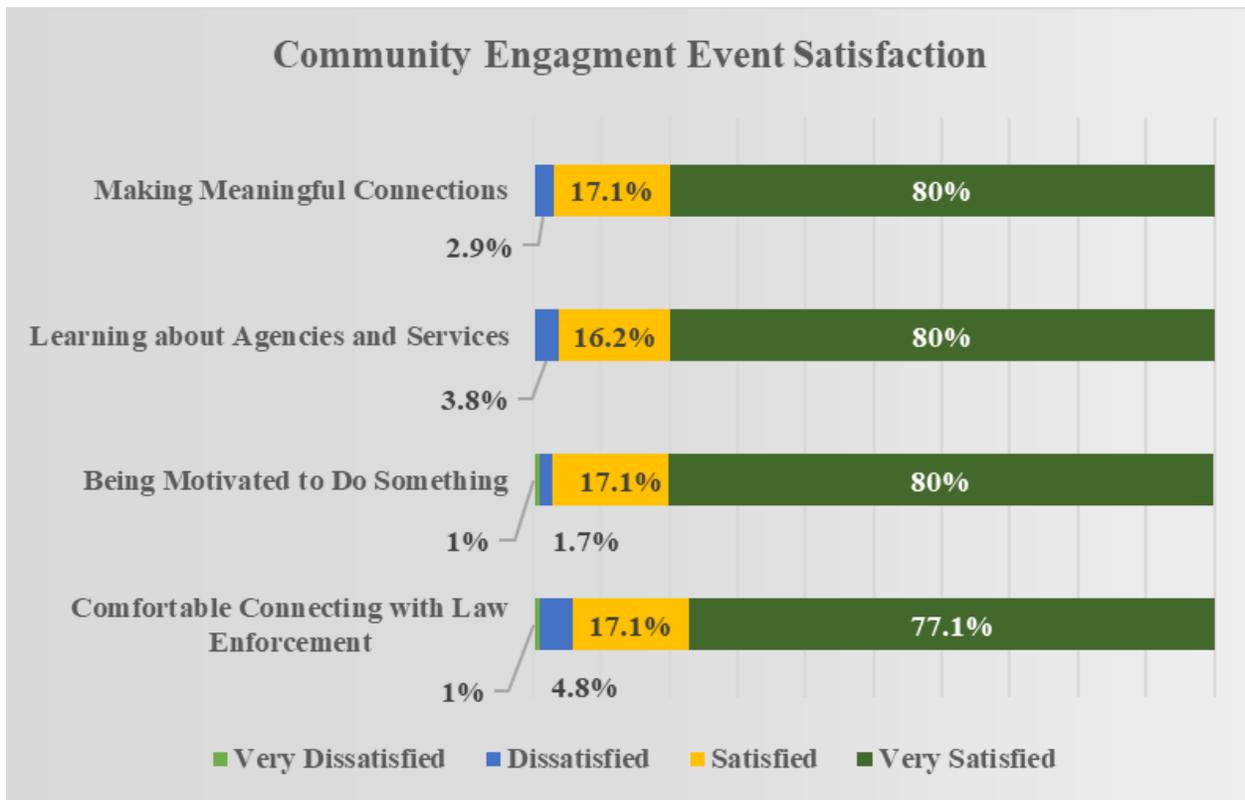
Law Enforcement and Community Member Interactions. The events provided several opportunities for positive interactions between law enforcement and community members. Organizers noted that law enforcement and community members often sat together and readily interacted at the events. They found that law enforcement officers were often very friendly and welcoming and community members appeared comfortable and relaxed interacting with them. Conversations between the groups occurred not only within formal discussions of the events, but also informally as both groups engaged in various event activities. Despite some of the difficult conversations which law enforcement and community members engaged in, an atmosphere of mutual respect and understanding was maintained.

Organizers noted that some individuals, particularly youth, seemed hesitant at first to interact with law enforcement; however, over time, became more comfortable and engaged. The activities which law enforcement officers facilitated and the personal stories they shared seemed to play a key role in helping decrease any discomfort. One youth even relayed that one of his primary takeaways from the event was that police were people too.

Perhaps stemming from the positive interactions between law enforcement and community members, many respondents expressed feeling comfortable working with law enforcement. Over 94% of respondents were ‘satisfied’ to ‘very satisfied’ with their experience of feeling like they could partner with law enforcement in a positive way to combat violence in their community.

“The communication was priceless. It occurred all day, in and out of workshops. I was even more delighted and in awe when I received some of the photos from the day and observed law enforcement and how they were not only interacting, but also having a moment to be able to enjoy the community.”

Figure 14. Summary of Community Engagement Event Satisfaction



Recommendations for Future Community Engagement Events

In order to assess how the events might be improved in the future, respondents were asked to provide feedback on ways in which they might be improved. Many respondents mentioned that there was no need for improvement, further corroborating the strong positive perception of these events. However, some respondents did provide insights that could be useful for informing future events.

Expanding Event Impact. Many respondents expressed the desire for expanding attendance and reach of these events, perhaps stemming from the overall positive experiences they had. Respondents wanted the events to be longer, so that more time might be dedicated to the topics of discussion. In particular, respondents wished more time be dedicated to discussions surrounding gun violence, mental health, and emotion regulation techniques, such as yoga and meditation. Respondents also expressed wanting more time for interactive opportunities with the other attendees. Moreover, respondents commented on the need for a greater number of vendors, agencies, and schools represented at the events. Several respondents wished that the events be held at larger venues and greater efforts be made to increase attendance. In particular, several respondents wished there was greater youth involvement.

Event Accessibility. Many respondents mentioned the need to increase accessibility of the events. Some respondents commented that the event location was hard to find or they wished the event was closer. Others had concerns about the costs of food and parking.

“Go to the grammar schools and high schools and encourage more youth and parent participation.”

Increased Interaction. Several respondents suggested the events be more interactive. They wished that civil servants, such as first responders and law enforcement, be more actively engaged with community members. Respondents also mentioned wanting a better platform from which to express their problems and concerns and for more individuals to participate in this aspect of the event.

Speeches. While many respondents focused on elements of the events that might be expanded upon, some provided insight into aspects they wished were shorter. In particular, several

“All government agencies and private sectors should be involved. A committee should be in charge solely for this!”

respondents wished less time be spent on speeches (given by organizations) and entertainment. This may perhaps stem from respondents' desire for increased time on education and discussion of the main topics of the events.

Community Engagement Event Organizers Feedback

Themes from the focus groups held with the Community Engagement Event organizers are:

Positives

- Flexibility in Topics and Types of Events: Organizers appreciated and stated that allowing the community to decide what type of event to host is best for the community itself. This created ownership on behalf of the communities. Organizers also praised the facilitation role of GPF in helping with organizing these community events.
- Changing Perceptions of Law Enforcement by Youth: The Paterson Community Engagement Event organizer cited the improved perceptions youth gained about law enforcement because of these events.
- Engagement with the Community: Organizers cited how communities felt true partnership and sincere offer to help combat violence, as well as struggling citizens (drug court clients), due to these events. Communities felt like valued stakeholders in this project.
- Evidence of Trust and Collaboration: While planning a Community Engagement Event, GPF staff received communication from a community partner regarding a separate matter. GPF staff learned that the community partner had been contacted by a family concerned that their son may have been radicalized. GPF staff was able to share this concern with the pertinent agencies ultimately resulting with the family voluntarily engaging with experienced intervention services in the county.

One youth, after attending an engagement event, shared his realization that cops are people too.

Opportunities for Improvement

- *Engage with Community Up Front*: Organizers shared that communities are waiting to be engaged in efforts like combatting violence; and should be included in the planning stages of projects like this.

Thinking Ahead

- Develop Evaluation Tools with Organizers: Organizers suggested that the Community Engagement Event Satisfaction Evaluation was too long and could have benefited from their knowledge about their communities and events to design a more appropriate tool. They also mentioned that various literacy levels needed to be considered when designing the evaluation tools.
- More Community Engagement: One organizer stated that we “...cannot underestimate opportunities to engage the community with law enforcement.” All Community Engagement Event locations welcome more community engagement and stated that this project helped conceive other opportunities to bring communities together to prevent violence.

Future Ways to Measure Impact

- Organizers acknowledged that it is hard to measure impact given the multitude of topics and types of events. Further, it was difficult to administer Pre- and Post-Tests to measure change in knowledge, attitudes, and future behaviors in a community setting than in a more formal classroom type of set up.

Challenges, Lessons Learned & Recommendations

GPF’s experiences with the project provided several learning opportunities based on the implementation and evaluation of the project. These challenges and lessons learned provide several recommendations future projects could incorporate to improve upon the groundwork established by this project.

Project Services

Diversity, Communication, and Sustainability

The train the trainer model has broad applicability in leveraging the reach of programming and content, as well as implementation dollars. However, applying the model to this topic created some challenges which were identified and addressed as part of the overall implementation. The most significant challenge is that the CVE issue area is complex, sensitive, and requires cultural competency to successfully deliver key messages and training content. This creates a trainer competency requirement that includes technical knowledge of the training curriculum plus a broad

understanding of CVE and targeted violence in the general public, as well as New Jersey specific case file information. In addition, GPF learned that trainer credibility, including diversity in demographics/backgrounds was important in presenting information and data contained in the curriculum to our diverse training audiences.

In order to address these challenges, GPF developed a diverse cadre of trainers for the project. GPF held routine coaching and feedback calls, as well as required a broad foundation of CVE and targeted violence knowledge, which GPF helped enhance by using various background materials and CVE issue briefs, the University of Maryland START curriculum, and New Jersey specific information shared with our project through law enforcement partnerships. The GPF Project Director's experience and connections were critical in establishing a valuable network of law enforcement and community partnerships which resulted in the successful implementation of the train the trainer and community engagement programs.

Based on these experiences, GPF recommends the following:

- ***Provide Interested Attendees Follow-up Training and Information.*** Future projects should consider developing a 'How to Guide' and follow up training for those attendees interested in relaying the training content to their colleagues that not only includes information on how to share the training content with their community, but also outlines the specific content that should be delivered. Such steps might help to promote fidelity to the training within the train the trainer model.
- ***Emphasize Large and Diverse Audiences for Training.*** Future projects should consider emphasizing and planning for the delivery of trainings to individuals with diverse personal and professional backgrounds. Furthermore, trainers should encourage attendees to share the information with those from a similar profession and highlight the importance and power of similar backgrounds between trainers and attendees. Such steps might help to ensure that a diversity of individuals is available to relay this important information to individuals sharing similar backgrounds within the train the trainer model.

GPF also learned that the time a perpetrator needs/takes to mobilize to violence has become shorter and shorter; thereby, increasing the speed and immediacy of information that needs to get to law enforcement/first responders. Furthermore, there is an important need for better understanding and appreciation for the demands on law enforcement/first responders. Budget restraints, time commitments, and demands of attending other required training make it difficult for many officers to break away for additional trainings. This is especially true in New Jersey as the State Attorney General has mandated certain trainings in order to increase public safety and trust between law enforcement and the community. Thus, longer, in-person trainings for small numbers of law enforcement/first responders is not necessarily the most effective way to get potentially sensitive information and knowledge into the field.

Based on these experiences, GPF recommends the following:

- ***Offer Online Training to Supplement In-Person Training.*** Future projects should consider conducting trainings in smaller ‘chunks’ during in-service, at roll call, or during breaks, and in its entirety if available online. The majority of law enforcement/first responder agencies use technology for much of their on-going training and as a way to communicate directives and legal updates. Therefore, having information in ‘bite sized’ chunks that could be easily shared or pushed out would be helpful for future implementations as a further distribution tactic.

GPF learned that it was important to personalize the trainings to include material relevant to the region and audience to promote credibility and participant engagement with the training curriculum. The iterative nature of the curriculum delivery method was invaluable as it continuously improved and strengthened the curriculum, especially for law enforcement. However, with a larger cadre of trainers, this would have been a challenge to communicate and share updated tools with trainers in real time. GPF managed this by updating trainer notes, talking points and support information in the curricula and through routine coaching/feedback calls, as well as through engagement with the project curriculum development committee.

GPF also noted that another challenge was supporting the certified training participants post-training and tracking formal trainings or other modes of information sharing facilitated by them. Providing staffing, budget, and time to support these post-training activities would have added more robust data and activities to the project, but would also come at an additional cost. However, it is noted as an important lesson learned about post-training support for the train the trainer model.

Based on these experiences, GPF recommends the following:

- ***Maintain Open Communication.*** Future projects should consider establishing and maintaining communications between expert trainers and those interested in relaying the information to their colleagues, so that trainers are available to answer questions and make recommendations for changes based on audience reception and the latest findings in the academic literature. Such steps might help to maintain the benefits of the train the trainer model while also allowing for timely improvement and personalization of the training content.

Lastly, GPF learned during project implementation that the CVE program funding would not likely be renewed, but it was difficult to develop and cultivate alternative institutional funding in this emerging technical sector during project implementation. In “Building an Effective Practice and Practical National Approach to Terrorism Prevention,” Rand Corporation researchers noted that successes in this field are considered fragile because of the controversy surrounding past CVE and current terrorism prevention efforts with limited funding. Outside of government funding, many U.S. private foundations funding in the peace and security issue space have been difficult to engage

on this issue, with a focus on policy and government driving action with technology companies. While the law enforcement and State agencies involved in the project will continue to expand the reach and sustainability, there is not the same sustainability in the community training and social media aspects of the project.

The lesson learned is that institutional funding is required to support training deliveries outside the State ‘systems’ to engage individuals in the community. FBI data demonstrates that intelligence and suspicious activity reports increasingly come to law enforcement through the community, especially the network of friends and family connected to vulnerable individuals. Therefore, continuing to reach community leaders, educators, parents, youth and other audiences with awareness raising information is critical to community safety.

Further, building the connections and level of comfort between law enforcement and communities is needed, effective, and requires modest funds to continue. Beyond supporting training and community building activities, funds are also required for ongoing curriculum development and strengthening as this is a continually shifting and evolving issue area with new data on a daily basis – otherwise the content of the project quickly loses fidelity and credibility.

Based on this insight, GPF recommends the following:

- ***Increase Emphasis on Sustainability.*** Future projects should consider applying to multiple sources of funding at the outset of the project to help ensure sufficient funds are available to continue the program past the duration of the main funding source time limits. Additionally, future projects should emphasize sustainability with stakeholders and encourage them to also apply for additional funding to continue the work in their communities.

Knowledge, Awareness, and Collaboration

A key lesson learned is that it is critical to make sure law enforcement/first responders trainings are coordinated with local, State and Federal agencies. The breadth and depth of their knowledge, expertise, and intel is extremely comprehensive. The trainings were built on this experience resulting in comprehensive and well-regarded Countering Violent Extremism Trainings. This type of law enforcement/first responders leadership engagement is critical and essential for replication.

Another key lesson learned among educators, human service, and mental health professionals was: a) unevenness in understanding the indicators of terrorism and/or targeted violence, and b) the scope and function of law enforcement and intelligence agencies and how to report concerns especially where confidentiality may be an issue. Furthermore, in law enforcement and intelligence communities, there can be unevenness in understanding the role of mental illness in terrorism and targeted violence, as well as knowledge of the mental health system and its resources.

Based on these insights, GPF recommends the following:

- ***Identify and Partner with Diverse Stakeholders.*** Future projects should place an important emphasis on identifying and partnering with diverse stakeholders including law enforcement and first responders, human service and mental health professionals, and local, State, and Federal agencies. Such steps will help to ensure the comprehensive and well-regarded trainings that can help fill important knowledge gaps, facilitate collaborations between agencies in different professions, and ensure a widespread approach to combating violent extremism.

Additionally, GPF observed the lesson that delivering a stronger curriculum on Internet related aspects of CVE as part of the core training would have been useful. GPF learned through participation in the September 29, 2019 Digital Forum co-presented by Carnegie Mellon University, University of Pittsburgh, Tech Against Terrorism, and Department of Homeland Security's Office of Targeted Violence and Terrorism Prevention that: 1) Virtually 100% of acts of terror or targeted violence are using online communications, for recruitment and organizing to support their efforts, and 2) Upwards of 60% of extremists may never meet another extremist in person, having been completely connected online.

Based on these experiences, GPF recommends the following:

Emphasize the Role of Social Media in Preventing Violent Extremism. Future projects should consider integrating more extensive social media curriculum into the training content, especially for community leaders and youth audiences as it is very relevant to preventing violent extremism. GPF also learned that language is very important with this kind of training, including the term "Countering Violent Extremism" (CVE), as some members of the community were concerned with the use of the term. As such, GPF recommends that future projects utilize caution when determining the name and branding of their project.

This report already highlighted the tremendous contributions by the Division of Mental Health and Addictions Services Disaster and Terrorism Branch, NJ Office of Homeland Security and Preparedness, New Jersey Office of the Attorney General, New Jersey State Police, FBI, National Counterterrorism Center, and other key State partners. As a result of these contributions and the impactful trainings which resulted from them, the law enforcement/first responders training partners were invited to present at the National Counterterrorism Center (NCTC) Best Practice National Conference on June 4, 2019. Due to the sharing of New Jersey specific cases in the training, as well as its high quality, GPF received significant positive feedback locally and nationally.

Evaluation of Project

Timing

The development of the evaluation tools, and to some extent, the administration of some of the tools, was delayed due to the time it took for the curriculum to be approved. While this delay is understandable given recent calls for a more careful consideration of the content of violent extremism trainings (e.g. Jackson et al. 2019), it did limit the start of the evaluation. Some of the train the trainer sessions/test trainings occurred before the evaluation tools were finalized and; therefore; data was not collected from these sessions.

Based on these findings, WRI recommends the following:

- ***Anticipate Delays When Developing Project Timelines.*** Future projects should consider creating timelines that anticipate and allow for potential delays in their project implementation. The development of appropriate evaluation tools is subject to the finalization of the training content and benefits from stakeholder feedback; hence, sufficient time must be allowed for this process to occur *before* beginning program implementation. Such steps might help to ensure that comprehensive evaluation tools are developed.

Further, review of Violent Extremism Mobilization Indicators alone was not completely helpful in designing the Pre- Post-Tests for this training. Evaluators had to attend the train the trainer session given by NCTC to better understand the material to be presented, and even then it was not yet New Jersey specific. Additionally, the continuous, iterative changes made to the trainings made it difficult to identify the impact of these changes on respondent feedback. In other words, are the ratings a result of the changes in the curriculum or would the results have been the same without the changes? With continual changes in the curricula, evaluators could not detect if the positive ratings were a result of the improved curricula from training to training or would have occurred anyways.

Based on this challenge, WRI recommends the following:

- ***Develop Evaluation Measures That Track Program Changes.*** Future projects should consider including evaluative measures which capture how and when curricula changes are made, so that analyses can be conducted to identify the impact of these changes on respondent feedback. Such steps might allow for evaluators to more empirically quantify the efficacy of these changes on project outcomes.

GPF and evaluators found that fidelity to the original evaluation implementation plan was a greater challenge than anticipated. Individuals registering and attending the trainings (and community events) were often reluctant to complete the Pre-Post-Tests and Satisfaction Evaluations through

Qualtrics given their busy schedules and the already time-consuming nature of the trainings/events. Paper copies of these evaluation tools, as well as time within the training/event, needed to be made available to attendees in order to receive adequate numbers of responses to the trainings/events. This created an additional step of deciphering attendees handwriting and entering these responses into Qualtrics, which added time and cost to the evaluation process. Additionally, with paper tests/surveys, evaluators could not control that every question was answered, which may have led to a lot of missing data. Furthermore, the large crowds at the Community Engagement Events made it difficult to collect the Satisfaction Surveys given the limited number of staff at each of these events. As a result, some of the evaluation tools created for the project were implemented irregularly. While much valuable data was collected, the wider scope of the evaluation was limited by the small number of responses, particularly with the Social Media and Online Safety Training and the Community Engagement Events.

Based on these challenges, WRI recommends the following:

- ***Incorporate Evaluation in Event and Training Curriculum.*** In order to ensure that adequate data is collected at the events and trainings, future projects should consider more thoroughly incorporating the evaluation measures into the training/event sessions. For example, evaluation questions could be asked throughout the training/event to help avoid participant attrition. Additionally, if trainings are offered online or through a certification program for professionals, the evaluation questions could be asked at the end of each lesson module. Such steps might help to increase participant response and; thereby, provide a more comprehensive evaluation.

Evaluators found that differences in the scope of the Community Engagement Events made it difficult to design and administer a reliable evaluation tool, as well as compare the efficacy of these events to one another and to aggregate data across all events.

Based on this challenge, WRI recommends the following:

- ***Establish Formal Event Criteria.*** Future projects should consider establishing some formal Community Engagement Event criteria in order to ensure similar content is being delivered to the target audience and can be measured across all events.
- ***Utilize Measures That Capture Event Characteristics.*** Future events should consider using evaluation measures that capture the specific characteristics of Community Engagement Events, so that differences between them can be quantified and compared in relation to the primary outcomes of interest. Such steps might help to ensure the impact of the Community Engagement Events is captured in a more reliable and valid manner.

Funding

Projects of this nature require the evaluation of thousands of respondents across multiple sites, as well as coordination with a diverse number of organizations across the state. This evaluation process went beyond the scope both GPF and the evaluator, WRI, originally anticipated. Both organizations contributed staff and intern time at various stages in the evaluation process that outstripped the funding for WRI by over 400%. Since the electronic survey administration with attendees, for the most part, did not work, paper tools had to be administered and then manually entered into Qualtrics for analysis—a task which had not been included in WRI’s evaluation budget, and; thus, was completed by GPF staff and interns who were not part of the project’s funding. Time and budget constraints also limited the number of data collectors at the events, and/or the oversight of a program coordinator, resulting in the loss of data. Furthermore, the process of quality improvement for the trainings was based off of anecdotal information as opposed to quantitative evidence, again due to the lack of staff availability to enter the evaluation data in a timely manner in order for evaluators to analyze and communicate the results in real time. WRI further contributed senior administrator and graduate student time to the project that was in addition to the initial scope of work for both analysis and development of the evaluation report. As such, WRI recommends that future projects consider allocating sufficient funds to allow for the comprehensive evaluation that is required for projects of this scope.

Next Steps

GPF has and will continue to seek alternative funding for both the entirety of the project as described in this evaluation, as well as its various components. Resources to fund prevention of violent extremism, increase school and community safety, build trust between law enforcement and community members, and/or other aspects of preventing extremism and violence would all be useful to this project, including funding made available through Federal, State and local government agencies, philanthropic or private sector organizations interested in this urgent issue.

GPF will also continue to explore opportunities to partner with similar organizations working in the countering and preventing extremist violence space where we have potential to obtain funding and make greater impacts together, especially in leveraging digital technology to expand our scope of impact. GPF recently met with Masjid Muhammad, The Nation’s Mosque, a fellow DHS CVE grantee, regarding future collaboration on fundraising for our work in CVE/PVE.

Global Peace Foundation will also continue to be active in CVE/PVE and digital technology emerging thought leadership and terrorism prevention spaces to keep current in its knowledge of the field, and continue to further develop its organizational capacity, curricula, and further refine its approach to preventing violence and extremism in the United States and abroad. GPF is the

founding member of the Alliance for Peacebuilding Technology Working Group and active in other networks related to CVE/PVE.

GPF plans to host several 'showcase' events in collaboration with other partners to share the impact of the New Jersey Urban Peacebuilding project for potential replication and funding. However, even these small demonstration events are challenging due to lack of funds and staffing.

Lastly, GPF recommends WRI as an evaluator of CVE and other violence prevention efforts. WRI provided evaluation resources well beyond its funding and even the original scope of the evaluation plan for the project. Staff are expertly capable of quickly learning about content areas not completely within their areas of expertise; and then demonstrating that knowledge through consultation on curriculum content, and designing evaluation tools.

Conclusion

Overall, GPF's New Jersey Urban Peacebuilding Project successfully developed and delivered comprehensive trainings and Community Engagement Events to prevent violent extremism. Results from the evaluation emphasized the widespread, positive impact of both the trainings and engagement events in not only promoting knowledge of best practices for preventing violent extremism, but also bringing together different organizational and community members to lead these efforts. Future project leaders should consider utilizing GPF's curriculum and implementation practices as a foundation for their efforts while funders should consider the meaningful changes that can come about through supporting projects like this.

Evaluation Appendix

Homegrown Violent Extremism Mobilization Indicators Training

Public Safety Personnel Training Pre-Test

Pre-Test Message

Thank you for registering for the Homegrown Violent Extremism Mobilization Indicators Training for Public Safety Personnel. In order to *confirm* your seat at this training, we invite you take a few minutes to complete this short questionnaire. The questionnaire should take less than 7 minutes.

This questionnaire was designed to determine what you already know about the training theme—Violent Extremism. We will ask you to complete the questionnaire again at the end of the training so that we can assess what you have learned and how well the trainers have done at conveying the main points of the training material.

The questionnaire has questions about a wide variety of topics that will be covered in the training. You should complete all questions on your own and to the best of your ability.

This is not a “test” and you will not be “graded” on your answers, so please be straightforward with your responses.

If you have any questions or concerns about this questionnaire, please contact:

Kiersten Tibbets
202-643-4733
ktibbets@globalpeace.org

Thank you!

Pre-Test Questionnaire

Please provide the City where your training will be held: _____

Please provide the Date of the training you plan on attending (mm/dd/yyyy): _____

1. Please check off ✓ how **Knowledgeable** you are about the following:

	Extremely Knowledgeable	Moderately Knowledgeable	Somewhat Knowledgeable	Slightly Knowledgeable	Not At All Knowledgeable
The Difference Between Violent Radicalization and Mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Mobilization Indicators of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Various Types of Mobilization Indicators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific Behaviors/ Signs that Point to an Individual Becoming Mobilized to Commit Extremist Acts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to Effectively Respond to Reports of the Mobilization of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to Refer Potentially Violent Extremists for Services/Interventions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to Report Information Concerning Violent Extremist Activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When to Report Violent Extremist Activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Where to Report Potentially Radicalized or Mobilizing Individuals	<input type="radio"/>				
When to Report Potentially Radicalized or Mobilizing Individuals	<input type="radio"/>				
Identifying the "Something" in "See Something, Say Something."	<input type="radio"/>				

2. Please check off how **Significant** the following are:

	Extremely Significant	Moderately Significant	Somewhat Significant	Slightly Significant	Not At All Significant
The Role of the Internet in Violent Extremist Activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Youth and Young Adults in Preventing Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with Faith-Based Institutions in Preventing Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and Reporting Indicators of Mobilization Increases the Potential to Prevent and Mitigate Future Extremist Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Please check off ✓ how **Confident** are you about the following:

	Extremely Confident	Moderately Confident	Somewhat Confident	Slightly Confident	Not At All Confident
Understanding the Difference Between Ordinary Violence and Violent Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Able to Name 3 or More Extremist Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Homegrown Violent Extremism and Domestic Terrorism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Violent Extremism, Terrorism and Hate Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Constitutionally Protected Activities and Radicalization & Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Please check off ✓ how **Likely** you are about the following:

	Extremely Likely	Moderately Likely	Somewhat Likely	Slightly Likely	Not At All Likely
Recognize the Mobilization Indicators of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Report Extremist Activity to Appropriate Law Enforcement Agencies	<input type="radio"/>				
Report Potentially Radicalized People to Appropriate Law Enforcement Agencies	<input type="radio"/>				
Work Together with Community Members to Address Extremism in the Community	<input type="radio"/>				
Refer Individuals who are Showing Signs of Radicalization/Mobilization for Services/Interventions	<input type="radio"/>				

Thank you completing the pre-training questionnaire. You now have reserved your seat at the training. We look forward to seeing you there!

Homegrown Violent Extremism Mobilization Indicators Training

Public Safety Personnel Training Post-Test with Satisfaction Evaluation

Post-Test Message

Thank you for participating in the Homegrown Violent Extremism Mobilization Indicators Training for Public Safety Personnel. In order to *receive* your Certificate of Completion, we invite you take a few minutes to complete the questionnaire you completed when you registered again now that you have undergone the training. The questionnaire should take about 10 minutes to complete.

By completing this questionnaire, we can assess what you have learned and how well the trainers have done at conveying the main points of the training material.

The questionnaire has questions about a wide variety of topics that were covered in the training. You should complete all questions on your own and to the best of your ability.

This is not a “test” and you will not be “graded” on your answers, so please be straightforward with your responses.

If you have any questions or concerns about this questionnaire, please contact:

Kiersten Tibbets
202-643-4733
ktibbets@globalpeace.org

Thank you!

Post-Test Questionnaire

Please provide the City where your training was held in: _____

Please provide the Date of the training you attended (mm/dd/yyyy): _____

1. Please check off ✓ how **Knowledgeable** you are about the following:

	Extremely Knowledgeable	Moderately Knowledgeable	Somewhat Knowledgeable	Slightly Knowledgeable	Not At All Knowledgeable
The Difference Between Violent Radicalization and Mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Mobilization Indicators of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Various Types of Mobilization Indicators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific Behaviors/ Signs that Point to an Individual Becoming Mobilized to Commit Extremist Acts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to Effectively Respond to Reports of the Mobilization of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to Refer Potentially Violent Extremists for Services/Interventions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to Report Information Concerning Violent Extremist Activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When to Report Violent Extremist Activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Where to Report Potentially Radicalized or Mobilizing Individuals	<input type="radio"/>				
When to Report Potentially Radicalized or Mobilizing Individuals	<input type="radio"/>				
Identifying the "Something" in "See Something, Say Something."	<input type="radio"/>				

2. Please check off how **Significant** the following are:

	Extremely Significant	Moderately Significant	Somewhat Significant	Slightly Significant	Not At All Significant
The Role of the Internet in Violent Extremist Activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Youth and Young Adults in Preventing Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with Faith-Based Institutions in Preventing Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and Reporting Indicators of Mobilization Increases the Potential to Prevent and Mitigate Future Extremist Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Please check off ✓ how **Confident** are you about the following:

	Extremely Confident	Moderately Confident	Somewhat Confident	Slightly Confident	Not At All Confident
Understanding the Difference Between Ordinary Violence and Violent Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Able to Name 3 or More Extremist Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Homegrown Violent Extremism and Domestic Terrorism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Violent Extremism, Terrorism and Hate Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Constitutionally Protected Activities and Radicalization & Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Please check off how **Likely** you are about the following:

	Extremely Likely	Moderately Likely	Somewhat Likely	Slightly Likely	Not At All Likely
Recognize the Mobilization Indicators of Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report Extremist Activity to Appropriate Law Enforcement Agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report Potentially Radicalized People to Appropriate Law Enforcement Agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Together with Community Members to Address Extremism in the Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refer Individuals who are Showing Signs of Radicalization/Mobilization for Services/Interventions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Please identify which of the following actions (if any) you will take/how you plan to use what you learned at the training.

Please check **all** that apply (if any).

- I will share the information from the training with my fellow Law Enforcement colleagues
- I will help give this presentation to my fellow Law Enforcement colleagues

If Check Off this Action, please provide your Name and Contact Information:

Name: _____

Address: _____

Phone: _____

Email: _____

- I will partner with community members to develop violent extremism and radicalization prevention and intervention strategies
- I will attend community building events that bring together community members and local law enforcement
- I will help organize community building events to bring together community members and local law enforcement

If Check Off this Action, please provide your Name and Contact Information:

Name: _____

Address: _____

Phone: _____

Email: _____

- Other Action. Please Explain:

- Nothing

6. Overall, I would rate the training:

- Very Beneficial
- Beneficial
- Not Beneficial
- Not Beneficial at All

7. How likely would you be to recommend this training to a colleague?

- Extremely Likely
- Likely
- Unlikely

Extremely Unlikely

8. How well did the content that was covered in the training match what you expected to learn about?

- Very Well
- Somewhat Well
- Somewhat Not Well
- Not Well at All

9. Please share 2 main take away messages that you learned through your participation in the training.

Key Learning #1:	
Key Learning #2:	

10. Please check your level of satisfaction with the content of the training:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Agenda (Layout of the Training)				
Trainers				
Training Methods (Quiz, Exercises, Case Studies, Videos)				

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Networking Time				
Time for Questions				
Materials (Handbook, Resources, Etc.)				

11. Please check  your level of satisfaction with the logistics of the training:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Registration Process				
Location				
Parking				
Check In				
Facility/Venue				

12. How can we improve this training? Please share your ideas about items that were missing, additional items that you would like to see, and how the training can be improved.

13. Please share any additional comments about the training.

Thank you completing the post-training questionnaire. You are now eligible for your Training Completion Certificate.

**Police and Community Working Together:
To Recognize and Prevent Threats in Our Communities
& Digital Citizenship**

Community Leaders Training Pre-Test

Thank you for registering for the **Police and Community Working Together: To Recognize and Prevent Threats in Our Communities and Digital Citizenship** Train the Trainer & Cross-Community Engagement Program with Social Media Workshop. In order to *confirm* your seat at this training, we invite you take a few minutes to complete this short questionnaire. The questionnaire should take less than 10 minutes.

This questionnaire was designed to determine what you already know about the training theme—Extreme Violence, as well as Social Media. We will ask you to complete the questionnaire again at the end of the training so that we can assess what you have learned and how well the trainers have done at conveying the main points of the training material.

The questionnaire has questions about a wide variety of topics that will be covered in the training. You should complete all questions on your own and to the best of your ability.

This is not a “test” and you will not be “graded” on your answers, so please be straightforward with your responses.

If you have any questions or concerns about this questionnaire, please contact:

Kiersten Tibbets

202.643.4733

ktibbets@globalpeace.org

Thank you!

Please name the **City** that your training will be held in: _____

Please provide the **Date** of the training you plan on attending (dd/mm/yyyy): _____

1. Which of the following do you best identify with (please check off only 1)

- Young Adult/Student (College, High School, and Younger)
- Parent of Youth or Young Adult (Ages 12-26)
- General Community Audience (General Public. Only choose if no other Category fits)
- Police/Law Enforcement
- Civilian Law Enforcement Agency Employee
- Teachers/School Staff /Educator

- Faith Leader/Religious Leader
- Youth Worker
- Mental/Behavioral Health Provider
- Social Service Provider
- Other Service Provider (Only choose if no other Category fits)
- Public Health Professional
- Other Front Line Worker (Non-Government) (Individuals who work directly with the public in their official capacity including security guards, retail workers, and customer service representatives. Individuals with no counseling or social service training)
- Other Front Line Worker (Government) (Individuals who work directly with the public in their official capacity including fields of emergency management, fire services, transit, parks)
- Government Representative (Local, State, Federal, Tribal)
- Community Organization Representative
- Activist/Advocate
- Business Owner/Entrepreneur
- Individuals Impacted by Terrorism
- Volunteer

2. Please check off how **Knowledgeable** you are about the following:

	Extremely Knowledgeable	Moderately Knowledgeable	Somewhat Knowledgeable	Slightly Knowledgeable	Not At All Knowledgeable
The Definition of Violent Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Risk Factors/ Indicators of Vulnerability to Radicalization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific Behaviors/ Signs that <i>may</i> Point to an Individual Escalating to Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to Effectively Respond to Individuals who <i>may</i> be Escalating to Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Where to Refer Individuals who <i>may</i> be Escalating to Violence for Services/Interventions	<input type="radio"/>				
Where to Report Suspicious Activity	<input type="radio"/>				
Where to Report Individuals who <i>may</i> be Escalating to Violence to Law Enforcement	<input type="radio"/>				
The 4 Components of Good Digital Citizenship	<input type="radio"/>				
What You Do/Say Online Stays Online Forever	<input type="radio"/>				
How Social Media is Used by Violent Extremists	<input type="radio"/>				

3. Please check off how **Significant** the following are:

	Extremely Significant	Moderately Significant	Somewhat Significant	Slightly Significant	Not At All Significant
Social Media in Radicalization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Youth and Young Adults in Preventing Extreme Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with Faith-Based Institutions in Preventing Extreme Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Protecting Your Identity On the Internet	<input type="radio"/>				
Understanding that What You Do/Say Online has an Impact in Real Life (for You and Others)	<input type="radio"/>				
Teaching How to Respect Others Online	<input type="radio"/>				

4. Please check off how **Confident** are you about the following:

	Extremely Confident	Moderately Confident	Somewhat Confident	Slightly Confident	Not At All Confident
Able to Name 3 or More Violent Extremist Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Homegrown Terrorism and Domestic Terrorism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Violent Extremism, Terrorism and Hate Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognizing an Online Scam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping Yourself and Your Personal Information Safe and Secure Online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying Social Media Messaging by Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Understanding the Difference Between Public and Private WiFi	<input type="radio"/>				
Recognizing Harmful Downloads/Emails	<input type="radio"/>				
Recognizing Trustworthy News/Data Sources	<input type="radio"/>				

5. Please check off how **Likely** you are about the following:

	Extremely Likely	Moderately Likely	Somewhat Likely	Slightly Likely	Not At All Likely
Recognize the Warning Signs of Extreme Violence	<input type="radio"/>				
Get help for Individuals who <i>appear to be</i> Escalating to Violence	<input type="radio"/>				
Work Together with Law Enforcement to Address Extreme Violence in My Community	<input type="radio"/>				
To Believe Information/Data Online	<input type="radio"/>				

Thank you for completing the pre-training questionnaire. You now have reserved your seat at the training. We look forward to seeing you there!

**Police and Community Working Together:
To Recognize and Prevent Threats in Our Communities
& Digital Citizenship**

Community Leaders Training Post-Test & Satisfaction Evaluation

Thank you for participating in the **Police and Community Working Together: To Recognize and Prevent Threats in Our Communities and Digital Citizenship** Train the Trainer & Cross-Community Engagement Program with Social Media Workshop. In order to *receive* your Certificate of Completion, we invite you take a few minutes to complete the questionnaire you completed when you registered again now that you have undergone the training. The questionnaire should take about 10 minutes to complete.

By completing this questionnaire, we can assess what you have learned and how well the trainers have done at conveying the main points of the training material.

The questionnaire has questions about a wide variety of topics that were covered in the training. You should complete all questions on your own and to the best of your ability.

This is not a “test” and you will not be “graded” on your answers, so please be straightforward with your responses.

If you have any questions or concerns about this questionnaire, please contact:

Kiersten Tibbets
202.643.4733
ktibbets@globalpeace.org

Thank you!

Please provide the **City** where your training was held: _____

Please provide the **Date** of the training you attended: _____

1. Which of the following do you best identify with (please check off only 1)

- Young Adult/Student (College, High School, and Younger)
- Parent of Youth or Young Adult (Ages 12-26)
- General Community Audience (General Public. Only choose if no other Category fits)
- Police/Law Enforcement
- Civilian Law Enforcement Agency Employee
- Teachers/School Staff /Educator

- Faith Leader/Religious Leader
- Youth Worker
- Mental/Behavioral Health Provider
- Social Service Provider
- Other Service Provider (Only choose if no other Category fits)
- Public Health Professional
- Other Front Line Worker (Non-Government) (Individuals who work directly with the public in their official capacity including security guards, retail workers, and customer service representatives. Individuals with no counseling or social service training.)
- Other Front Line Worker (Government) (Individuals who work directly with the public in their official capacity including fields of emergency management, fire services, transit, parks.)
- Government Representative (Local, State, Federal, Tribal)
- Community Organization Representative
- Activist/Advocate
- Business Owner/Entrepreneur
- Individuals Impacted by Terrorism
- Volunteer

2. Please check off how **Knowledgeable** you are about the following:

	Extremely Knowledgeable	Moderately Knowledgeable	Somewhat Knowledgeable	Slightly Knowledgeable	Not At All Knowledgeable
The Definition of Violent Extremism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Risk Factors/ Indicators of Vulnerability to Radicalization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specific Behaviors/ Signs that <i>may</i> Point to an Individual Escalating to Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to Effectively Respond to Individuals who <i>may</i> be Escalating to Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Where to Refer Individuals who <i>may</i> be Escalating to Violence for Services/Interventions	<input type="radio"/>				
Where to Report Suspicious Activity	<input type="radio"/>				
Where to Report Individuals who <i>may</i> be Escalating to Violence to Law Enforcement	<input type="radio"/>				
The 4 Components of Good Digital Citizenship	<input type="radio"/>				
What You Do/Say Online Stays Online Forever	<input type="radio"/>				
How Social Media is Used by Violent Extremists	<input type="radio"/>				

3. Please check off how **Significant** the following are:

	Extremely Significant	Moderately Significant	Somewhat Significant	Slightly Significant	Not At All Significant
Social Media in Radicalization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Youth and Young Adults in Preventing Extreme Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with Faith-Based Institutions in Preventing Extreme Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Protecting Your Identity On the Internet	<input type="radio"/>				
Understanding that What You Do/Say Online has an Impact in Real Life (for You and Others)	<input type="radio"/>				
Teaching How to Respect Others Online	<input type="radio"/>				

4. Please check off how **Confident** are you about the following:

	Extremely Confident	Moderately Confident	Somewhat Confident	Slightly Confident	Not At All Confident
Able to Name 3 or More Violent Extremist Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Homegrown Terrorism and Domestic Terrorism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding the Difference Between Violent Extremism, Terrorism and Hate Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognizing an Online Scam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping Yourself and Your Personal Information Safe and Secure Online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying Social Media Messaging by Violent Extremists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Understanding the Difference Between Public and Private WiFi	<input type="radio"/>				
Recognizing Harmful Downloads/Emails	<input type="radio"/>				
Recognizing Trustworthy News/Data Sources	<input type="radio"/>				

5. Please check off how **Likely** you are about the following:

	Extremely Likely	Moderately Likely	Somewhat Likely	Slightly Likely	Not At All Likely
Recognize the Warning Signs of Extreme Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Get help for Individuals who <i>appear to be</i> Escalating to Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Together with Law Enforcement to Address Extreme Violence in My Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To Believe Information/Data Online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To Share Online Safety Tips with Others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sign the Digital Civility Challenge Pledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Get Others to Sign the Digital Civility Challenge Pledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please identify which of the following actions (if any) you will take/how you plan to use what you learned at the training.

Please check **all** that apply (if any).

- I will share the information from the training with members of my community
- I will partner with law enforcement and fellow community members to develop extreme violence and radicalization prevention and intervention strategies
- I will attend community building events that bring together community members and local law enforcement
- I will help organize community building events to bring together community members and local law enforcement
- Other Action. Please Explain:

- Nothing

7. From what you observed at the training, do you feel your community is ready to mobilize against extreme violence? Is your community more prepared to respond effectively to preventing extreme violence? Please provide examples of how you know this.

8. Overall, I would rate the training:

- Very Beneficial
- Beneficial
- Sort of Beneficial
- Not Beneficial

9. How likely would you be to recommend this training to a colleague?

- Extremely Likely
- Likely
- Unlikely
- Extremely Unlikely

10. Please check ✓ your level of satisfaction with the following:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Registration Process				
Agenda (Layout of the Training)				
Trainers				
Delivery of Information (How the content of the training was presented, like the Videos that were shown)				
Networking Time				
Information/Content Presented in the Training				
Time for Questions				
Materials (Resources, Etc.)				

11. Please share the main take away messages that you learned through your participation in the training and any other additional comments about the training.

Thank you for completing the post-training questionnaire. You are now eligible for your Training Completion Certificate.

Countering Violent Extremism**Community Engagement Event Satisfaction Evaluation**

Thank you for participating in the Community Engagement Event.

Your experience at the event is very important to us as we continue to look for ways to improve our ability to engage Community Members about violence and how to work together to prevent/intervene violence.

The purpose of this Evaluation is to help us determine the extent to which the event met its goals and to identify ways to improve future events.

We invite you take a few minutes to complete this short survey and provide your feedback. The survey should take less than 7 minutes.

Your responses are anonymous and confidential (we do not ask for your name), so please be candid.

If you have any questions or concerns about this Evaluation, please contact:

Kiersten Tibbets

202.643.4733

ktibbets@globalpeace.org

Thank you!

Please provide the **City** where your event was held: _____

Please provide the **Date** of the event you attended (dd/mm/yyyy): _____

Which of the following do you best identify with (please check off only 1)

- Young Adult/Student (College, High School, and Younger)
- Parent of Youth or Young Adult (Ages 12-26)
- General Community Audience (General Public. Only choose if no other Category fits)
- Police/Law Enforcement
- Civilian Law Enforcement Agency Employee

- Teachers/School Staff /Educator
- Faith Leader/Religious Leader
- Youth Worker
- Mental/Behavioral Health Provider
- Social Service Provider
- Other Service Provider (Only choose if no other Category fits)
- Public Health Professional
- Other Front Line Worker (Non-Government) (Individuals who work directly with the public in their official capacity including security guards, retail workers, and customer service representatives. Individuals with no counseling or social service training.)
- Other Front Line Worker (Government) (Individuals who work directly with the public in their official capacity including fields of emergency management, fire services, transit, parks.)
- Government Representative (Local, State, Federal, Tribal)
- Community Organization Representative
- Activist/Advocate
- Business Owner/Entrepreneur
- Individuals Impacted by Terrorism
- Volunteer

1. Overall, I would rate this event:

- Very Beneficial
- Beneficial
- Not Beneficial
- Not Beneficial at All

2. How likely would you be to recommend this event to a friend or colleague?

- Extremely Likely
- Likely
- Unlikely
- Extremely Unlikely

3. How well did the information that was covered in the event match what you expected to hear about?

- Very Well
- Somewhat Well
- Somewhat Not Well
- Not Well at All

4. Please share 2 main take away messages that you learned through your participation in the event.

Key Learning #1:	
Key Learning #2:	

5. At the event, I wish more time was spent on:

6. At the event, less time should have been spent on:

7. Please check your level of satisfaction with the following:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Making meaningful connections at the event with others				
Learning about an agency/service that I did not know about				
Being motivated to doing something about violence in my community				
Feeling like I can partner with law enforcement in positive				

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
ways to combat violence in my community				

8. How can we improve the event? Please share your ideas about items that were missing, additional items that you would like to see, and how the event could be improved.

9. Please share any additional comments about the event.

Thank you for taking the time to provide your feedback on event!

Questions for Law Enforcement Homegrown Violent Extremist Stakeholder Group

1. Talk about the support and training you received to become a Train the Trainer for the Homegrown Violent Extremist Project.

Do you feel you received the necessary support and training to successfully deliver the Homegrown Violent Extremist Trainings?

Is there anything else that could have been/could still be provided to you to help you successfully deliver the Homegrown Violent Extremist Trainings?

2. How confident do you feel in delivering the Homegrown Violent Extremist Trainings?

Have issues come up in the Trainings that you would like guidance on how to handle? If Yes, what are those issues? And what kind of guidance are you looking for?

What obstacles, if any, make it difficult for you to deliver the Homegrown Violence Extremist Training?

3. Provide any examples of accomplishments that would not have been possible without the Homegrown Violent Extremist Trainings.

4. As a Trainer, what factors lead to the best training? What are the major challenges? Is there anything about the Homegrown Violent Extremist Training that you would like changed?

5. Is the train-the-trainer approach the optimal strategy for delivering information on prevention Violent Extremism? Why or Why Not?

Questions for Community Leaders Countering Violent Extremism

Stakeholder Group

1. Talk about the support and training you received to become a Train the Trainer for the Countering Violent Extremism Project.

Do you feel you received the necessary support and training to successfully deliver the Countering Violent Extremism Trainings?

Is there anything else that could have been/could still be provided to you to help you successfully deliver the Countering Violent Extremism Trainings?

2. How confident do you feel in delivering the Countering Violent Extremism Trainings?

Have issues come up in the Trainings that you would like guidance on how to handle? If Yes, what are those issues? And what kind of guidance are you looking for?

What obstacles, if any, make it difficult for you to deliver the Countering Violent Extremism Training?

3. Early evaluation results, mainly from the Community Engagement Events, indicate that Event organizations perceive strong, positive relationships between Law Enforcement and the Community.

What are your perceptions, based on the trainings you have delivered, on the community's ownership of preventing Violent Extremism; as well as on the community's willingness to collaborate with Law Enforcement on preventing violence? Can you share any examples/stories from the trainings you delivered or information you learned about after the trainings?

What about the Law Enforcement's willingness to collaborate with the community on preventing violence? Can you share any examples/stories from the trainings you delivered or information you learned about after the trainings?

4. Provide any examples of accomplishments that would not have been possible without the Countering Violent Extremism Trainings.

5. As a Trainer, what factors lead to the best training? What are the major challenges? Is there anything about the Countering Violent Extremism Training that you would like changed?

6. Is the train-the-trainer approach the optimal strategy for delivering information on prevention Violent Extremism? Why or Why Not?

Spring 2019

Questions for Law Enforcement Homegrown Violent Extremist

Stakeholder Group

1. Now that a majority of the HVE Trainings have been conducted, name 3 major positives from the trainings; and 3 major lessons learned/challenges.

2. What are the major outcomes from designing and delivering the HVE Training?

3. Provide any examples of accomplishments that would not have been possible without the Homegrown Violent Extremist Trainings.

4. Describe any unintentional consequences/results (positive and negative) of HVE training that were not originally anticipated.

5. How can we measure, if at all, if the HVE Trainings resulted in an increase in reporting extreme violence activities/individuals by LE/First Responders?

In preventing/thwarting extreme violence activities/individuals by LE/First Responders?

Basically, how could we measure if the training is making a difference in terms of identifying and preventing extreme violence in NJ?

Questions for Community Leaders and Engagement Event Organizers

Countering Violent Extremism

Stakeholder Group

1. Now that a majority of the CVE Trainings have been conducted, name 3 major positives from the trainings; and 3 major lessons learned/challenges.

Same for the Community Engagement Events: 3 major positives and 3 major lessons learned/challenges.

2. Early evaluation results indicate that Trainings/Community Engagement Events attendees perceive strong, positive relationships between Law Enforcement and the Community.

What are your perceptions, based on the Trainings/Community Engagement Events you have delivered, on the community's ownership of preventing Violent Extremism; as well as on the community's willingness to collaborate with Law Enforcement on preventing violence? Can you share any examples/stories from the trainings you delivered or information you learned about after the trainings?

What about the Law Enforcement's willingness to collaborate with the community on preventing violence? Can you share any examples/stories from the trainings you delivered or information you learned about after the trainings?

4. Provide any examples of accomplishments that would not have been possible without the Countering Violent Extremism Trainings.

Same for the Community Engagement Events: accomplishments that would not have been possible without the Events.

5. Is there anything about the Countering Violent Extremism Training that you would change?

Is there anything about the Community Engagement Events that you would change?

6. How can we measure, if at all, if the Trainings/Events resulted in an increase in identifying and reporting extreme violence activities/individuals by Community Members?

Basically, how could we measure if the training is making a difference in terms of identifying and preventing extreme violence in NJ?

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