

# Awareness, Avoidance & Action Part II

Shannon Lukeman-Hiromasa  
Mayor Pro Tem



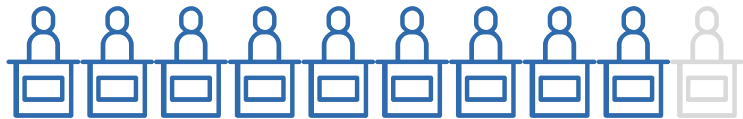
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CONFERENCE**  
LOVELAND • COLORADO



COLORADO  
MUNICIPAL  
LEAGUE

# Harassment, threats, & violence directed at local elected officials rising at an alarming rate

87%



of local officials surveyed observed an increase in attacks on public officials in recent years

81%



reported having experienced harassment, threats and violence themselves...

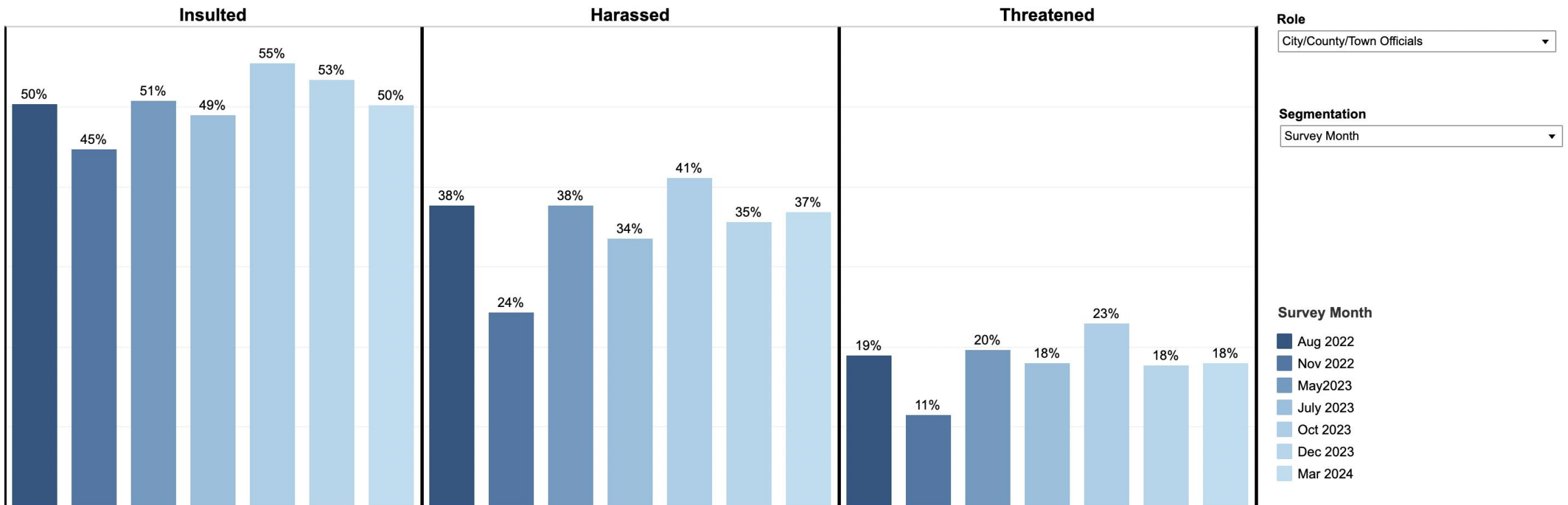
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# Threats & Harassment

Dashboard\_2024\_03\_THQ1 by [CivicPulse Team](#)



## Likelihood of experiencing event in a three-month period



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# In their own words: threats & harassment facing local officials

## Impact:

- Community isolation, fear of public spaces, invasion of home privacy, disruption of community meetings, and threats to family, loved ones, and businesses

## 2 available responses:

- Personal behavioral changes or
- Legal and law enforcement action

## Identified gaps:



- Building support, training, and understanding current and new response options





# SOCIAL MEDIA EXAMPLES

Top fan

The revelation that Satanic Feminism is at the core of the toxicity of Northglenn is disturbing. Why not hold Women's Month in May where at least one day of the month for Mothers Day is observed that all men recognize? Or you could of done it last month in connection with Valentines day. For empathic good men of all ages learned from Square Dancing at Eastlake Elementary to appreciate our women who stand at our sides equally. I empathically sympathize with women who feel they are not equal to their misogynistic democrat liberal male abusers but the good men are loyal to good women and all we can do is to let you know even apart we are never separated from those we really love. Colorado should have more Square Dances and put to rest this divisiveness of satanic feminism. After all Square dancing is equality and it's the state dance.

# SOCIAL MEDIA EXAMPLES

   
Sep 25, 2022 · 🌐

I really do not know who to speak with in Northglennham.  
 the sick abusively, cruel, misogynist fuck of  
Northglenn is still harassing and hassling a poor,  
economically disadvantaged 80+ elderly resident of  
Northglenn. She won her house as a trophy to Women's  
Rights in Colorado by Divorce. Her Husband was abusive  
and cruel very much like  is  
acting like that abusive husband of hers. That husband she  
divorced use to brutally beat 5 kids and his wife. Throwing  
the kids through walls. Sending them to school with  
bruises and bloody noses and broken bones. This is why  
this elderly woman over 80+ years old is an example of  
woman's rights and woman's liberty and women's suffrage  
in Northglenn. This Icon of Women's rights, because of  
POS Leighty and a corrupt toxic government continues to  
allow  to abuse this elderly woman that has  
been though a lot. She is living in fear, right now, because  
of abuse and hate from 

With a Mayor that can't stop for lit crosswalk signs on Community Center Drive putting pedestrians at risk is insane not to worry about how foot traffic gets around the city. So many people have died or got seriously injured crossing streets in Northglenn that our messed up deceitful council is so backwards and incompetent. Our city is ran by a satanic feminist irresponsible sorority wannabe's. Our city officials are interested in their next discriminatory exclusive party events and when do they get to sell some booze.

# SOCIAL MEDIA EXAMPLES

That's a fantastic idea.

6w Like Reply Edited



Jennifer Rubino

Mark Bromley let's start a go fund me for you to move

6w Like Reply



Top fan

Mark Bromley

Jennifer Rubino I made it simpler than that you can buy my book, tshirts, art, posters and other things I have online. You can tell the **city of North Korea Northglenn to** pay their bill they owe me for stealing from my online store. You can also donate directly via most of my online sites. Don't need to go fund. Just visit my websites and buy my USA made products.

I'm offering a limited hardback run of my book series book one of Yoranthium. First 100 will get the limited edition.

# SOCIAL MEDIA EXAMPLES



Top fan

Mark Bromley

You mean Horse Shoe. Why not use Horse Shoe and keep it US American? Like we use to do in Northglenn.

Bocce Ball was so ancient Roman. That game got upgraded to the modern 19th century game Horse shoes. With Horse Shoes having a zinger where you could land the shoe right on the stake in the ground. With a satisfying spinning of the horse shoe if it landed just right. The High Tech improved Bocce Ball is Horse Shoe. Northglenn use have have many Horse Shoe pits. It was local, it was better.

Horse Shoe was so Wild, Wild, American West. Didn't need to fence it off. Fact is Bocce Ball doesn't need a fence. Seems too pretty to be fun, seems like some mom just sucked the fun out of horse shoes.

Hey how about Lawn Darts. Lawn Darts anyone? Hope Mom doesn't get mad we put lawn darts in the ground.

Northglenn just got Mommed. We can't play any manly games like Horse Shoes, too dangerous. Horse Shoes requires skill and feels Manly. This is what happens when you elect toxic Femenism that just want's to play with some balls. This is how Northglenn voted to be neutered and stripped of the American way. You know a real game has some meat to it, a real game has masculinity to it. Let's bring back the Horse Shoe the Racket ball.

Let's have a Toss off. Bocce Balls vs Horse Shoes see what American's like best.

6w Like Reply Edited





# SOCIAL MEDIA EXAMPLES

Top fan

[REDACTED]  
[REDACTED] am not God. I do not assume such a thing. I am a Humble man and found God because of the evil Democrats have become. However I disagree with you and there are people in Northglenn that disagree with you. Some people in Northglenn called me a saint or a priest. I've had to tell them I'm not those but God does view the world through me. It's an agreement me and God made in a dream I had in my youth. God was okay with being able to see the world through me. I have strange dreams. I'm not sure how many people actually dream they spoke with God?

34m Like Reply

Top fan

[REDACTED]  
Lying City of Northglenn. Just propaganda and Soros lies aimed to lie to the Jewish community when there isn't any of this taking place in Northglenn. I see the false accusations but when the City of Northglenn operates as a Satanic cult then we know the real bad actors is the Malfeasance of the City Council and City Manager.



[REDACTED]  
Jan 14 · 🌐



Remember the first movie of Red Dawn was made in Colorado. There is no cruel or absurd NAZI democrat socialist communist confederate law that can keep us from owning our Guns. Wolverines.

A large, bold, blue letter 'A' with a light blue shadow or outline to its right, set against a background of a person's silhouette looking at a sunset.

**AWARENESS**

A large, bold, blue letter 'A' with a light blue shadow or outline to its right, set against a background of a person's silhouette looking at a sunset.

**AVOIDANCE**

A large, bold, blue letter 'A' with a light blue shadow or outline to its right, set against a background of a person's silhouette looking at a sunset.

**ACTION**



# **AWARENESS**

**SITUATIONAL & INTUITION**

**Count how many times  
the players wearing  
white pass the ball**

# Levels of Situational Awareness



## UNAWARE

Oblivious to everything going on



## RELAXED STATE OF AWARENESS

Carrying on with life and activities while being situationally aware and alert



## HEIGHTENED STATE OF AWARENESS

Recognized there is a potential threat and forming a plan (escape, barricade, fight, etc.) verifying threat



## THREAT

Confirmed and plan must be executed – take action



## SHOCK

Inability to function, immobilized (lack of training)





DAWN BETE



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A person is seen from behind, sitting on a rocky ledge and looking out over a vast, hazy landscape. The background features rolling hills and mountains under a bright, overcast sky. The overall tone is contemplative and serene.

# INTUITION

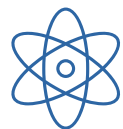
# Instincts & Intuition

## INSTINCTS

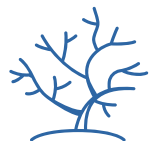
- knowing without knowing why. Your gut feeling means your subconscious brain picked up on something you didn't pay attention to – sending you a red flag so it comes across as a “feeling”



### 1. BODY LANGUAGE INDICATORS



### 2. SCIENCE



### 3. COLLECTION OF LIFE'S EXPERIENCES





**YOUR 6TH SENSE IS  
PROBABLY RIGHT...**

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# THE FLIGHT OR FIGHT RESPONSE



**THREAT:** an attack, harmful event, or threat to survival



**BRAIN:** the brain processes the signals – beginning in the amygdala, and then the hypothalamus



**ACTH:** pituitary gland secretes adrenocorticotrophic hormone



**CORTISOL RELEASED**



**ADRENALINE RELEASED**

**PHYSICAL EFFECTS**

## Autonomic Bodily Function Response to FFF

*Sympathetic Nervous Systems Biological Survival Mechanisms:*

- Accelerated heart rate and blood pressure
- Blood flow diverted away from the skin's surface
- Increased blood flow to muscles
- Activated sweat glands
- Piloerection (goosebumps)
- Dilated pupils & Tearing
- Reduced digestive functions
- Increased lung capacity and respiration

## Observable Manifestations of the Autonomic Response

*Increased blood flow to muscles and organs, decreased blood at the surface can manifest as:*

- Pale skin
- Subconscious “Limbering Up” to relieve muscle tension and prepare for action
- Fidgety movement and behavior is a release of energy stores
- Rubbing the neck, shoulders, face, head, hands...relieves tension and can be self calming
- Hands tightly balled or unnaturally open

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## Observable Manifestations of the Autonomic Response

***Activated Sweat Glands and Piloerection can manifest as:***

- **Visible perspiration**
- **Adjusting hats or clothing for comfort**
- **Adjusting or removing jewelry**
- **Goosebumps**
- **Fixing hair or scratching head**
- **Touching or rubbing the nose or ears (irritation from nasal or ear canal hairs in piloerection)**

## Autonomic Bodily Function Response to FFF

*Sympathetic Nervous Systems Biological Survival Mechanisms:*

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- Increased lung capacity and respiration

## Observable Manifestations of the Autonomic Response

***Reduced Digestive Functions can manifest as:***

- Cotton mouth, causing lip licking, teeth licking and sucking
- Touching the corners of the mouth often
- Excessive throat clearing
- “Trauma Water,” an attempt to provide relief from the above symptoms

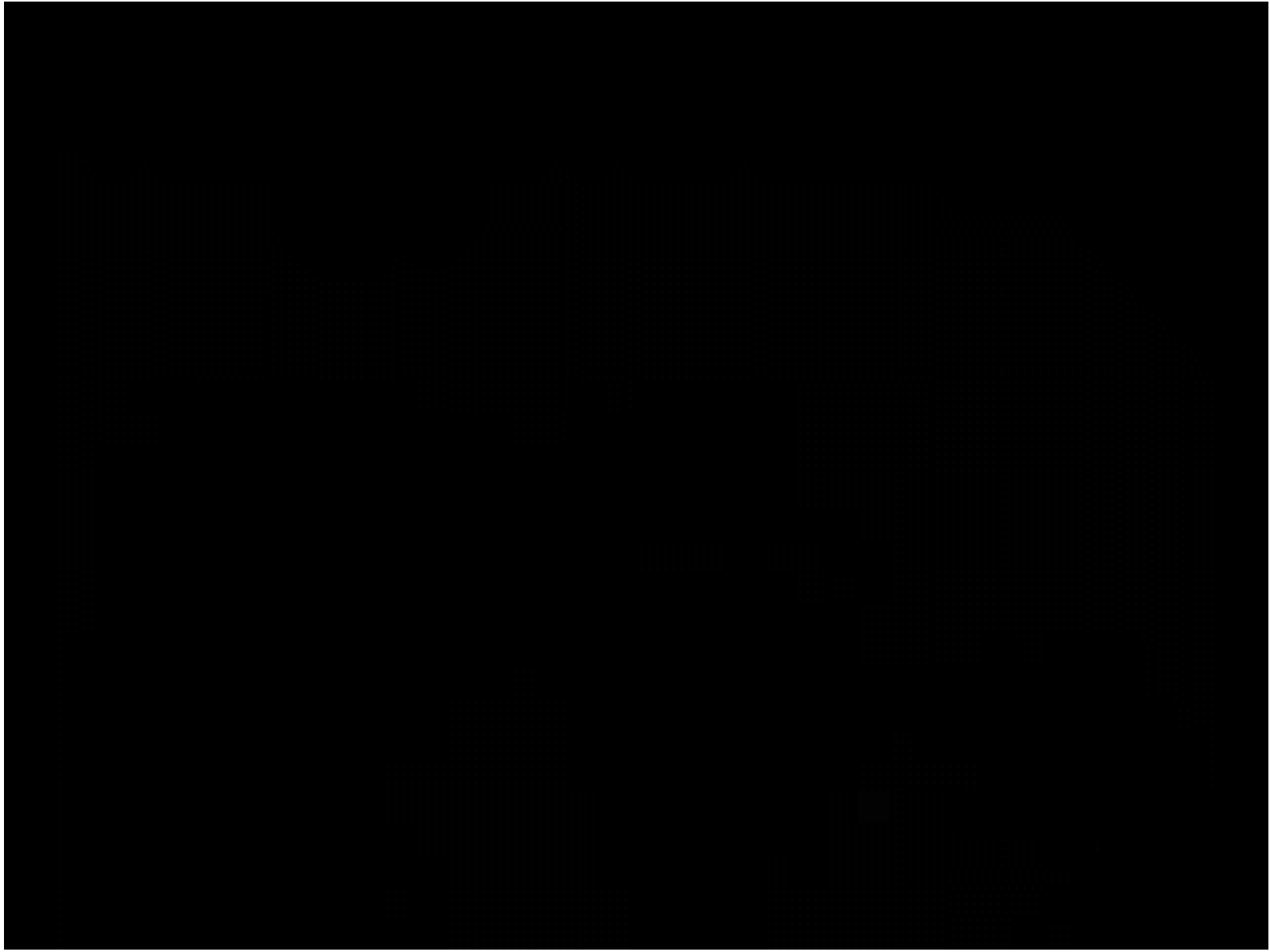
***Pupil Dilation and Tearing can manifest as:***

- Rapid Blinking
- Forceful Blinking using much of the face
- Visible Tears or rubbing the eyes
- Tears running internally causing an audible sniff

# Observable Manifestations of Psychological / Physiological Stress (Stress Indicators)

## Over Exaggerated Movements & Weight Shifting (Fidgeting):

- Large movements trying to convince someone of something
- Large movements are also a subconscious form of stretching and range finding
- Weight shifting can be impatience, stretching, or the subconscious practice of striking or fleeing
- Touching or Prepping clothing (yep, that's where the weapon is)
- Repetitive movement (looping)
- Committal Sigh



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# Observable Manifestations of Psychological / Physiological Stress (Stress Indicators)

## Eye Movement and Facial Clues might include:

- Exit and Target glances
- Gaze Aversion, particularly away from authority
- Tracking moving objects out of context
- Numb Face
- Grooming, subconscious effort to calm yourself down and make you more believable

## Vocal or Verbal Cues:

- Raspy voice due to dry throat and vocal cord muscle tension
- Elevated amplitude and modulation
- Repeating questions or saying “what” could be formulating lies or loss of cognitive ability
- Too much information. The silence must be filled.
- Repetitive speech



# Observable Manifestations of Psychological / Physiological Stress (Stress Indicators)

## Stance and Positioning Subconsciously:

- Lowering the center of gravity is a 'stabilizing' stress reaction to an attack
- Bladed stance, strong side is usually back, could be prepping to run or loading the strong side for a strike
- Standing too close (fight) or too far (flight)
- Unnatural reaction to a third-party approach



Normal, slightly bladed,  
Fingers-to-elbows distance



Too far, squared off



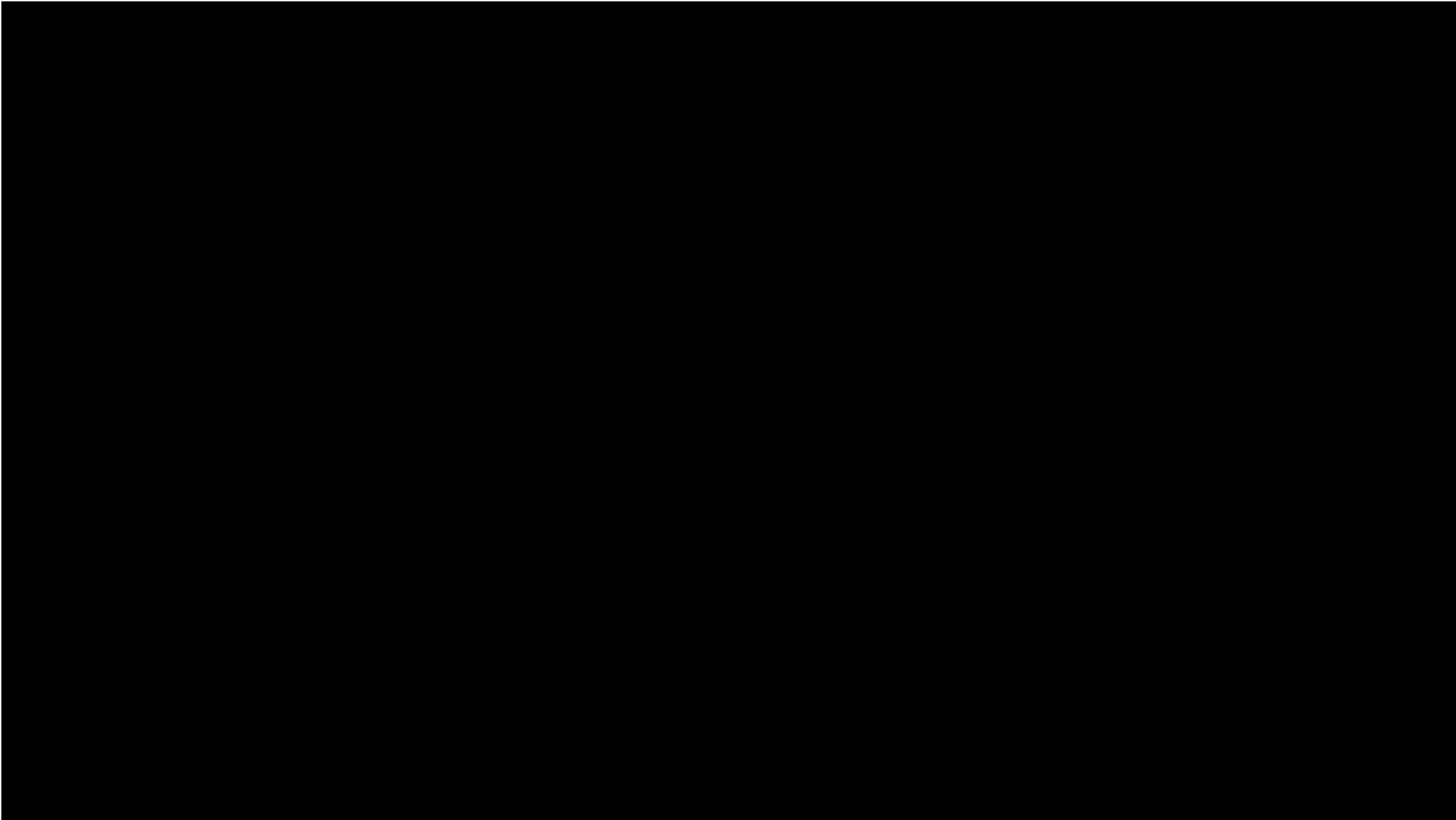
Too close,  
personal



Normal, triangulation,  
Equal attention



Excluding



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# AVOIDANCE





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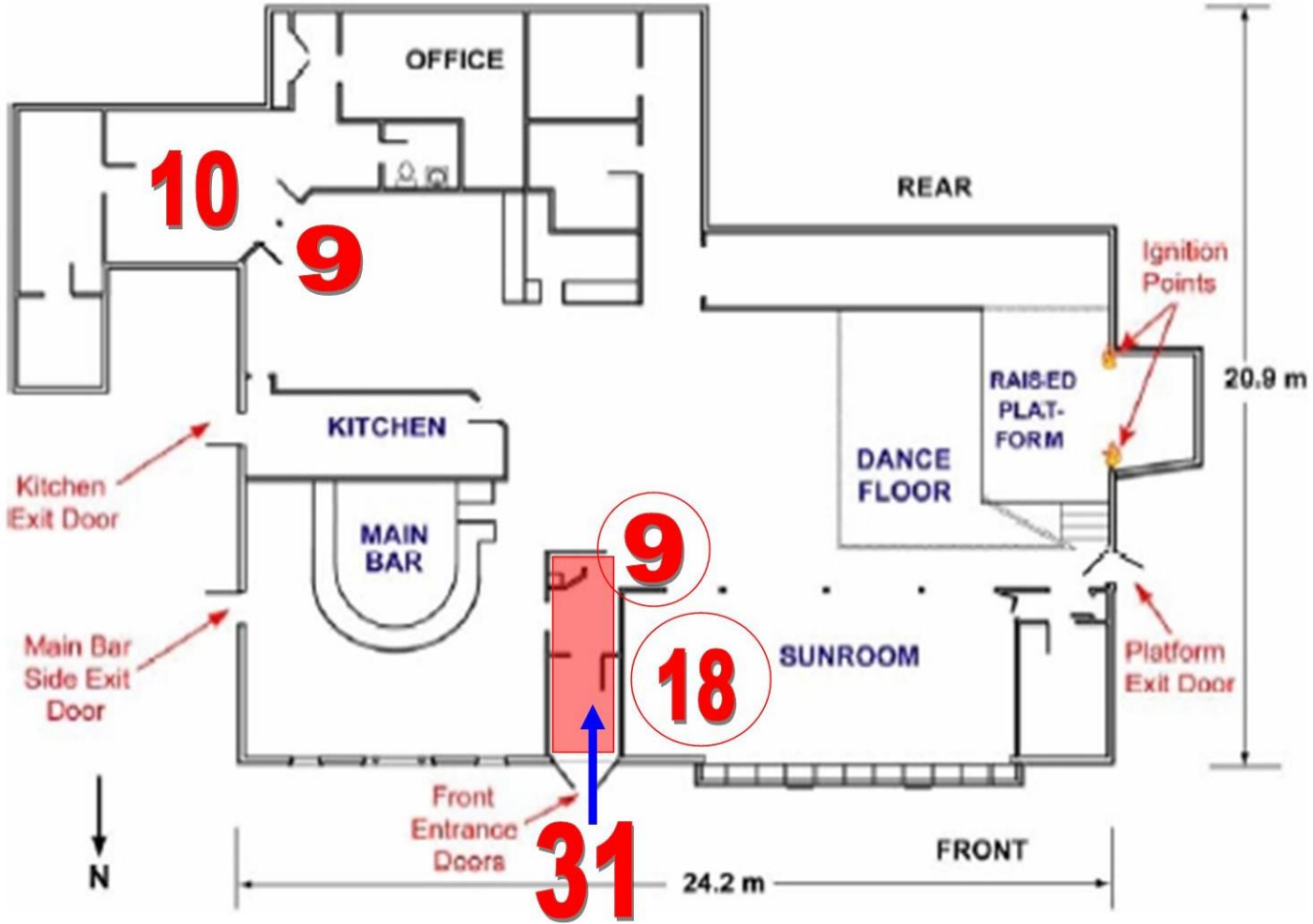




**INSTINCT,  
NOT  
ALWAYS  
YOUR  
FRIEND**

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# CREATURES OF HABIT



# RUNNING THE “GET OUT” PROGRAM





**WHERE  
ARE  
YOUR  
EXITS?**





**ACTION**



**Threat  
Assessment**



**Reporting  
Methods**



**Urgent  
Response**



**Security  
Procedures**



**Target  
Hardening**



**What to  
Expect**



**Action  
Items**

# Threat Assessment



- The City must help create a culture of reporting to detect various threats
- Employees and elected or appointed officials must not be afraid to report threatening behavior
- Encouraged to report even minor incidents
  - Employees to their supervisors, Human Resources
  - Elected or appointed officials to the City Manager or the City Manager's designee
- Identify a System or platform for employees and residents to report conduct that may be of concern
- Early identification of risks provides the City with the opportunity to intervene before there is a crisis
- Once risks are identified, promptly evaluated as to the intensity, imminence, and potential for harm

# Reporting Methods



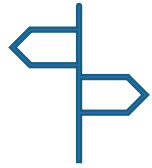
- Depending on the urgency and the level of threat, **any employee or elected or appointed official** who is aware of or feels subjected to any of the threats listed above **should report the incident to law enforcement, a supervisor, or Human Resources.**
- If at any time the employee feels they or another are in **immediate danger of bodily harm or injury, the employee should contact 9-1-1.**

# Urgent Response



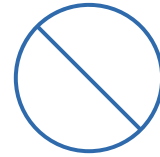
- If at any time the employee or elected or appointed official feels they or another person are in immediate danger or bodily harm or injury, an individual with knowledge of such circumstances, including a supervisor or Human Resources, should immediately contact 9-1-1
- If an employee feels they are in a situation that needs immediate attention, but that does not rise to the level of requiring law enforcement assistance, they should contact their supervisor or Human Resources
- If an employee wishes to report conduct, and is not in any immediate danger, or wishes to remain confidential, they may utilize the designated platform
- Provides a repository for troubling behavior as well as a tracking mechanism for managing the response

# Security Procedures



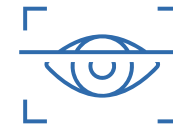
## Procedures for entering the facility

- Prohibited items
- Clear signage



## Access Control

- Minimize points of entry



## Screening System

- X-ray machine for bags, briefcases, backpacks
- Metal detector
- Handheld wand
- Security Team

# Target Hardening



## Infrastructure

- Ballistic drywall, windows, doors



## Evacuation Plan

- Where to go
- Safe room



## Council Training

- Regular training
- Annual / Quarterly
- Run / Hide / Fight

# What to expect from the police



- Police are there to find the person who is harming people - **they may go right past you**
- The officers **may not recognize you as Council, Employees, or Staff**
- They **may not immediately evacuate or treat the injured** (that will come later)
- They may **point guns at you**
- They may **yell at you**
- They may **tell you to get on the floor**
- They may **handcuff you**
- They may **ask you questions**
- They will **give direction follow their commands**



# Action Items



- **Training!** Practice practice practice drills
- **Practice situational awareness** – in official and non-official capacity
- **Body language** – practice noticing changes and cues
- **Prepare ahead of time**, assess potential variables
- **Coordinate with your local police department** – get stakeholders on board
- **Facility assessment upgrades** including ballistic protection & restricted access
- **Security enhancements and assessments** – magnetometers, police and security vigilance, entrances and exits, safe areas

# Thank you for attending!



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We appreciate your feedback!



**Thank**  
**You!**

**Shannon Lukeman-Hiromasa**  
Mayor Pro Tem, City of Northglenn  
slukemanhiromasa@northglenn.org  
(970) 567-0028

**Commander Peter Rice**  
Price@northglenn.org  
(303) 450-8965

**Deputy Chief Randall Darlin**  
Rdarlin@northglenn.org  
(303) 450-8964



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