Identifying Barriers: Analysis of Federal Law Enforcement Social Media and Recruitment Efforts

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Identifying Barriers: Analysis of Federal Law Enforcement Social Media and Recruitment Efforts

A Capstone project submitted in partial fulfillment of the requirements for the degree of Doctor of Education at Virginia Commonwealth University

by

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Richmond, Virginia
May, 2024

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Acknowledgements

We would like to take a moment to express our deepest appreciation to our Capstone committee. A special thank you to our committee chair, Dr. Beth Bukoski, whose invaluable guidance throughout this Capstone project was instrumental in our success. We are also grateful to our committee members, Dr. Jonathan Becker and Dr. Tomika Ferguson, for providing expert feedback and guidance. Their insights helped shape our literature review and the content of our document, which we believe will serve as an excellent resource for future doctoral students and advanced research in the field. Thank you again to our committee for their unwavering support and guidance.

Reena T. Desai

I want to express my gratitude to all those who have played a role in my success. First and foremost, I owe it all to my parents who instilled in me a strong work ethic. Their encouragement to work hard and be the best I can be has been the cornerstone of my achievements. I would also like to thank my cousin, Seema, for always being there for me in good times and bad times. Your unwavering support has meant the world to me. I am incredibly grateful for the mentorship of my boss, Stanley M. Meador, who has been instrumental in my doctoral journey. Your leadership and guidance have inspired me to strive for greatness, and I hope to be as great of a leader as you. To all those who played a role directly and indirectly in the completion of my project, I am sincerely grateful. And lastly, I want to thank my capstone teammates, Meg and Ed, for joining me on this journey. I believe people come into our lives for a reason, and I am grateful to have shared this experience with you both.

Edgar Greer

I would first like to thank and praise my God, the almighty, who has given me many blessings, knowledge, and strength to complete this task. Without him, none of this would be possible. I would like to thank my first hero, my mother, Margie Greer. You believed in me when no one else did. I am grateful for your tough love, your lectures, and your support. I wanna thank my wife, Rosie Leonard Greer, for handling everything in my absence and supporting me while I spent a considerable amount of time away from home. To my children, Kyerra and Edgar, thank you for your encouragement and understanding when I couldn’t make all of your events over the last three years. To my brother Malcolm, and sister Latrisha, I appreciate your support. To my Chief, AVP John Venuti, I thank you for being a great leader. Thank you for being my guinea pig when I had to interview a leader I admired. To my coworkers and friends, thank you for understanding when I could show up in the manner I have done in the past. To the members of Equity Agents, Super Meg, and Wonder Woman Reena, I am appreciative of our journey. Adversity is what we faced. Adversity is what we beat.
Meghan McCorry Waldron

First and foremost, I am grateful for my faith and my family who supported me through this entire process. As a daughter of a teacher, I am thankful for education being a cornerstone of my life. Thank you, Mom and Dad. Most of all, I am thankful to my husband, Greg LeHew, Jr., for his support, guidance and laughter. His unwavering belief that I could get the job done was paramount to my success. To the boys-- Charlie, Matt, Holden, Gavin and Sean-- thanks for your consistent support and limited complaints when dinner was a little late….again. To my siblings-- thanks for setting the bar high and believing in me. I am grateful to my fellow educators and friends, on the front line, doing the work. And to my students-- thank you for always being the greatest teachers of all. Finally, to my grandmother and namesake, Mary McCorry Waldron, who like many women before me, through fortitude and sacrifice, paved the path for my opportunity today. I am forever in awe of you. Mostly, as I earn this terminal degree, I am forever indebted to you. To my teammates, Ed and Reena, we made it; the dream team crossed the finish line.
Abstract

The Federal Bureau of Investigation Richmond Field Office seeks to diversify their applicant pool. In an effort to provide information on how to meet this need, our doctoral team analyzed the social media sites of six federal law enforcement agencies to include: the Federal Bureau of Investigation- Headquarters, Federal Bureau of Investigation-Richmond Field Office, Alcohol Tobacco & Firearms, the Federal Bureau of Prisons, the Drug Enforcement Agency, and the United States Marshal Service. By examining a 60-day window of images and their associated text on X (formerly Twitter), Facebook, and Instagram accounts, we wanted to gain a stronger understanding of the impact, or lack of, as it pertains to diverse posts on social media. Furthermore, we sought to understand how these posts may impact potential applicants. Lastly, we studied barriers, real and perceived, that applicants from historically marginalized communities might face when seeking employment in federal law enforcement.

Keywords: diversity, equity, inclusion, tokenism, federal agency, barriers, workforce, federal law enforcement, social media, data mining, data scraping, big data
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Chapter 1: Introduction

An organization is as successful as it is diverse, equitable, and inclusive (DEI; Chin, 2010). In recent history, law enforcement agencies have been in the spotlight for their lack of commitment toward DEI within their organizations. The killing of several unarmed Black men and women (e.g., Ahmaud Arbery, Breonna Taylor, and George Floyd) spurred widespread civil unrest, with night after night of demonstrations demanding reform of systems of policing that have disproportionately harmed Black people for centuries (Galea & Abdalla, 2020). These cases suggest that law enforcement has not evolved to meet the present-day needs of society. Beyond Black Americans, other races feel a disconnect between their community and the law enforcement agency responsible for their safety (Cochran et al., 2012).

To address the disconnect between law enforcement and the community, then-President Barack Obama created a task force on 21st-century policing to examine the disconnect and make recommendations for improvement (Lynch, 2015). These recommendations provided solutions for law enforcement agencies to bridge the gap. A host of recommendations were returned that were aimed at improving the relationship. The most important recommendation that came from Obama’s task force recommended that local and federal agencies be DEI compliant.

Law enforcement diversification has been one of the biggest challenges the industry has faced. Individuals from diverse backgrounds bring a broad range of cultural understandings and language skills to the agencies (Mathias et al., 2012). Law enforcement agencies will be seen as more legitimate and may be better able to partner with community organizations in fighting crime if they more closely resemble and identify with the community they serve (Mathias et al., 2012). Mathias et al. (2012) argued that organizations must invest in creating that positive relationship.
In 2020, approximately 15% of all federal law enforcement officers were women (United States Department of Justice [DOJ], 2023). Federal law enforcement agencies are organizational units of the federal government, and their principal functions include the prevention, detection, and investigation of crime, as well as the apprehension of alleged offenders (United States DOJ, n.d.). This rate shows a slight increase from the 2016 statistics. In the same year, 51.1% of the United States’ population was female (Statista, 2021). This difference shows the gender disparity in the field of law enforcement.

In 2020, approximately 61% of federal law enforcement officers were White, 10% were Black, and 21% were Latine (United States DOJ, 2023). According to the U.S. Census, in 2020, 58% of the U.S. population identified as White, 13.6% identified as Black, and 19.1% identified as Latine. On the surface, the numbers in 2020 appear to achieve the goals of Obama’s task force. Although these numbers may appear to be consistent, things change when you look from a regional perspective. Racial and gender disparities in law enforcement and the communities they serve is a theme we uncovered in the research.

Utilizing social media is one tool agencies can use to capture a larger audience and positively promote their brand presence. Purposeful use of social media, including Twitter, Facebook, and Instagram, are avenues for Federal Law Enforcement Agencies (FLEs) to use to potentially diversify their applicant pool. For the purpose of this Capstone study, when we reference one agency who we will share our research with, we will notate it as FLE (Federal Law Enforcement). When we reference multiple federal agencies, they will be denoted with FLEs or FLE agencies interchangeably. This Capstone study aimed to look at whether our focus groups see diversity in FLE’s social media and, if not, what actions FLE can take to more purposefully promote a culture of DEI.
Problem Statement

Over the past two years, FBI focused on building a more diverse and inclusive workforce. This initiative includes building strong partnerships with community leaders of diverse faiths and groups. With civil unrest occurring over the past several years, the Federal Law Enforcement agency (FLE) has faced challenges with building trust among minority groups and people who may believe the agency has become politicized with its approach to solving crimes. As a result, successfully recruiting a diverse applicant pool has been a struggle. Additionally, certain employee groups have expressed concerns about the agency and the direction it is taking.

The agency continues to struggle with recruiting a diverse workforce (i.e., minorities, women, etc.), which translates towards failing to promote an inclusive work environment that fosters a culture that values and leverages human differences, opinions, and perspectives to empower employees to achieve their fullest potential despite its best efforts. Diversity increases innovation, creativity, and strategic thinking because teams from different backgrounds can draw from their unique experiences and a wider range of knowledge to spark new, innovative ideas (Phillips et al., 2014). A diverse and inclusive agency is essential for building trust and legitimacy in the community and ensuring all members of society are treated with dignity and respect. The Capstone team was charged with exploring ways to enhance FLE’s opportunity to attract and retain a more diverse applicant pool from qualified individuals of all walks of life through social media.

There is potentially a relationship between FBI Richmond’s ability to recruit a diverse group of employees and how they depict themselves on social media. Through analyzing their usage of imaging and text, we will have a better understanding of their current use of diverse peoples and inclusive language on Instagram, Facebook, and X (formally known as Twitter).
Through brand personality, FBI Richmond can establish an online presence in alignment with their desired goal of creating a diverse, equitable and inclusive workplace.

**Purpose of the Study & Research Questions**

The Virginia Commonwealth University (VCU) Capstone project team will present to FLE why applicants and current sworn officers may apply to one federal agency over another based on feedback collected from focus groups. We will investigate a select group of federal agencies' social media sites to analyze images and text. Our study will aim to answer whether images and text have a negative, positive, or neutral impact on potential job applicants. The research questions for this study are as follows:

- How are marketing efforts intentionally promoting diversity and inclusion through social media?
- How do potential applicants view social media posts from select federal agencies?
- What barriers (real or perceived) deter potential applicants from applying to certain federal agencies over others?

**Overview of Methodology**

To understand the federal agencies' social media sites, along with how prospective college applicants and local law enforcement officers interpret the images and text, our team will utilize a content analysis approach, including qualitative and quantitative data. We will look at images in five agencies’ social media pages over a 60-day period. After scraping the data, the team will use a code book for analysis. In addition, we will convene three focus groups: one will comprise current VCU students and the other will comprise current, sworn officers. Our groups will be shown posts and images to gauge reactions and impressions to social media posts.
Significance of Study

The impact of social media on DEI as a tool to recruit qualified individuals remains relatively unknown. Pedulla and Pager (2019) said racial discrimination in hiring practices is still prominent; identifying viable interventions is advantageous to the organization, as they reduce injustice. Understanding barriers will help us inform FLE.

Currently, racial discrepancies continue for Black Americans throughout the employment process (Pedulla & Pager, 2019). However, social networks can redefine current barriers (Pedulla & Pager, 2019). Those networks, like social media, are one avenue to ensure DEI is at the agency’s forefront. Additionally, the use of artificial intelligence (AI) brings up ethical and legal debates related to job applicants’ privacy issues. Social media platforms can reveal information about applicants without their knowledge (Dattner et al., 2019). For example, an employer can find a job applicant’s religious and political points of view using AI to track an applicant’s social media “likes” on posted content. This collection of data paints a digital picture of an applicant and may negatively influence the chances of them getting hired. AI is a new technology that continues to tread the fine line between what may be right or wrong recruitment methods for an organization to identify the best job candidates.

There are limited formal studies on the impact of social media as a tool for recruiting diverse applicants in agencies, especially law enforcement. The findings of this study will be monumental in assisting the federal agency in planning to attract a more diverse workforce to achieve a favorable DEI environment. Our study will use terminology specific to this field of research. Our terms include the following.
**Definitions/Terminology**

- *Diversity*: the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
- *Equity*: the consistent and systematic fair and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
- *Inclusion*: the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
- *Barriers*: things that make one’s progress difficult to obtain.
- *Workforce*: the total number of people an organization employs.
- *Federal Law Enforcement*: a wide range of agencies responsible for maintaining law and public order related to matters affecting the country.

**Organization of the Study**

This study will include five chapters. Chapter 1 provides the reader with a complete overview of the study. It addresses FLE’s problem of practice through the research questions and objectives. It provides a brief synopsis of the methodology, limitations, delimitations, significance of the study, and functional definitions. Chapter 2 provides current research related to DEI in government, military, law enforcement, and social media. Chapter 3 goes into greater detail on the methodology the Capstone will use in the study. Chapter 4 will discuss the methods to retrieve available data to develop findings. Chapter 5 will provide FLE with the Capstone team’s recommendations regarding the content analysis approach of federal law enforcement social media.
Chapter 2: Literature Review

In the first chapter, the Capstone team introduced the struggles of law enforcement agencies in the United States as they relate to diversity. It is difficult for agencies to establish and maintain an elite and diverse organization that shares a positive relationship with the community. To understand an organization's inability to achieve the buy-in from the community, we must explore the causes of the disconnect to give the reader an idea of the challenges ahead. In this chapter, the review of literature shows the available research on the lack of inclusivity in the government and military. Further, the literature exposes the disparities in law enforcement throughout history, as well as different cultures' distrust of law enforcement through their own lived experiences. Finally, we explore the role of social media as it pertains to usership and marketing. As one of the most used mediums, we are interested to see how social media relates the issues revealed through the literature and potentially highlights solutions to decades’ worth of barriers. From there, we navigate through the established research questions to add towards future research.

DEI in Federal Government

Throughout history, the federal government has not always been an advocate of or an enforcer of diversity, especially for marginalized groups (Burton & Derfner, 2021). In fact, “Segregation was not simply one case or one doctrine but a way of life that permeated every institution” (Burton & Defner, 2021, p. 181). Although acts and codes bring progress, it is often the undercurrent of unwritten laws and regulations that leave certain groups marginalized. These groups include people of color, women, and the disabled. Progress is slow moving in the federal government and it only moves “swiftly when the three branches of government work together”
Throughout history, various bills and acts were designed to level the playing field; one example is Title VII.

Title VII prohibits employment discrimination. However, small stipulations made certain aspects difficult for some marginalized groups. For example, if a woman wanted to file a claim for pay discrimination, she had to do so within 180 days of the infraction; oftentimes, these claims took longer to file, thus her suit would have been dropped. It was not until the Obama administration brought forth the Lily Ledbetter Fair Pay Act that this stipulation was addressed (Riccucci, 2018, p. 3). In addition, Title VII did not protect women in state and federal governmental roles. Discrimination against women was still plausible with quotas in place to keep female applicants and their roles to a minimum (Galles, 2004). However, in 1972, there was a breakthrough for women through Title IX, which "prohibits, with certain exceptions, any entity that receives ‘federal financial assistance’ from discriminating against individuals on the basis of sex ..." ("Title IX," 2004, p. 2). Although the federal government was not always a supporter of marginalized groups, equal opportunity became more viable through Title IX.

Although the law required women to be treated equally, the practice was slow to catch on in many federal institutions. For example, promotions were oftentimes subjective in nature and decided on by male counterparts (Glasser, 2016). In some organizations, a male-dominated culture meant a hostile work environment for female employees, exposing them to sexual harassment (Glasser, 2016). Additionally, even after Title VII, women were often chosen by male employees to fulfill administrative roles instead of working traditional male-dominated roles, resulting in marginalization and gender bias (Glasser, 2016). Even with slight gains for women, there were few women in leadership roles in government agencies spanning the mid-1900s-1970s. Therefore, career self-efficacy, the belief that one can do a job well, was not a
possibility for women entering governmental roles, despite the organizations’ efforts to foster a more inclusive environment (Glasser, 2016). From these adverse experiences, organizations determined the need for a more diverse workplace as well as ensuring more women were placed into leadership positions (Glasser, 2016). Gender equality was and, in some instances, still is imbalanced in various federal agencies in the United States.

**Title IX and Other Mandated Initiatives**

In the years following the implementation of Title IX, many organizations recognized that federal agencies would also benefit from recruiting and retaining a diverse applicant pool. However, the definition of diversity varied amongst agencies. For Louis Stokes of the Central Intelligence Agency (CIA), the need for a diverse applicant pool was a high priority when he became chair of the House Permanent Select Committee on Intelligence in 1987 (Chin, 2010). Stokes was also responsible for creating a minority scholarship team, which aimed at recruiting people of color (POC) to the intelligence community (Chin, 2010). Through reporting to the committee and offering plans of how organizations would diversify, the committee sought to illustrate the benefits of having a diverse staff for intelligence organizations (Chin, 2010).

**Delays in Procedure**

However, diversification and equal opportunity in the intelligence community were not immediate. In fact, the *CIA’s 1991 Glass Ceiling Study* (Chin, 2010), found women and CIA employees faced career advancement obstacles if they were minorities. For example, “Women and minorities were concentrated in the lower grades and their promotion rates were lower than white male employees” (Chin, 2010, p. 58). It was not just the CIA who struggled with diversification and underrepresentation of minorities in leadership; the FBI faced similar concerns during this time (Chin, 2010). In 1988, for example, just 5% of the FBI was comprised
of Black employees (Chin, 2010). However, agencies took a stand and deliberately formed policies to combat these discrepancies: “After decades of minority underrepresentation in the intelligence community, workforce diversity guidelines for the intelligence community were finally established in 1995 (by CIA Director Deutch)” (Chin, 2010, p. 60). Regulations differed from agency to agency; however, there was one horrific event that united change for many.

This unexpected game changer for the diversification of federal agencies was the terrorist attacks of September 11, 2001. After this national catastrophe, “.... the 2004 Intelligence Reform Act for the first time legislatively mandated[d] (sic) the diversification of intelligence personnel” (Chin, 2010 p. 62). For the purposes of “collection of analysis” and to ensure national security, this act was passed to include “women, minorities and people with diverse ethnic backgrounds” (Chin, 2010). The Office of the Director of National Intelligence (ODNI) became another initiative by the intelligence community to diversify; they labeled it a “Strategic Mission Imperative” (Chin, 2010). Diversification was no longer needed for publicity and to be more inclusive; it was vital to national security.

Although these initiatives improved status for women and minorities in agencies like the FBI and CIA, there was still not full, equal representation. To this point, “... in 2009, Dennis C. Blair, Director of National Intelligence (DNI), conceded that minority representation in the intelligence community was inadequate compared to the federal workforce, the workforce at large, and the population at large” (Chin, 2010, p. 65). These same sentiments would be echoed by President Biden some 12 years later when he entered office.

Executive Orders

After decades of DEI reform, in June 2021, President Joe Biden released the Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. The order
calls for “…affirmatively advancing equity, civil rights, racial justice, and equal opportunity [as] the responsibility of the whole of our Government” (Biden, 2021). The order addresses the need to ensure the workforce is reflective of its diverse peoples. As the largest employer in the United States of America, the order states that the U.S. government should serve as an exemplar to other industries (Biden, 2021).

Biden’s order provides definitions of terms and marginalized groups that differ from the categorizing of groups in prior documentation. In Biden’s order, underserved populations include: “…Black and African American, Hispanic and Latino, Native American, Alaska Native and Indigenous, Asian American, Native Hawaiian and Pacific Islander, Middle Eastern, and North African persons…” (Biden, 2021). In addition, Biden (2021) ordered that DEI initiatives should be inclusive of those communities who face discrimination due to sex, sexual orientation or gender, pregnant women, parents and caregivers, individuals with limited English proficiency, immigrants, those who were incarcerated, first-generation college students, and those who face discrimination due to disability, religion, or age. It is important to note that individuals may belong to more than one group, resulting in a phenomenon described as intersectionality (Crenshaw, 1991). Intersectionality is when an individual fits various descriptors; for example, they are a Latine and a female.

President Biden made diversifying federal agencies a top priority when he entered office. The executive order called for immediate research. Through data-driven initiatives, agencies were encouraged to research the process of DEI in their respective organization. Biden’s executive order stated that within 100 days of the order’s release, agencies had to submit a written explanation of current programming. In addition, the order outlined numerous requirements of federal agencies in the creation of and reporting of programming including the
hiring of DEI specialists. In addition to all employees, all boards and committees must be assessed and reported. Internships and fellowships must also reflect these practices; lastly, reasonable accommodations must be addressed to meet the needs of individuals with disabilities (Biden, 2021). This comprehensive plan aimed at ensuring the initiatives have a checks-and-balances system. Therefore, it is advantageous to the United States if agencies hire a more diverse workforce. In fact, “Given changing domestic demographics, it will become increasingly difficult to build and maintain a healthy long term IC workforce without building a lasting culture of diversity and inclusion” which is “....a situation whereby those from minority groups (such as African Americans, women, etc.) fill roles that are perceived as reserved for members of the majority or dominant group” (Podoshen et al., 2021, p. 132). Tokenism should be avoided at all costs.

As outlined in President Biden’s executive order in 2021, diversity overcomes some of the nation’s largest problems. For starters, it decreases mirror imaging, a term intelligence analysts use when saying opponents would act the same way you would (Lewis, 2018). Mirror imaging is “...a side-effect of ethnocentrism-the penchant to perceive the world with our rules and norms at the center” (Chin, 2010, p. 67). The result of this is groupthink. Additionally, diversity aids analysts from seeing information from a majority white perspective (Chin, 2010). Having multiple lenses means more perspectives for federal agencies. When agencies look at problems or barriers through different lenses, languages, and mindsets, they have multiple ways to view a situation or threat. Some federal agencies already implemented Biden’s recommendations outlined in the executive order.
Diversity Relates to National Security

Diversity does not just impact the culture and climate of federal organizations. With the threat of cyber-attacks, terrorism, and other national threats, a diverse team is advantageous for a variety of reasons, including multiple perspectives and diverse languages. Many agencies who are part of the intelligence community (IC) understand that diversity is also a matter of national security. One initiative, the IC Equal Employment Opportunity and Diversity Enterprise Strategy—2015-2020, solicited the work of a third-party entity to look at DEI practices across its 18 organizations (Brown, 2019). In an atypical study, which grouped the IC as a whole, researchers utilized both qualitative and quantitative data, resulting in six findings that reflect the need for diversity across all IC agencies. Aside from being more inclusive, according to the report, these changes are necessary for the safety of the American people (Chin, 2010). This study yielded significant results that reflect the need for change due to a changing demographic across the United States and globally.

Shifting Global Landscape

The IC acknowledges that our global landscape is shifting; therefore, the IC must be abreast of dynamic demographic changes. More precisely, “By sustaining a workforce that is disproportionately White and male, the IC misses important mission benefits derived from diversity, as data consistently show that organizations with diverse staff and leadership outperform their more homogeneous counterparts” (Dao et al., 2021, p. 1). To that end, diversity is paramount to the IC’s success. For starters, “Intelligence agents who look as though they belong can more readily penetrate intelligence targets” (Chin, 2010, p. 68). Furthermore, “Investments in greater diversity and inclusion will result in better-quality intelligence collection and analysis to support U.S. policy decision making and warfighting. Diversity, when
empowered through an inclusive culture, helps the IC” (Dao et al., 2021, p. 2). There is a sense of urgency because the IC field must lead these initiatives because new adversaries require them to “evolve” (Dao et al., 2021). The changing landscape moved diversity to the forefront of the intelligence community. By diversifying, the IC is better able to protect those they serve. More specifically,

the largest corridors tend to be from developing countries to larger economies such as those of the United States, France, the Russian Federation, the United Arab Emirates and Saudi Arabia. This pattern is likely to remain the same for many years into the future, especially as populations in some developing subregions and countries are projected to increase in coming decades, placing migration pressure on future generations. (Dao et al., 2021, p. 4)

With the global shift in population to a majority non-White, non-European lineage, the IC must reflect these same changes. Not only must they be diverse, but that must be coupled with their technical expertise (Dao et al., 2021). Simply put, diversity informs analysis.

By 2040, the United States population will be majority non-White (Dao et al., 2021). Furthermore, as the U.S. becomes more diverse, foreign adversaries will create rifts in minority communities undermining national security by creating hostility in marginalized communities (Dao et al., 2021, p. 4). By doing more to strengthen relationships with minority groups like Black, Hispanic, Indigenous, Muslim, and Asian, and ensuring these individuals are in forward-facing positions, federal agencies will be more likely to serve these communities (Dao et al., 2021). The IC understands the shifting demographic and the need to proactively work towards rebuilding perceptions and relationships with various marginalized groups.
Eliminating a Primarily Americanized Worldview

Furthermore, bias is evident when situations are examined through a western worldview. Therefore, socially diverse teams mitigate biases. In fact, “Research also shows that diverse teams produce more innovative and impactful scientific research and analysis” (Dao et al., 2021, p. 7). With a more diverse workforce comes the need for more diverse leadership. Women are currently “20% less likely than straight White men to win endorsement for their ideas, people of color are 24% less likely, and members of the LGBTQ community are 21% less likely” (Dao et al., 2021, p. 10). As the workforce grows and changes, “Millennials, Generation Z, and Generation X also expect their work environment to reflect their lived experiences of diversity and to have a sense of community and sense of worth through social collaboration” (Dao et al., 2021, p. 10). To recruit and retain recent college graduates, diversity must be at the forefront of federal agencies’ recruitment and hiring plans. Currently, only 7% of the federal workforce is under 30 years old, whereas the private sector boasts 27% of their workforce falling under the age of 30 (Dao et al., 2021). Both public and private industry benefit from a diverse workforce when it comes to content creation and profit margins (Dao et al., 2021).

Focusing on the recruitment of diverse college graduates would be advantageous to the federal workforce. However, to that end, there are multiple reasons why younger generations may be averse to working in the federal government. The government’s lack of diversity through the decades significantly impacted its ability to hire and retain a diverse workforce (citation if you have one). This lack of diversity could have inadvertently led to group think, mirror practice, and stereotyping of various cultures; instead, diversification provides the means to look at the world, allies, and enemies with a stronger cultural understanding.
Historically, the federal government was not always inclusive of marginalized groups. In recent years, and more specifically since the terrorist attacks of 9/11, the government and IC understand the necessity of a diverse intelligence community and federal agencies (Dao et al., 2021). Some of these same concerns have also, historically, infiltrated our nation’s military branches. Due to the tactical experience military personnel gain,

it is not uncommon for a service member to make the jump from the military to law enforcement, as both professions look for the same characteristics; leadership, fidelity, chain of command, and teamwork are all common themes in both professions. (The Beat, n.d.)

The military and law enforcement also have similar cultures in that there is a chain of command, which may make the transition from the military to law enforcement easier than moving to other job industries.

**DEI in the Military**

The U.S. armed forces consist primarily of White men, and they have been that way since 1775 (before the official formation of the United States; “The U.S. Army,” n.d.). Currently, the military is trying to diversify its workforce by recruiting more women and minorities because they understand a diverse group of service members results in “a stronger and more effective force” (“Military One Source,” 2021). The military is trying to diversify its workforce because military history has repeatedly shown the lack of diversity in its workforce has undermined national security. Psychologist I. L. Janis developed groupthink theory and attributed it to military defeats like the attack on Pearl Harbor in December 1941 and the Vietnam War (Hart, 1991). Groupthink can be extremely dangerous:
According to Janis, group think stands for an excessive form of concurrence seeking among members of high prestige, tightly knit policy-making groups. It is excessive to the extent that the group members have come to value the group (and their being part of it) higher than anything else. This causes them to strive for a quick and painless unanimity on the issues that the group has to confront. (Hart, 1991, p. 247)

Avoiding groupthink is crucial when it comes to developing military strategy because lives are at stake whenever Americans go to war. Diversity in thought is necessary when debating military actions, and more innovative ideas will occur from a heterogeneous group. The military can successfully protect Americans from threats by diversifying their organization through the following actions:

- Embracing the opinions and ideas of a heterogeneous group of people from different backgrounds,
- Providing insight on how to view conflicts differently,
- Promoting creative thinking through the exchange of different ideas,
- Inhibiting group-think by avoiding assumptions that others think and act as we do,
- Helping better understand different cultures,
- Increasing the chances of being accepted in a different group (i.e., penetrating the target),
- Increasing language capabilities, and
- Solving intelligence problems by determining when the next terrorist attack will occur.

(Chin, 2010, p. 66–68)

Intentional cultivation of a diverse workforce is needed to respond to increasingly diverse demographics; innovation and decision-making is critical to mission success and national security.
Lack of Diversity in the Military

Women and minorities are underrepresented in the U.S. armed forces. According to the U.S. Department of Defense’s (DoD) 2019 *Demographics Profile of the Military Community Report*, there were a total of 1,093,011 activity-duty enlisted members, of which 181,771 (16.6%) were women and 911,240 (83.4%) were men. The DoD report also states White Americans represented the highest percentage of active-duty enlisted members at 737,863 (67.2%). Systemic barriers in the military structure hinder diversity from being fully integrated into the military culture. A history of sexism, racism, lack of support, and lack of representation in leadership are some obstacles causing a lack of diversity in the military.

Women

Women have participated in wars since the American Revolutionary War in 1775, albeit in traditional roles such as nurses, cooks, and seamstresses to support men (“Women in the United States Army,” 2023). It was only in 2016 that women were eligible for every ground combat job, even though the ban was lifted in 2013, through a phased approach as a precaution to ensure women could handle ground combat like their male counterparts (Brook, 2023). Even though women can now join all military branches, they face barriers related to sexism, a lack of support, and a lack of representation in leadership roles.

Sexual Harassment. Women face systemic barriers related to patriarchy and a hyper-masculine military culture due to an imbalance of men and women in the military. With a male-to-female ratio of 4:1 in active-duty military enlistment, women experiencing sexual harassment are usually underreported due to fear of retaliation. Although sexual harassment is prevalent in many industries, some people may not take it seriously due to gender bias. Although Title VII of the Civil Rights Act of 1964 has made sexual harassment a federal crime, there is still a
patriarchal society, and people with more conservative views of the rights and roles of women in 
society exhibit more significant bias against female colleagues (Hoyt, 2010). These traditional 
views of women may be well ingrained into people’s belief systems due to religion and other 
influences in one’s upbringing. Due to these fundamental belief systems, some individuals 
continue to exploit women in the workplace. The Pentagon reports more than 25% of women 
who join the military will be sexually assaulted during their careers (Lawrence & Peñaloza, 
2013). Reports of sexual assault have steadily increased in the past 12 years, according to the 
DoD’s 2022 Annual Report on Sexual Assault in the Military. The fear of being sexually 
harassed and/or assaulted is one reason women choose not to join military service.

**Lack of Support.** Women also find challenges with the lack of support they get to 
receive in the military environment. Representation matters when it comes to how an 
organization treats its people. The military’s lack of support for family planning, dependent care, 
and mental health are the top reasons why more women than men leave the military (U.S. 
Government Accountability Office, 2020). Social norms and beliefs directly impact women's 
belief that they can successfully pursue a career in military service.

Women joining the military face challenges that their male counterparts may not 
encounter due to gender. These challenges include mental health, posttraumatic stress disorder 
(PTSD), depression, and gender isolation:

The evolving scope of women in active duty military service raises important questions 
about how this unique life experience moderates the sex and gender-based discrepancies
in mental illness that have been observed in the general population. A growing area of 
focus in women’s mental health is the link between mental health disorders and 
influential social factors such as gender discrimination, gender-directed violence, military
service, wage gaps, poverty rates, and disproportionate caregiving roles. The unique social and occupational challenges confronted by female military service members, combined with the stressors, pressures, and risk factors universally known to women, present an opportunity to expand women’s mental health research. (Cazares et al., 2021, p. 2)

Furthermore, the recruitment of women to join the armed forces is a global issue because the integration of women in the military challenges gender norms. The concept of national security is used to define and maintain social order, which extends to preserving patriarchy (King, 2015). The presence and success of women, trans, and nonbinary people in the military disrupt patriarchy. Patriarchy supports reliance on traditional gender roles, which is a global issue that is not divided by gender; some women also believe that all women should remain in traditional roles. However, the systemic barrier of patriarchy hinders women from believing they can be successful in military combat roles (King, 2015).

**Lack of Women in Leadership.** For diversity in military leadership roles, more women must be encouraged to take on leadership roles in the U.S. armed forces. Representation matters in an organization that lacks diversity in all military service branches. Even though women were allowed to integrate into all branches of the military in 2016 (U.S. Government Accountability Office, 2020), they still face challenges. Women frequently state the military was led by men who did not support or understand family needs. As a result, they were exposed to sexism and an ‘old boy’s network’ culture (Werner, 2020).

**Minorities**

Minorities, specifically Black Americans, “have served in every American war dating back to the American Revolution…as the United States entered World War I, many leaders in
the Black community viewed military service, particularly wartime service, as a bridge to fuller societal citizenship” (Ender et al., 2015, p. 231–232). According to the U.S. DoD’s 2019 Demographics Profile of the Military Community Report, Black Americans are the largest minority group to enlist in military service at 206,948 (18.9%).

More minorities may not join the military due to structural barriers that include occupational special requirements, test score cutoffs, a clean discipline record, combat arms restrictions, and fitness standards (Kirby et al., 2000). There are also perceptual barriers to minorities joining the military that include the following (Kirby et al., 2000):

- Perceived racism
  - Minorities may be hesitant to join the military due to facing racism. According to the U.S. DoD’s 2017 Workplace and Equal Opportunity Survey of Active Duty Members Executive Report, in a 12-month time frame, 31.2% of Black American service members reported suffering racial discrimination, harassment, or both (Coughlin, 2021).
  - Compared to Black American service members, 23.3% of Asian American troops and 21% of Hispanic troops reported suffering racial discrimination, harassment, or both (Coughlin, 2021).
  - Black Americans tend to cope with racism through community support (friends, family, support groups), religion (prayer, church, spirituality), avoidance (attempting to avoid stressors), and problem-focused coping (confronting the situation directly; Jacob et al., 2023).

- Lack of knowledge and community support
Unlike their White counterparts, minorities are less likely to know about military opportunities due to having less exposure to military culture in their childhood (Kirby et al., 2000).

Minorities may start believing a career in the military is possible if they see minority representation in movies and other entertainment outlets. Movies like the 1990 American military action film, *Navy Seals*, depicts “minorities in small, supporting, short-lived roles” (Kirby et al., 2000, p. 536).

- **Lack of role models**
  - Most of the military is composed of White Americans, resulting in minorities having fewer role models to look up to (Kirby et al., 2000). Representation is important, especially in a homogenous organization, and having more minority role models in leadership may influence other minorities into believing that they can also have a successful military career.

- **Lack of identification**
  - Similar to the lack of role models, minorities are less likely to identify with someone of the same background and experiences due to the low minority representation in the military (Kirby et al., 2000).
  
  Experiencing “hostility of peers, loneliness, self-doubt, isolation, and stress” are consequences of being a minority where representation is low (Kirby et al., 2000, p. 538).

There is also a general lack of interest in joining the military due to concerns of exposure to danger leading to permanent injuries that could negatively impact civilian employability (Kirby et al., 2000). Addressing these structural and perceived barriers by implementing policies that
benefit minorities may increase interest in joining the military. Recruitment efforts must be tailored to attract people who have experienced marginalization who have a different set of concerns compared to the majority.

**Recruitment Efforts and Interests**

How can the U.S. military better recruit and retain an applicant pool that brings more diverse points of view and experiences? Aside from a lack of diversity with current soldiers, military recruitment is in crisis because they cannot compete with the flexibility and salary scales of the private sector; the military has an unfair two-tier system of combat soldiers versus technical specialists, and the “ever changing factors of the economy, youth employment, public attitudes regarding the military, recruitment budgets, pay and benefits, deployments, etc.” impact recruitment efforts (Linn, 2023, p. 18). All military branches are struggling to meet their recruitment goals (Kube & Boigon, 2022). Therefore, it is essential for all military units to focus on successfully recruiting women and minorities to the armed forces.

**Recruitment Efforts Towards Women and Minorities**

Attracting women and minorities to pursue military careers is essential when it comes to representing the demographic change in the American population. According to 2020 U.S. Census Bureau data, beginning in 2045, non-Hispanic Whites will no longer be the racial majority of the U.S. population (Vespa et al., 2020). Therefore, the military must move towards correctly reflecting demographic changes, thus representing accurate views of the American people. New guidelines on family planning, dependent care, and mental health may assist with recruiting and retaining women in the military because these are the top reasons why more women than men leave the military (U.S. Government Accountability Office, 2020). These issues not only impact service men and women, but they are also prevalent in law enforcement.
DEI in Law Enforcement

Diversity in law enforcement is something that most law enforcement agencies have only begun to focus on over the last 10 years (Rabinowitz, 2015). This has undoubtedly resulted in a disconnect between law enforcement agencies and the communities they serve. Recently, we have seen a change in law enforcement and its approach to recruiting strategies and policies to ensure its agency is as diverse and inclusive as the people within its jurisdiction (Hofhuis et al., 2016).

Having a diverse workforce helps organizations build trust while fostering positive relationships (Hofhuis et al., 2016). With the history of policing starting close to 200 years ago, we have only just begun to see agencies address their lack of diversity through recruitment over the last 10 years (Rabinowitz, 2015). For most agencies, this response came at the recommendations of then-President Barack Obama in response to the many serious incidents involving law enforcement agencies, including police shootings in America. The most notable incident would be the killing of Michael Brown in 2014 (Rabinowitz, 2015).

In December 2014, President Obama created a task force of 21st-century policing (Office of Justice Programs, 2015). That task force created six pillars, which were recommendations for law enforcement agencies to adopt. The first pillar – Pillar 1: Building Trust and Legitimacy – discussed the issue of DEI:

1.8 Recommendation: Law enforcement agencies should strive to create a workforce that contains a broad range of diversity, including race, gender, language, life experience, and cultural background, to improve understanding and effectiveness in dealing with all communities.
1.8.1 Action item: The Federal Government should create a Law Enforcement Diversity Initiative designed to help communities diversify law enforcement departments to reflect the community's demographics.

1.8.2 Action item: The department overseeing this initiative should help localities learn best practices for recruitment, training, and outreach to improve the diversity as well as the cultural and linguistic responsiveness of law enforcement agencies.

1.8.3 Action item: Successful law enforcement agencies should be highlighted and celebrated, and those with less diversity should be offered technical assistance to facilitate change.

1.8.4 Action item: Discretionary federal funding for law enforcement programs could be influenced by that department’s efforts to improve its diversity and cultural and linguistic responsiveness.

1.8.5 Action item: Law enforcement agencies should be encouraged to explore more flexible staffing models. (Office of Justice Programs, 2015)

The recommendation called for law enforcement agencies to look for ways in which they could promote the idea that the agency's racial and ethnic make-up should be consistent with the community they serve.

**Racial Demographics**

When looking at the racial demographics of various groups, research suggests that each group has their own perceptions of law enforcement. As a group, each of their experiences are unique. Below we present literature on the history of selected demographics’ experiences with law enforcement.
White Americans

The White race is the only race that shows a favorable proportion of law enforcement officers that exceeds their population in the United States. At the state level, 83.9% of sworn law enforcement officers are White (Bureau of Justice Statistics, 2020). At the federal level, Whites are more proportionate to their population, as 61.9% of all federal law enforcement agents are White (Brooks, 2019).

From its inception until today, race remains a significant factor in policing (Brown, 2019). Furthermore, race and class have always been central to law enforcement agencies and law enforcement officers' roles in our society (Brown, 2019). When there is a significant advantage, as a major percentage of officers in the agency are White, it creates a lack of fairness and trust in society. Some of the concerns come from the idea of implicit bias.

For officers, implicit biases (stereotypes linking Blacks with crime or with related traits like violence) influence judgments through processes of misattribution and disambiguation (Spencer et al., 2016). How does an officer who has grown up in middle-class America come to an urban city and police in an impartial way? No matter what training an organization develops, if the organization does not promote diversity and actively counteract implicit bias, then that organization will fail to achieve the success of a legitimate and desirable agency.

The Strained Relationship Between Americans of Color and Law Enforcement

Although it may seem that society believes there may be a disproportionate number of White law enforcement personnel, it may also be harmful because the disproportion creates part of the issue we see today. Throughout history, we have seen a gap in the relationship between the police and Americans of color. It is safe to say that Black people’s confidence in the police is different than their White counterparts. Maclean (2021) stated that the gap is grounded in the
country’s early history of slavery and Jim Crow, long-standing racial discrimination, White supremacy, inequality in jobs, criminal justice, politics, power, economics, housing, education, and opportunities. These inequities can be seen across other racial demographics as well.

The origin of policing in the United States was that of slave patrols (Potter, 2013). Slave patrols had three main functions: (a) track and chase runaway slaves, (b) prevent slave revolts, and (c) discipline slaves if they violated plantation rules (Potter, 2013). In the 1950s–1960s, Black men and women were dehumanized during Jim Crow, where police dogs would maul and dismember Black Americans (Wall, 2016). During the Civil Rights era, the mistreatment of Black Americans was commonplace; many feel similar friction after the George Floyd murder; while police brutality may not be on the rise, it is on full display in modern day America because of social media. As a result, it is challenging for Black Americans to put faith into local and federal law enforcement agencies. If they do not trust these organizations, they are not inclined to work for them.

Unfortunately, slave-patrol mentalities remain prevalent and recognizable in law enforcement today, with disproportionate killings and assaults of Black persons in the United States (Lee et al., 2018). Likewise, Lacy (2023) argues that law enforcement today, regardless of the racial identities of officers, operates under the same original objective principles of “slave patrols.” Data suggest that Black men are systematically targeted, profiled, prosecuted, and more wrongly convicted than any other racial, gender group in the United States (Bor et al., 2018). Additionally, according to Embrick (2015), Black men in America are targeted at a much higher rate than White individuals and face increased obstacles in law enforcement.

Police body-worn cameras have been an avenue for citizens to get a first-hand look at the actions of police towards them (Stauton, 2018). America has become aware of the numerous
incidents of documented police violence through the growth of social media, often resulting in major political debates (Leach, 2022). Social media has been an avenue for citizens to capture and distribute video in a unique way.

Through social media, Black Lives Matter started out as a meme, before later becoming a movement (Leach, 2022): “Black Lives Matter evolved to become a banner under which multiple groups, individuals and protests aim to address police brutality” (Hafner, 2016). Blue Lives Matter was created as a response to Black Lives Matter. The Blue Lives Matter organization held the Black Lives Matter movement responsible for encouraging people to inflict harm on police officers (Smith, 2020). The two organizations created a wedge between Black communities and the police.

The strained relationship between Black communities and law enforcement agencies makes it difficult for the entire community to embrace working in the field that has historically been negative and violent towards them (Rossler et al., 2018). The Black community does not trust the 18,000 law enforcement agencies in America because, historically, they have not been treated fairly. Research (e.g., Waters et al., 2007) suggests that a barrier to the recruitment of Blacks in law enforcement is that family and friends of potential recruits are opposed to the idea of them pursuing a career as they find police work counterintuitive to their identity. When an entire community lacks trust in organizations responsible for their safety, it affects the agency’s legitimacy. Many non-White recruits choose to avoid the occupation because they view the police departments and officers as racist, or they experienced previous negative contact with the police (Rossler et al., 2018).

Maclean (2021) says, there must be a more calculated approach to recruiting Black officers than other Black officers. There is an obvious gap that must be mitigated by infusing a
culture of race-neutral procedural justice with law enforcement officers, regardless of color, treating all equally and with dignity, respect, justice, equity, understanding, training, awareness, and patience (Maclean, 2021). Police legitimacy and a diverse police force are often seen as complementary interests, where diversity improves legitimacy and legitimacy improves success in recruiting for diversity (Rossler et al., 2018).

**Latine Americans**

Of all minorities in America, the Latine community is the most rapidly growing in the United States (Gau et al., 2023). According to Gau et al. (2023), the percentage of police officers identifying as Latine is steadily growing nationwide. Although there is prevalent research on Blacks' views of the police, few data are available on the Latine community’s attitudes towards the police. This gap in research on Latine officers is made even more urgent by the fact that Latine Americans constitute 18% of the entire U.S. population, making them the second-largest racial or ethnic group after Whites (Gau et al., 2023).

With a growing population who may speak a language other than English, there is a distinct need for speakers of multiple languages on police forces. A law enforcement agency’s inability to recruit speakers of multiple languages as employees will contribute to the inability to create police legitimacy within the organization and in some regions may create language barriers essential to effective police work. For example, the Pew Research Center (2009) reported that six in ten (61%) Latine say they have great respect for the police in their communities compared to 78% of Whites and 55% of Blacks. Just under half (46%) of Latine respondents said they have confidence that police will not use excessive force on suspects, compared with 73% of Whites and 38% of Blacks. The report shows 49% of Hispanics feel they have confidence in the police, whereas 74% of Whites and 37% of Blacks believe they will be
treated fairly. A more recent 2019 Pew Research study reported that 46% of Latine adults see police in their community as both enforcers and protectors: 33% view them as enforcers and 14% as protectors (Mitchell, 2017). Gau et al. (2023) said that Latine Americans are integral to diversity in police agencies, especially in communities home to large Latine populations. Research suggests that law enforcement agencies look toward the college-aged Latine population.

Research suggests that law enforcement agencies recruit Latine college-aged students as early as possible. According to Li et al. (2021), federal law enforcement agencies have a requirement that an employee retires at the age of 57, meaning that a person who starts work after the age of 27 will have fewer than 30 years to accrue retirement savings. Couple this with the lengthy hiring process, and the agencies will see a further decrease in applicants. Studies have suggested even further barriers when considering gender within the Latine community. For example, studies (e.g., Li et al., 2021) have shown that Latine women reported significantly less interest than Latine men in law enforcement careers, indicating that law enforcement agencies may have trouble recruiting Latine women. This indication shows that agencies must address this barrier through recruitment and friendly, family-oriented policies.

**Asian Americans**

Recently, there has been a spike in concern for Asian Americans in the United States. The COVID-19 outbreak, along with the March 16, 2021 killing spree targeting the Asian community in Georgia, emphasized inadequate research on Asian Americans in policing (Yu, 2022). This research revealed that Asian Americans are underrepresented in nearly every state and federal law enforcement agency in the country, except for two state police organizations and three federal law enforcement components (Yu, 2022). This information shows that there has
been a disconnect between agencies' recruitment efforts as they relate to employing Asians for the position of sworn law enforcement officers.

According to Schroedel et al. (1994), recruitment is ignored because of the stereotype that Asians do not suffer from employment discrimination on the same level as African Americans or Hispanics. As the fourth fastest-growing race or ethnic group in the country, they represent 5.9% of the U.S. population (Census Bureau, 2021). There is no basis for this lack of consideration, and more public administration and policing scholarship is needed in this rising demographic (Yu, 2022).

Asian officers represent 1.2% and 3.3% of all state and federal law enforcement officers (Bureau of Justice Statistics, 2020), which minimizes their contribution to the profession and further discounts this racial group in American society (Yu, 2022). When the Asian community does not have the trust of the most reliable public service group, the relationship between the entire race and the law enforcement agency begins to widen to a position where trust is lost. That lack of trust translates into the community turning its back on the law enforcement agency, making matters worse for everyone involved.

Disparities Between Genders in Law Enforcement

Although there is a gap in minority representation in law enforcement, there is also a significant gap in gender representation. Studies on the gender gap could translate into value in diversifying the male-dominated profession. It was not until the passage of the Equal Employment Opportunity Act of 1972 that we began to see women enter the field at the state and local levels (Campbell et al., 2000). The first female sworn officer in the United States started in 1910. They were assigned to roles less than their male counterparts for the next 60-plus years. Currently, women account for approximately 12% of sworn officers (Taniguchi et al., 2023).
Many barriers prevent women from entering the male-dominated career. Research suggests the lack of family friendly policies (United States Department of Justice, 2023).

Women in law enforcement often face resentment from their male counterparts and even report instances of harassment and workplace incivility from other officers (Archbold et al., 2012). The workplace itself became known as an unattractive environment. For organizations to attract and retain highly engaged female officers, they must shift their focus from essential recruitment and low-level marketing strategies to institutional changes (Matusiak & Matusiak, 2018).

Some examples of organizational changes are the 30 x 30 initiative. The initiative is for law enforcement agencies to focus on the goal of sworn female staff to account for 30% of their organization by 2030. Some experts feel this goal is unrealistic given the marginal positive growth of women in law enforcement; however, research also shows that more women in law enforcement translates to improved perceptions of police and improved public safety (United States Department of Justice, 2023).

**LGBTQ+ Americans**

Lesbian, bisexual, gay, transgender, and queer (LGBTQ+) community issues related to law enforcement have received increased attention in society over the past decade (Tucker et al., 2019). Prior to the 1960s, LGBTQ+ individuals were generally not employed as police officers (Tucker et al., 2019). Although the relationships between law enforcement have been strained with minorities as well as genders, there is documented evidence on the need for agencies to promote this partnership.

Law enforcement and the criminal justice system in the United States have often been at odds with the civil rights movement of LGBTQ+ communities (Charles & Arndt, 2013).
Historically, discrimination against this community was prevalent. For example, “The Lavender Scare—beginning in the late 1940s and lasting nearly 25 years—consisted of the federal government firing gay and lesbian people because of their sexuality” (Robinson, 2020). This panic led the general public to believe that LGBQT+ individuals were a threat to national security (Robinson, 2020). These raids and “clean ups" of city areas left many LGBQT+ individuals homeless on the streets (Robinson, 2020). The Lavender Scare significantly impacted public perception of the LGBQT+ community.

Additionally, a benchmark event was the 1969 incident at the Stonewall Inn in Greenwich Village, New York, in which there were riots and other conflicts between the community and law enforcement, garnering worldwide attention and displaying the discrimination against LGBTQ+-identified persons (Charles & Arndt, 2013). Since this incident, the rights of the LGTBQ+ community have made minor progress. However, “Since 2011, gays and lesbians have been permitted to serve openly in the military (“Don’t ask, Don’t Tell Repeal Act,” 2010). Additionally, same sex marriage was recognized nationwide in 2015 (“Obergefell v. Hodges,” 2015). Although some of the impediments have been removed, the question remains whether the relationship between the two sides has improved at a satisfactory level.

The career of a law enforcement officer has been historically masculine in nature (Novich et al., 2018). Like the military, law enforcement has been male dominated since its inception (Dario et al., 2019). The organizational culture of most police departments not only values masculinity and its presumed attendant qualities, such as physical strength, bravery, loyalty, and stoicism, but also perpetuates hyper-masculinity as an ideal through a hierarchical system of rewards (Rabe-Hemp, 2009).
In 2015, Galvin-White and O’Neal found that lesbian police officers generally felt included in the masculine culture of policing because they were looked at as ‘one of the guys.’ Because they were perceived as more masculine in relation to their sexual orientation, they were seen as non threatening towards the masculine culture of policing (Tucker et al., 2019). Contrary to the way lesbians were viewed, gay men were looked at differently. According to Tucker et al. (2019), gay male officers were commonly perceived as feminine because of their status as gay men. According to Miller et al. (2003), gay male officers believed that once their sexual orientation was known, they had or would have difficulty proving they were tough enough for the job.

It is difficult at best to achieve the goals of public safety when a segment of the community lacks trust in the legitimacy of policing, is skeptical of procedural justice, and fears interaction with police (Tucker et al., 2019). Organizational implications would also include acknowledging the problematic history of police LGBTQ+ relations while making outreach for change (Tucker et al., 2019). In addition, we must note the inherently intersectional nature of people’s lived experiences, which we discuss in more depth below.

**Disabled Americans**

People with disabilities are more likely to interact with law enforcement personnel than the general population (Bezyak et al., 2021, p. 1790). Beyond that, Bezyak et al., 2021, say that despite the increased likelihood of interactions, most jurisdictions lack protocols and report barriers to effective interaction and communication with individuals with disabilities. Without policies and procedures to deal with this unique community, law enforcement is at a disadvantage.
Within law enforcement agencies officers with disabilities are becoming increasingly concerning. Increased trauma-related symptoms, depression, alcohol-use disorders, and stress-related medical conditions are some of the issues noted (Price, 2017). Many law enforcement agencies have developed strategies to encourage early confidential referrals for law enforcement to include the hiring of peer support staff liaisons (Price, 2017). Law enforcement can be stressful with the call volume/types and it is key to ensure mental stability throughout one’s career.

**The Impact of Social Media on Recruitment Efforts**

The internet and the rise of mass communication revolutionized the way people interact on a day-to-day basis (McIntyre, 2014). Social media took this phenomenon one step further; it provides receivers a mechanism to obtain quality, direct, and intentional messages in a dynamic way. By definition, social media is a digital platform where users can create pages, connect with other users, generate subject matter, distribute content, and engage users in interactive communication (Boyd & Ellison, 2007; McFarland & Ployart, 2015). Within its short history of existence, social media grew at an aggressively rapid pace, thus transforming communication.

The term “social media” derived from an online social media platform called Matisse in Tokyo in 1994 (Aichner et al., 2021). Since then, social media has been one of the primary tools of day-to-day life. The online presence of American adults, aged 18–29, soared from 12% in 2005 to 90% in 2015 (Pew Research Center, 2015). Currently, 4.48 billion people use social media worldwide; this rate is more than double the 2.07 billion users in 2015 (Pew Research Center, 2023). This growth has created an opportunity for organizations to become innovative by using social media as a marketing tool.
As social media rose for users, businesses moved their marketing interests towards this platform (Aichner et al., 2021). Most organizations and job seekers are increasingly active on social media (Nikolaou, 2014; Society for Humanity Resource Management, 2016). Likewise, with the presence of both the organization and interested users on the same platform, there is a shift in how organizations interact with their potential employees (Aichner et al., 2021). With this opportunity, organizations can become innovative with their needs. These marketing opportunities shifted the method of recruitment for many agencies.

**Social Media’s Transformation on Recruitment**

Acquiring an applicant through electronic recruitment (ER) includes practices and activities carried out by the organization with the primary purpose of identifying and attracting potential employees (Ramkumar, 2021). With the development of new technology, recruitment tactics shifted from traditional methods to evolving online methods (Ramkumar, 2021). The new technology allows the agency to reach its target age group of young adults.

Due to an aging workforce and an increasingly knowledge-based economy in several countries worldwide, competition is rising between organizations to attract and retain employees with the right skills and competencies (Ployart et al., 2017). With these challenges, organizations invest in new ways to recruit talented applicants (Lievens & Slaughter, 2016). Organizations are turning to social media to create a brand that will make them attractive to potential employees.

With the emergence of social media, many organizations created social media pages in which they present their organization, products, and brands, allowing them to communicate with different stakeholders (Etter et al., 2017; McFarland & Ployhart, 2015; Neil & Moody, 2015). Because most job seekers (both active and passive) use these platforms, organizations’ social media pages are promising devices for recruitment (Adecco, 2015). Facebook and LinkedIn are
the two platforms used most often for job searches and recruitment (Adecco, 2015; Nikolaou, 2014). These platforms are an effective way to recruit new talent.

However, social media is not just a tool; it is a necessity for businesses to thrive in today’s market (Jindal & Shaikh, 2014). It is not only necessary to recruit qualified talent, but it is also cost-effective for companies and organizations (Jindal & Shaikh, 2014). With a wider net, social media can put the right candidate in the right role at the right time (Jindal & Shaikh, 2014). Not only is social media a way to recruit, but the organization can create a “brand” before the individual looks for a job (Carpentier et al., 2019). However, there are notable pros and cons with social media marketing.

Pros & Cons of Social Media Marketing

There are benefits to organizations utilizing social media to recruit a talented and diverse applicant pool. To this end, “Multiple specialties have been trying to understand how to best use social media to diversify the workforce” (Branche et al., 2022, p. 2). If federal agencies are invested in how social media impacts their applicant pool, they will be better equipped to access various platforms over others—this strategy can be done by establishing a strong brand personality (BP). Akers (1997) introduced the notion of BP, indicating that a brand boasts “humanlike characteristics and personalities” (Ghorbani et al., 2022, p. 1). When organizations create a BP, “The brand’s choice of a channel or touchpoint is crucial since the type of media itself can affect how its personality is perceived” (Ghorbani et al., 2022, p. 9). Although BP is a new phenomenon and evolving on various social media platforms, it is vital for there to be a digital touch point across platforms; with changes in tonality, the organization can create different BPs (Ghorbani et al., 2022). When brands are humanized, they attract their target audience (Ghorbani et al., 2022). This opportunity is a benefit to recruiting on social media.
On the other hand, although there are many opportunities for an agency to thrive in the social media world, there are also potential drawbacks. If there is not a specific mode of delivery, the public and job-seekers can perceive inclusion as a negative (Brour et al., 2021). These negative organizational patterns result in applicants not applying to an organization (Brour et al., 2021). Tokenism, for example, would be deemed a negative. Tokenism is “...a situation whereby those from minority groups (such as African Americans, women, etc.) fill roles that are perceived as reserved for members of the majority or dominant group” (Podoshen et al., 2021, p. 132). Tokenism should be avoided at all costs. Overall, social media has many pros for organizations recruiting qualified applicants, but they must be mindful of strategies that can easily backfire and exacerbate negative perspectives of the BP.

**Employer Branding and Signaling Theory**

Amazon, Apple, Google, and Microsoft are prominent brands that hold high value to consumers. According to the American Marketing Association (AMA), a brand “is any distinctive feature like a name, term, design, or symbol that identifies goods or services,” and “corporate branding is the process of establishing and managing a corporation or organization’s identity [by creating] a consistent and positive company perception among its stakeholders, including customers, employees, investors, and the public” (AMA, 2023). Employer branding “highlights the unique aspects of the firm’s employment offerings...by attracting, motivating, and retaining the firm’s current and potential employees” (Backhaus & Tikoo, 2004, p. 502). A job applicant’s perception of a potential employer is essential in recruitment. If a job applicant believes an organization is not looking for the background they possess, they will be less inclined to apply to that organization. Job applicants’ perceptions may be influenced by social media and employer branding.
**Signaling Theory**

Signaling theory is a framework for understanding how individuals and organizations use signals to convey information. Signaling theory suggests that signals influence people’s decisions and can improve the exchange of information only if the audience can observe or perceive the signal (Confetto et al., 2023, p. 123). Federal law enforcement agencies should be aware of the types of images they post on their social media platforms as well as their legibility to the audience when recruiting a diverse job applicant pool. For example, if social media images predominately show White men, tokenize the presence and role of people of color, or use people with disabilities to signal altruism, then a job applicant may perceive such signals and may believe the organization is not really interested in hiring them.

**Social Media as a Vehicle for DEI**

Because there is a lack of research on how minority communities perceive law enforcement recruitment strategies, more research is needed (Corbin et al., 2020). When these agencies have a firm understanding of what diverse candidates seek, agencies “can craft external signals to address concerns or highlight attractions to their organization” (Corbin et al., 2020, p. 1). Marketing campaigns, ads, and web design influence how applicants perceive an organization qualitative research, specifically sampling and analysis techniques, can illuminate “how the external signals influence candidate attraction to the profession, as well as provide insight as to how the organization is perceived by community members” (Corbin et al., 2020, p. 4). A candidate may feel that law enforcement does not have a positive influence on their community, so reaching applicants when they are younger is valuable (Cordin, 2020; Jindal et al., 2014). To put it simply: purposeful and strategic social media marketing can have a positive impact on DEI.
Chapter 2 Summary

The government has not always been an inclusive organization, and despite efforts to diversify starting in the 1960s, there is much room for improvement when it comes to ensuring all federal programs and organizations are inclusive of marginalized groups. In the IC, the need for diversity is a matter of national security (Chin, 2010). As the demographics of the world change, the IC should match those shifting numbers to secure the most accurate intelligence (Dao et al., 2021). Put frankly, diversity is a matter of national importance, and looking at issues through multiple lenses is advantageous (Dao et al., 2021). Lastly, many federal agencies will retire experienced staff in coming years, and without the influx of employees entering these organizations, there is a tangible concern that roles will remain unfilled. Federal agencies who make a concerted effort to diversify will see significantly higher success rates in the future.

Similarly, the U.S. military understands a diverse group of service members results in a workforce that is equipped to handle 21st-century threats. History has shown that the lack of diversity in the military workforce has compromised national security (“Military One Source,” 2021). Women and minorities are underrepresented in the military, and they face barriers to having a positive military career (DoD Demographics Report, 2019). Effective military recruitment efforts must be implemented to attract and retain a military force that reflects the American population and embraces diversity.

Finally, from a historical standpoint, the relationship between law enforcement agencies and the community they served have consistently been strained. The literature we have reviewed has shown that there is a lack of diversity, documented inequities, and a lack of inclusion for all stakeholders (Brown, 2019). There appears to be many barriers faced by different races, genders, and certain sexual orientations when seeking employment with these agencies. These
organizations, on the local, state, and federal levels, must address these issues through the lens of DEI within their organization (Brown, 2019).

In response to government, military, and police DEI efforts or lack thereof, our group interviewed college students regarding which federal law enforcement agency(ies) they plan to apply to postgraduation. We also met with two focus groups of VCU police officers. In addition, we embedded ourselves in the agencies’ online culture to gather how DEI initiatives are being marketed via social media; by being active members of their social media accounts, we observed Facebook, Instagram and Twitter. Data was collected through these observations and FGs. This information helped answer our three research questions.
Chapter 3: Methods

This study aimed to provide FLE with feedback on social media posts from several FLE agencies. Specifically, we observed what is being projected versus what is being consumed. Our study sought to answer the following research questions (RQs):

- How are marketing efforts intentionally promoting diversity and inclusion through social media?
- How do potential applicants view social media posts from select federal agencies?
- What barriers (real or perceived) deter potential applicants from applying to certain federal agencies over others?

First, we obtained data from official sites associated with FLE agencies; they were listed on the U.S. Department of Justice's Social Media webpage (US DOJ Social Media, 2023). For this study, we only focused on the images and not video clips posted on social media platforms. Therefore, Facebook, Instagram, and X (formerly Twitter) accounts from FLE agencies were selected to gather images.

After analyzing the data, we organized focus groups (FGs). We discuss the development of FGs later in the paper. FGs have become an innovative research method (Acocella, 2011). We chose an FG as it provides key information regarding perception and “is particularly suitable for pointing out unexpected aspects of a social phenomenon, as it concentrates more on the frames of reference of groups analyzed” (Acocella, 2011, p. 1). Using two different homogeneous FGs, we obtained a sample of public perception by selecting five participants. We asked the FG participants questions about posts and perceptions regarding working for an FLE (see Appendix A (students) and Appendix B (certified law enforcement officer)). We also recognized the importance of participant “buy-in.” We understand that the participants must have interest in the
topic to provide relevant information; their participation aided in answering our research questions (Acollea, 2011).

At VCU, we advertised our study through the Office of Multicultural Affairs, in the Rams Connect, and we reached out to professors for assistance in sharing our study via posters we created. We posted additional posters in high visibility areas like the library, student commons, advising center, etc. We also sent requests for participation to professors (see Appendix C) working with students in the law enforcement fields, forensics, and computer science. Lastly, we advertised in the Office for Student Multicultural Affairs’ OSMA newsletter (see Appendix D).

When conducting our FGs, we understood that the moderator plays a key role in quality discussion as they “underline the aspects that the participants have in common, and will help them discuss the topic properly” (Acollea, 2011, p. 4). We created our research design to provide ample information on our research topic. Next, we discuss the study’s framework.

**Conceptual Framework**

We used two interrelated concepts to understand the signaling practices of FLE: tokenism and faultruism. These concepts combined helped the research team understand the narrative FLE is trying to portray as well as narratives they may unintentionally be conveying to prospective applicants.

**Tokenism**

Although the literature is somewhat lacking in recent years as to the impact of tokenism in social media, a landmark 1975 study explained,

Young Blacks rated an advertisement suggesting equality (two Blacks to two Whites) more favorably than they did an advertisement implying Tokenism, and they even found the former advertisement more attractive than did white subjects. Whites, on the other
hand, rated the advertisement indicative of Black tokenism (one black to three whites) as more attractive than did Blacks. (Szybillo et al., 1973, p. 278)

This study became the backbone of much of the language surrounding the phenomenon of tokenism.

Szybillo et al. (1973) revealed the origin of tokenism; however, its implications are still far-reaching some 40 years later. More recently, racial disparities with COVID-19 and social unrest after the murder of George Floyd highlighted “systemic discriminations marginalized groups have been facing in the U.S. Consequently, members of the public have called for changes in the ‘system’” (Diwanji et al., 2023, p. 1). Although changes in the system are ideal, industries and organizations must tread cautiously to ensure stereotypes are not perpetuated online. For example, simply including marginalized groups without forethought on public perception could be counterproductive and lead to faultruism.

Faultruism is a specific form of tokenism related to the disability community and can be defined as pretending to be concerned, but doing so to improve one's status; this can be done at the conscious or subconscious level (Pennebaker et al., 2015). The phenomenon of faultruism—or faulty altruism—is also seen with people with disabilities and their representation on some social media platforms:

Australian comedian, journalist, and disability rights activist, Stella Young, presented a TED (Technology, Entertainment, and Design) Talk in Sydney in 2014 where she championed the phrase “inspiration porn” to describe a trend on social media of using images of people with disabilities and captions that objectify people with disabilities for the benefit of those who do not have disabilities. (Pennebaker et al., 2015, p. 2)
Although efforts were made to be inclusive, organizations reiterated stereotypes while trying to make their organization appear more inclusive. Pennebaker et al. (2015) explained that

Some would argue that greater exposure to images and portrayals of individuals with disabilities is beneficial to society at large. But does greater exposure to images that perpetuate stereotypes and seek to make viewers feel better about themselves ultimately result in a greater understanding of disability, or dispel stereotypes and myths about people who have disabilities? (p. 2)

To look at social media through various lenses, like imaging and text, we utilized artifact analysis to understand their impact on social media. Artifacts are derived from human activity and experience (Trausan-Matu & Slotta, 2021). Researchers use this framework to analyze, evaluate, and inform their understanding of a topic (Trausan-Matu & Slotta, 2021).

We wanted to understand further factors contributing to inclusive media and those indicators that detract from this goal. The social construction of diversity is said to be formed by humans through facilitated historic and culturally driven factors (Medina, 2019). More specifically, we wanted to understand tokenism further and its role in social media marketing efforts:

Through analyzing scraped images, we sought to find examples of agencies who develop cogent narratives that are prosocial and contain realistic portrayals of characters that consumers can relate to and engage with. Realistic portrayals are particularly important, as consumers of media like television tend to believe in a reality similar to what they view. (Podoshen et al., 2021, p. 133)

Tokenism and faultriusm show us how social media postings can be counterproductive to a group, business, or organization. We wanted to better understand how federal agencies address
these calls for systemic changes in their social media posts while not falling into tokenism and faultriusm. More specifically, we wanted to better understand their overall choices in social media.

In the current climate where the sharing of thoughts is open to public scrutiny, businesses and organizations that seek to be inclusive must be strategic to meet their goals while also considering their audience and perceptions. Inadvertently, they could practice tokenism. Even with the best intentions and without a strategy, tokenism contrasts true inclusion and is typically seen as negative (Podoshen et al., 2021). Therefore, it is crucial that federal agencies are intentional with the narrative as “...haphazard efforts can fail to create or strengthen an inclusive narrative, which may prove detrimental given the increasing heterogeneity of today’s market. Though awareness of this problem is rising, little has been published in this realm” (Podoshen et al., 2021, p. 133). Agencies must be conscious of diversifying images because it can have adverse effects if done incorrectly.

Inclusion cannot be done for the good of the company; instead, it must be transformative in its attempt to break barriers for marginalized people (Podoshen et al., 2021). Unless that transformational effort is explained, token images can lead to feelings of isolation and exclusion (Podoshen et al., 2020). Through a series of steps, we sought to understand if the federal agencies in our study were intentional in their postings.

In this chapter, we highlight our study’s methodology, including our data collection, artifact analysis, FG meetings, and keyword density analysis. Our research design was set up in four stages to better answer our three RQs. The analysis and findings from our study can be found in Chapter 4.
Research Design

First, we ran a data search over the following agencies’ social media sites: Drug Enforcement Agency (DEA); Federal Bureau of Investigation (FBI); FBI Richmond; United States Marshal Service; Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); and the Federal Bureau of Prisons (BOP). We scraped their X (formerly Twitter), Facebook, and Instagram sites by hand. Next, we created a codebook of terms and viewed social media images on the same sites. Table 1 shows the list of social media imaging codes we created.

Table 1

<table>
<thead>
<tr>
<th>Social Media Imaging Codes</th>
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<tbody>
<tr>
<td>Advertisement - Ad</td>
</tr>
<tr>
<td>Graphic</td>
</tr>
<tr>
<td>Group</td>
</tr>
<tr>
<td>Live Photo</td>
</tr>
</tbody>
</table>

Note. This table consists of original codes we created.

We bound the study to 60 days starting from August 1, 2023 to September 30, 2023. We researched each agency’s DEI-focused month and included that information in our data scraping as well. We compared the 2 months’ postings and analyzed images of direct organization events or advertisements. We omitted images that fell into the category of public service announcements. Our captured images became our artifacts. These images can be viewed in Appendix E.
Subsequently, we reached out to college professors and explained the purpose of our research. We asked them to share this research opportunity with their students. Our FG was comprised of four students. We met with them over Zoom. Finally, we contacted five law enforcement professionals for a second FG. We sought to understand their impressions of sample images and messages from the 60 days on our target social media sites. We wanted to better understand if the agencies’ attempts at diversity were effective based on their reactions and discussion.

**Data Collection**

To conduct this study, we used various data collection tools and strategies to ensure accurate sampling and trustworthiness with the project. To understand the participants’ motivations and behaviors, attending to rigorous and intentional data collection procedures was paramount (Billips, 2021). These measures helped with ethical and data quality considerations by identifying possible researcher bias, participant bias, and reactivity. Reactivity is a researcher’s immediate response to the FG during the session. Once the data were collected and organized, we ensured they would not get lost by storing soft copies on a virtual cloud storage site (Merriam & Tisdell, 2016).

To begin the data collection process, we scraped the data. Data scraping is a relatively new social science tool. In fact,

*Scraping, to state this quite formally, is a prominent technique for the automated collection of online data. It is one of the most distinctive practices associated with current forms of digital social research, those that are marked by the rise of the Internet and the new ubiquity of digital data in social life. Scrapers, to say it more informally, are bits of software code that makes it possible to automatically download data from the Web, and*
to capture some of the large quantities of data about social life that are available on online platforms like Google, Twitter and Wikipedia. (Marres & Weltevrede, 2012, p. 2)

Data scraping is a fluid process and can be very timely as it pulls from multiple online data sources (Marres & Weltevrede, 2012). Scraping builds a chain from the “mass of the heterogeneously formed mass of online data to formatted information,” allowing researchers to derive meaning (Marres & Weltevrede, 2012, p. 5). Although this approach is relatively new, it can potentially gather data as a whole.

Next, we met with three FGs. The FGs consisted of college students and police department personnel from VCU. One group of officers and the college students shared a common interest in applying to an FLE agency; the other police officers have more experience on the force, and some applied to FLEs in the past. We sought to capture their feedback on their perceptions of law enforcement social media images and text. Doing so allowed us to determine if images and text were influential toward a person applying for an FLE job. After completing this process, we looked at the text corpus through text mining. Text mining is explained in detail during the data analysis portion of this paper.

**Text Mining Protocol**

We scraped the Facebook accounts of DEA, FBI, and FBI Richmond to look for 40 keywords or phrases related to DEI; we also wanted to determine their frequency. Text mining allowed us to extract information and provide insight into how often the selected FLE advertised diversity in their marketing and recruitment efforts. In addition, we looked at posts on the three agencies’ sites (FBI Richmond, FBI HQ, and DEA) during the 60 chosen days. We discovered that “similar to data mining approaches, text mining requires a technique that can automatically analyze data and extract relationships or patterns from large text collections by using specific
algorithms” (Lee et al., 2003, p. 17). Furthermore, text mining allows readers to understand a
large body of text (Lee et al., 2003). Because there is no narrative flow with social media
postings, disjointed posts are short narratives in and of themselves. Therefore, we sought to find
commonalities across individual posts and federal sites.

Looking at large sources of text as a corpus allows researchers to draw conclusions about
the impact of diction (Diwanji et al., 2023). We identified one sub-dictionary entitled, “Diversity,
Equity and Inclusion Glossary” (see Appendix F). It lists 38 terms focusing on words and word
clusters related to DEI. This dictionary was the foundation for our DEI list comparing our
various corpora.

We felt this 60-day sample would indicate their social media presence, thus showing us
an overall snapshot. Attewell and Monaghan (2015) argued that

Data miners sometimes avoid analyzing a whole large dataset; they draw a smaller
random sample of cases from it and analyze that instead. One reason for doing this is that
even a fast computer may run for hours analyzing millions of cases, while the identical
analysis performed on a random and therefore representative sample of (say) 20,000
cases might well reveal just the same patterns and run much faster. (p. 53)

Our list of pared-down words served as our variables or features (Attewell & Monaghan, 2015).
By pulling text from a 60-day period, we attempted “bootstrapping” (Attewell & Monaghan,
2015). Attewell and Monaghan explained bootstrapping as follows:

It might seem surprising that data miners routinely begin a project by constructing new
variables, even when their dataset already has many variables or features. In fact, some
data miners spend more time on constructing a rich set of features than they spend on
running models. That’s because the success of modeling depends on having the right
features and the researcher may not be sure in advance which predictor variables will turn out to be strong predictors or classifiers. (p. 65)

Predictors show what the data might reveal, whereas classifiers are an algorithm that categorizes data into classes. These identifiers distinguish data between the raw data versus the actual information. Overall, text mining provides us with another glimpse at how words are being used to convey messaging through social media. Overall, text mining provides us with another glimpse at how words are being used to convey messaging through social media.

**Artifact Analysis Protocol**

We used artifact analysis to examine images as researchers and not media consumers. We used a more deductive approach because we had an idea of what we would look for in the artifacts (The Research Methods Consortium, 2022). Chapter 4 contains the codes we used to look for patterns. Before pulling the data, we created codes that might be representative of the individuals and their expressed emotions on a social media page. We also were interested in knowing whether images were actual photos or stock photos. Many images fell into multiple categories. For example, Figure 1 was derived from FBI Richmond’s X page and fits into three categories: woman of color (WOC), advertisement (Ad), and woman dominant placement (WDP). Figure 1 offers a sample of one image we coded from the FBI’s Facebook page.
We counted the number of times these codes appeared. Then we categorized them based on agency. We ranked the FLEs with the most codes appearing during the 60-day time frame. This served as a sample from their sites. We created two slides per agency to serve as the sample social media posts for our FGs to see and discuss.

**FG Protocol**

To recruit members for our FGs, we reached out to five sworn officers and sought their participation in our study. An email was sent seeking participation (see Appendix G). When they responded with their willingness to participate, we sent the demographic questionnaire (Appendix H) as well as the participation consent form (Appendix I). All data were stored in a Google Drive. We then set up the time for our FG meeting on Zoom, Thursday, January 25, 2024. An email confirmation was sent to each group member along with information on how to
access Zoom. We also informed them that the call would be recorded for data collection purposes. Their names, however, would remain anonymous in our report.

FG 1 (law enforcement) met on January 25, 2024. Prior to their group, we ran a mock FG on January 22, 2024. For the actual FG, we first began the session by introducing ourselves and the study’s purpose. Next, we asked the participants to introduce themselves and their years of service. We sought to create an atmosphere where participants would feel comfortable talking and sharing their ideas and experiences. We went over the guidelines for the group, asking people to respect others and take turns speaking. We also noted that it was okay if they did not have a response for each question. As facilitators, we noted that participants may not have a similar view, and that is okay—our goal was to capture all ideas. We explained that our purpose was to have a discussion and not a debate. We then discussed the captured images representing a sample of FLE social media pages to include FBI Richmond, FBI Headquarters, DEA, ATF, BOP, and USMS. We then briefly went over how we captured the data they would be viewing and commenting upon.

We asked participants if they had any questions prior to starting with our first image in the slide deck. We then started our timer.

Prior to showing our slides we asked: “Do you think diversity is important in the workplace? Why or why not?” Before showing images we asked: “Do you remember viewing the website of a FLE agency? What about their social media sites? What are your thoughts when viewing images from a FLE agency’s social media platforms like Facebook, Instagram, and Twitter? Did you notice their commitment to DEI on their sites? If so, what were your impressions?”
Once participants were done with this portion of the discussion, we introduced the Notice & Wonder Protocol (see Appendix J). Noticings are actual observations of what they saw in the posts. For example, “I see three men winning an award. I see them wearing suits. I see a woman smiling”; whereas, the Wondering Protocol is inferential in nature. For example, “I wonder if this is a stock photo? I wonder if that woman is in the top position?” This protocol allowed for impromptu data for us to collect as participants discussed each slide set together without formal questions, which could be leading towards an expected response. We displayed each agency’s slides for approximately 30 seconds, allowing participants to think and possibly jot down their observations and thoughts.

After the participants saw all 12 slides and participated in the subsequent discussion, we asked guided questions; these questions helped us answer our RQs:

- How are marketing efforts intentionally promoting diversity and inclusion through social media?
- How do potential applicants view social media posts from select federal agencies?
- What barriers (real or perceived) deter potential applicants from applying to certain federal agencies over others?

Listed below are the discussion questions we asked for our law enforcement FGs:

- Have you ever applied to an FLE agency? If so, what was your experience?
- In your experience, is there one agency you prefer over another and for what reasons?
- In your opinion, are there any barriers in applying to an FLE agency? If so, what are they?
- Are you more likely to apply to an FLE agency if diverse images are displayed on their social media pages?
- Were any agencies’ photos you saw today surprising to you? If so, in what way?
- Were you more drawn to a particular agency over another based on today’s photo sample? If yes, for what reason?
- If given the opportunity, what recommendations would you provide FLE agencies when developing content for their social media pages?
- Do you see a connection between social media presence and recruiting potential job applicants?

Once this portion of the discussion ended, we allowed participants to know that we were at the end of our conversation. We asked them if anyone had anything else they would like to add to this conversation and thanked them for their participation and time. We ended the FG in less than 1 hour at each session.

*Thematic Analysis Protocol*

Finally, we used thematic analysis to familiarize ourselves with the collected data. Transcription software (Otter.ai) was used to collect and transcribe the data; we analyzed it by hand. We used thematic analysis, which involves identifying, analyzing, organizing, describing, and reporting themes through the in-depth review of participants’ stories (Nowell et al., 2017).

Next, we became familiar with our dataset by reviewing FG discussions where social media images were shared. For example, if the groups mentioned something we did not consider, we researched that topic further. Once we streamlined and cleaned up the data for more straightforward analysis, we uploaded all audio recordings into Otter.ai.

This software application transcribes audio recordings into a written format for qualitative data analysis (Otter.ai, 2023). Next, we reviewed the transcripts derived from Otter.ai and put them into Google Documents. We created tag codes next to participants’ excerpts that
resonated with us as potentially relevant to answering our research questions (Merriam & Tisdell, 2016). We then created themes by grouping excerpts that responded to the same RQ, allowing us to capture recurring data patterns, evaluate and revise themes, and document our findings (Merriam & Tisdell, 2016). The validity of this study depended on the quality of images presented to the participants rather than the quantity of images (Billups, 2021). By carefully selecting images that represented the data sample and coding these images accurately, the data analysis method provided useful findings for FLE agencies to create a diverse workforce.

**Trustworthiness**

Our team aimed to conduct excellent qualitative research to convey high levels of trustworthiness implemented in the research process. Tracy (2010) stated that high-quality qualitative methodological research is marked by key criteria; these key qualities ensure trustworthiness with participants resulting in more sound data collection. Table 2 provides the selected means, practices, and methods to achieve trustworthiness in our research based on Tracy’s criteria for excellent qualitative research. This table consists of actions we took based on quality criteria and the suggested means, practices, and methods we used to achieve Tracy’s criteria for quality.
Table 2

*Tracy’s Eight “Big-Tent” Criteria for Excellent Qualitative Research*

<table>
<thead>
<tr>
<th>Criteria for quality</th>
<th>Utilized means, practices, and methods to achieve the criteria for quality for this research</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worthy topic</td>
<td>Relevant, timely, and interesting</td>
<td>Selecting DEI as a worthy topic given the civil unrest between Blacks/minorities and law enforcement due to the deaths of George Floyd and others</td>
</tr>
<tr>
<td>Rich rigor</td>
<td>Data collection and analysis process</td>
<td>Collected a year’s worth of DEI-related social media data; Conducted focus groups who were interested in the law enforcement field; Ensured transcript accuracy</td>
</tr>
<tr>
<td>Sincerity</td>
<td>Transparency about the methods and challenges</td>
<td>Transparent and honest about our biases through journaling (i.e., reflexivity)</td>
</tr>
<tr>
<td>Credibility</td>
<td>Multivocality and focus group members' reflections</td>
<td>Audio recording focus group discussions and accurately transcribing the discussions; providing a safe space for all opinions to be shared</td>
</tr>
<tr>
<td>Resonance</td>
<td>Research influences, affects, or moves readers or a variety of audiences through</td>
<td>Showing DEI social media pictures and documenting its effects on the focus group members</td>
</tr>
<tr>
<td>Significant contribution</td>
<td>Research provides a significant contribution</td>
<td>Provide meaningful suggestions for future research (i.e., heuristic significance)</td>
</tr>
<tr>
<td>Ethical</td>
<td>Procedural ethics</td>
<td>Password-protected transcript files</td>
</tr>
<tr>
<td>Meaningful coherence</td>
<td>Meaningfully interconnects literature, research questions, findings, and interpretations with each other</td>
<td>Interconnected literature, research questions, findings, and interpretations with each other</td>
</tr>
</tbody>
</table>

*Note.* This table consists of attributes derived from Tracy’s Eight “Big-Tent” Criteria for Excellent Qualitative Research.
Lastly, we advised participants how to get a copy of their transcript and made the necessary changes when a participant requested an update to their transcript. We provided our contact information for future inquiries. By accurately capturing the themes of participants’ perceptions and experiences, we laid the groundwork for a robust data process and trustworthy qualitative research method.

**Limitations and Delimitations**

This study explored ways to enhance the federal agencies' opportunities to attract and retain a more diverse applicant pool of qualified individuals through social media. We did this by developing an FG of participants interested in applying to FLE agencies or studying fields from which FLE agencies recruit. Researchers are obligated to the academic community to present complete and honest limitations of the presented study (Ross & Bibby, 2019). The limitation related to this study is that the FLE agency that submitted the Request for Assistance (RFA) could not provide the Capstone team with internal data. The agency has policies forbidding the release of internal data to external organizations or teams not hired directly by the agency. Subsequently, we could no longer rely on FBI Richmond to provide data. Due to our need to pivot and obtain a new data source, our social media data are broader in focus as they are publicly available and focus on five federal agencies versus FBI Richmond.

Our team was composed of three researchers, two of whom work for law enforcement agencies. One of the researchers works for an FLE agency. Their own life experiences may have introduced a form of bias in the study, but also afford a unique and valuable insider perspective (Billups, 2021). Additionally, the researchers lacked a marketing and recruiting background to conduct this study. With the FGs, there was a concern that the groups may have been unable to voice their opinions freely. Finally, as moderators of this study, we had limited experience
conducting FGs, yet we had to ensure the discussions were helpful while keeping the participants engaged.

This study is also limited in scope as most FG participants sought to work in a diverse workplace. There is also an assumption that social media images showing POC and women in leadership influence an individual’s decision to apply to an FLE agency. We must also acknowledge that our sample participants were associated with VCU, which is known to be a diverse university. Therefore, it was assumed the FGs would lean towards a supportive mindset towards workplace DEI. Lastly, this study had a time limitation, meaning we could only scrape social media images for a 60-day period instead of reviewing FLE social media websites for a longer period to collect more data.

**Positionality**

Positionality means each researcher brings their perceptions based on opinions, identities, and lived experiences. As the three researchers for this study, we are vested in this topic due to our shared interest in learning about workplace diversity in law enforcement. We are also interested in knowing how social media recruitment may influence potential applicant perceptions of FLE. We were all involved in the data collection process and kept a reflexive journal to document findings; each team member kept a separate journal and shared reflections. The following positionality statements come from each researcher.

**Reena T. Desai**

Ms. Desai is an experienced analyst working for the FBI. She started her FBI career in Washington, D.C. in December 2017 and transferred to the FBI Richmond Field Office in December 2019 because she was curious about the culture of a field office versus a headquarters office. In September 2022, she received the prestigious FBI Exceptional Performance Award
Medal of Excellence, which is awarded to a small group of exemplary FBI employees who have sustained a high level of performance. Due to her FBI employment and being a minority female in a leadership role, Ms. Desai understands the importance of diversity in an FLE agency. Her interest in this research stems from her real-life exposure to the FLE culture. Ms. Desai brought authenticity to this research and hopes this research is useful to federal, state, and local law enforcement organizations.

*Edgar Greer*

Mr. Greer is a 22-year veteran of the VCU Police Department. He is currently an administrative lieutenant over the patrol division. He is a certified general instructor, teaching recruits and veteran officers topics including standardized field sobriety tests, emergency vehicle operations training, and cultural diversity/bias-based policing in police academies. Mr. Greer holds a bachelor of science in criminal justice from Virginia Union University and a master of science in criminal justice from VCU. While assigned to the Investigations Division, he has had an opportunity to collaborate with almost every FLE agency except for FBI Richmond. Mr. Greer hoped his current relationship with FLE agencies, along with his experience with cultural diversity and fair and impartial policing, will help move this research forward.

*Meghan Waldron*

Ms. Waldron is a collegiate academic advisor with Virginia Commonwealth University. She has taught English and journalism in the public and private sectors since 2000. Ms. Waldron is a graduate of Radford University, where she earned degrees in English and Spanish. In 2004, she graduated from Trinity University with a masters in the art of teaching. She received her administration and supervision certification from James Madison University in 2022, and she is set to graduate with a doctorate in educational leadership in 2024 from VCU. Ms. Waldron is the
owner of Smart Solutions Tutoring, a full-service writing company located in Richmond, VA. She is also an adjunct professor at VCU working with incoming students as they acclimate to college life. She is the proud mom to three sons: Charlie, Matthew, and Holden. Ms. Waldron understands the value of diversity in a classroom setting due to her background in education and because she has worked with thousands of students in both K12 and higher education. Through her studies and first-hand experience, she sees what a diverse environment and an environment lacking diversity mean for those in them. FLE is a completely new sector for Ms. Waldron, so she came to the study with a unique, unbiased perspective on policies and practices in this field.

**Chapter Summary**

This chapter focused on our research framework, design, collection, methods, limitations, and positionality. We sought to understand how signaling theory conveyed images on social media and how they were interpreted by the audience at large. If signals do, in fact, influence decisions and can improve information, it is advantageous for FLEs to be aware of these perceptions and their outcomes.

Furthermore, we sought to understand the importance of being inclusive in the media versus having diverse images that detract from the organization's goal to be diverse and inclusive. We better understood data scraping, text mining, and keyword procurement through the literature. In addition, we explained our choice to include artifact analysis and FGs to have a comprehensive understanding of this new, and somewhat complex, social-media-scraping tool. Finally, we explained our data collection methods to include scraping five federal agencies' sites for images and text.

We subsequently discussed how we would code those images to assess various factors and their frequency on given sites. Similarly, we discussed how we scraped the same sites for
keywords to create a qualitative snapshot of DEI word frequency and impact. Finally, we identified how we developed trustworthiness with our FG members who are current law enforcement employees and college students. We discussed the importance of relevancy and buy-in from our participants to yield quality information. We also discussed our positionality and limitations on the project given our respective fields and affiliations.

By clearly laying out our methodology, we were better able to extract our findings and look for takeaways across the various data collection methods. Through images, text, and FG responses, we were able to extract data and carefully analyze them. In doing so, we were better able to answer our three RQs, which we discuss in-depth in the following chapter.
Chapter 4: Data Analysis and Research Findings

In response to the RFA and the problem of practice (PoP), we developed three research questions to help us explore how FLE can diversify their applicant pool. Due to the agency not being allowed to provide internal data, nor being allowed to connect with any current employees, we had to utilize public source data to best address the PoP. In the RFA, the FLE noted they wanted the Capstone team to provide a presentation on their findings regarding social media and recruitment. As a result, our research questions helped provide feedback to the FLE:

- How are marketing efforts intentionally promoting diversity and inclusion through social media?
- How do potential applicants view social media posts from select federal agencies?
- What barriers (real or perceived) deter potential applicants from applying to certain federal agencies over others?

To help answer these questions, we first explored the social media sites of several FLE agencies. We bounded the data to a 60-day period between August and September 2023; next, we analyzed our data extensively for patterns and trends, as mentioned in Chapter 3. We extracted samples of these data to show the three FGs to see how they perceive images and messaging from FLEs. We also discussed general observations about FLEs with the FGs. In doing so, we were better able to understand their impressions, allowing us to provide crucial feedback to FLE.

Prior to scraping the data, we felt it was valuable to know who is on social media and which sites cater to certain demographics. Understanding the nuances of various social media platforms helps inform FLE and knowing where potential audiences reside is advantageous to their marketing efforts. Table 3 shows the platforms we analyzed based on demographics.
### Table 3

**Percentage of U.S. Adults in Age Range Using Social Media Platforms**

<table>
<thead>
<tr>
<th>Social media platform</th>
<th>Age range 18–29</th>
<th>Age range 30–49</th>
<th>Age range 50–64</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facebook</td>
<td>70%</td>
<td>77%</td>
<td>73%</td>
</tr>
<tr>
<td>Instagram</td>
<td>71%</td>
<td>48%</td>
<td>29%</td>
</tr>
<tr>
<td>Twitter (X)</td>
<td>42%</td>
<td>27%</td>
<td>18%</td>
</tr>
</tbody>
</table>

*Note. This table consists of values derived from WebFX.*

Additional demographics regarding Facebook, Instagram, and X include the following:

- **Facebook**
  - 55% of users are women
  - 45% of users are men
  - 67% of White people use Facebook
  - 74% of Black people use Facebook
  - 72% of Latine people use Facebook (Storm, 2023).

- **Instagram**
  - 50.3% of users are women
  - 49.7% of users are men
  - 43% of Black people use Instagram
  - 38% of Hispanic people use Instagram
  - 32% of White people use Instagram (Polishchuk, 2021).

- **X**
  - 35% of Asian people use Twitter
  - 31% of Hispanic people use Twitter
30% of White people use Twitter
28% of Black people use Twitter (Dixon, 2023).

TikTok is another popular social media platform; however, DOJ agencies choose not to own accounts because TikTok is owned by a Chinese company called ByteDance Ltd., and the Chinese government requires companies to share their user’s security information (Barinka & Flatley, 2023). The Pew Research Center has examined the application’s popularity among U.S. users, reporting on the percentage of adults in each racial demographic who use the app:

- 49% of Latine adults
- 39% of Black adults
- 28% of White adults (Gottfried, 2024).

Understanding a platform’s audience is imperative in reaching diverse populations. FLE seeks to reach a diverse applicant pool, so it is imperative to know which various demographics use which platforms.

Having a firm understanding of the FLE agencies’ social media presence allowed our team to see the type of posts, frequency of posts, etc. made by the agency. It also allowed us to observe whether examples of tokenism of faultruisum appear on their sites. Furthermore, we wanted to understand what kind of images and accompanying texts were made on these platforms. The first phase of data collection was social media images extracted from Facebook, Instagram, and X platforms. Analysis consisted of two categories: (a) identifying the number of diverse images that fell into an awareness category and (b) extracting all images, or data scraping, from a 60-day timeframe (e.g., August 1, 2023 to September 30, 2023) and developing a set of codes that identify subjects in a given image. We now discuss each category and its results in more detail.
Identification of Diverse Images During Awareness Months

Scraping and analyzing one aspect of their social media allowed us to understand RQ 1: How are marketing efforts intentionally promoting diversity and inclusion through social media? To best answer this question, we decided to focus on social media images that fall into Special Emphasis Programs (SEPs) because the U.S. federal government established these initiatives. SEPs refer to those programs that focus attention on specific groups because of a particular law, regulation, and/or U.S. executive order and have been initiated where a need has been demonstrated. SEPs also address the employment-related concerns of groups not explicitly included in other programs. The DOJ Equal Employment Opportunity community promotes government- and department-wide special observance programs to help raise awareness about the rich diversity of our nation’s population (United States DOJ JMD, 2024). Through various special observance events, the department acknowledges the invaluable contributions of all Americans to the United States and the Justice Department and aims to foster diversity and inclusion in all aspects of agency operations.

It was also important for us to determine if FLE agencies promoted the awareness month and, if so, how often they posted images on their social media platforms. We manually counted the number of images that recognized the SEP of that month. Figure 2 shows the number of posts per each FLE agency’s social media platform. Note the rows darkened out mean that the particular FLE agency does not have that social media platform. Also, FBI Richmond created their Facebook account in June 2023, which is why a value of “N/A” is illustrated from January through May.
Figure 2

Social Media Awareness Month - Number of Images

<table>
<thead>
<tr>
<th>Commemorative Program</th>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>September - October</th>
<th>October</th>
<th>November</th>
<th>November</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Martin Luther King, Jr. Remembrance Day - 1/16</td>
<td>2</td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>National Black History Month</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>National Women’s History Month</td>
<td>2</td>
<td>1</td>
<td>6</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Holocaust Week of Remembrance</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Arab American Heritage Month</td>
<td>FBI Richmond - Facebook</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Asian, Native Hawaiian and Pacific Islander Heritage Month</td>
<td>FBI Richmond - Instagram</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>LGBT+ Pride Month</td>
<td>DEA - Facebook</td>
<td>0</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Near and Middle East Heritage Month</td>
<td>DEA - Instagram</td>
<td>1</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>National Disability Employment Awareness Month</td>
<td>BOP - Facebook</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Veterans Day</td>
<td>BOP - Instagram</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>National Native American Heritage Month</td>
<td>OSWS - Facebook</td>
<td>0</td>
<td>9</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>OSWS - Instagram</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>OSWS - Twitter</td>
<td>0</td>
<td>10</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>ATF - Facebook</td>
<td>0</td>
<td>5</td>
<td>7</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>ATF - Instagram</td>
<td>0</td>
<td>5</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>ATF - Twitter</td>
<td>0</td>
<td>5</td>
<td>7</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>6</td>
<td>48</td>
<td>54</td>
<td>3</td>
<td>6</td>
<td>15</td>
<td>14</td>
<td>1</td>
<td>10</td>
<td>2</td>
<td>11</td>
</tr>
</tbody>
</table>

Note. The rows darkened out means that FLE agency does not have that social media platform.

Also, FBI Richmond created their Facebook account in June 2023, which is why a value of “N/A” is illustrated from January through May.

Table 4 illustrates the months and observances we used to count the number of images that fall into that awareness month. It also shows Arab American Heritage Month and Near and Middle East Heritage Month because they are recognized by the FBI for the months of April and July, respectively. This information is derived from FBI’s BuNet, which is the agency’s intranet (FBI BuNet, 2024). The Near and Middle East Heritage Month is recognized by the FBI as a means to bring awareness to cultures near to and in the middle eastern region of the world.
Table 4

**FBI Special Emphasis and Observance Programs**

<table>
<thead>
<tr>
<th>Date</th>
<th>Observance</th>
<th>Total images</th>
<th>Percentage of dataset</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>Dr. Martin Luther King, Jr. Annual Holiday</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>February</td>
<td>National African American (Black) History Month</td>
<td>48</td>
<td>27%</td>
</tr>
<tr>
<td>March</td>
<td>National Women’s History Month</td>
<td>54</td>
<td>30%</td>
</tr>
<tr>
<td>April</td>
<td>Holocaust Days of Remembrance</td>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>April</td>
<td>Arab American Heritage Month</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>May</td>
<td>Asian Pacific American Heritage Month</td>
<td>15</td>
<td>8%</td>
</tr>
<tr>
<td>June</td>
<td>Lesbian, Gay, Bisexual, and Transgender Month</td>
<td>14</td>
<td>8%</td>
</tr>
<tr>
<td>July</td>
<td>Near and Middle East Heritage Month</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>September -</td>
<td>National Hispanic Heritage Month</td>
<td>10</td>
<td>6%</td>
</tr>
<tr>
<td>October</td>
<td>National Disability Employment Awareness Month</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>November</td>
<td>Veterans Day</td>
<td>11</td>
<td>6%</td>
</tr>
<tr>
<td>November</td>
<td>American Indian/Alaska Native Heritage Month</td>
<td>10</td>
<td>6%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>180</td>
<td>100%</td>
</tr>
</tbody>
</table>

Note. Near and Middle East Heritage Month is a FBI specific SEP.

The data percentages in Table 4 show various racial and ethnic groups were less represented than other groups. This matters because acknowledging one racial or ethnic group over another can imply group preferences. FLE agencies must continuously be aware of their audience’s perceptions of the images they choose to post on their social media platforms as well
as the frequency of the posts. For example, if an FLE agency recognizes Black History Month but not Arab American Heritage Month on their social media accounts, then a person might assume the FLE agency has an Islamophobic workplace culture.

The number of awareness month images FLE agencies post on social media platforms does not correlate with the importance of recognizing each SEP; however, it can help FLE agencies ask themselves why they post more images of one SEP over another and what message that is sending to the public at large. It may also impact potential job applicants. For example, how likely is a person with a disability willing to submit a job application to a law enforcement job when there are only three social media images posted in 2023 recognizing National Disability Employment Awareness Month? In addition, highlighting different marginalized groups only during their “assigned” month could lend itself to tokenism and faultruism. Job applicants may infer that FLE agencies are most interested in recruiting women and people of color based on the number of images posted for a SEP month. Although it is important to note an agency’s commitment to diversity, showing diverse images resonated more with our FGs. Figure 3 depicts the total number and percentages of social media awareness month postings by agency. ATF posted the most SEP images, followed by the FBI, USMS, FBI Richmond, DEA, and BOP.
Figure 3

Social Media Awareness Month Postings by Agency

<table>
<thead>
<tr>
<th>Agency Platform</th>
<th>Total</th>
<th>Percentage by Agency Platform</th>
<th>Total Percentage by Agency</th>
</tr>
</thead>
<tbody>
<tr>
<td>FBI - Facebook</td>
<td>19</td>
<td>11%</td>
<td>27%</td>
</tr>
<tr>
<td>FBI - Instagram</td>
<td>11</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>FBI - Twitter</td>
<td>18</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>FBI Richmond - Facebook</td>
<td>6</td>
<td>3%</td>
<td>12%</td>
</tr>
<tr>
<td>FBI Richmond - Instagram</td>
<td>15</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>DEA - Facebook</td>
<td>7</td>
<td>4%</td>
<td>12%</td>
</tr>
<tr>
<td>DEA - Instagram</td>
<td>10</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>DEA - Twitter</td>
<td>5</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>BOP - Facebook</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>BOP - Instagram</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BOP - Twitter</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>USMS - Facebook</td>
<td>13</td>
<td>7%</td>
<td>18%</td>
</tr>
<tr>
<td>USMS - Instagram</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>USMS - Twitter</td>
<td>19</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>ATF - Facebook</td>
<td>18</td>
<td>10%</td>
<td>32%</td>
</tr>
<tr>
<td>ATF - Instagram</td>
<td>22</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>ATF - Twitter</td>
<td>17</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>180</strong></td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Note. ATF = Alcohol, Tobacco, Firearms; BOP = Board of Prisons; DEA = Drug Enforcement Agency; FBI = Federal Bureau of Investigation; USMS = United States Marshal Service

For CY2023, ATF posted the most awareness month social media images compared to all other FLE agencies. Out of the 180 diversity images, 57 (32%) were posted by ATF followed by FBI Headquarters with 48 (27%) diverse images, USMS with 32 (18%) diverse images, FBI Richmond with 21 (12%) diverse images, DEA with 22 (13%) diverse images, and BOP with no diversity images posted in CY2023. The data percentages in Figure 3 reflect the focus each FLE agency placed on SEPs based on these percentage values. This matters when it comes to
recruiting a diverse applicant pool because frequently posting social media images on various awareness months signals an FLE agency’s workplace inclusion of diverse groups.

FBI Richmond does not have an Instagram page, and they just started a Facebook page in June 2023. It is for these reasons that their overall diversity image score is lower than that of other FLE agencies. Additionally, BOP does not have an Instagram account; unlike FBI Richmond, BOP posted no diversity images during CY2023. The BOP social media platforms contained very few images compared to other FLE agencies. In our recommendations section of this paper, we advise what FLE agencies can do to promote diversity and inclusion efforts successfully based on these findings.

Data Scraping and Coding Images for 60 Days

Identifying the number of diverse images involves more than just identifying social media images that fall into SEPs. Diverse images can include attributes related to gender, age, ethnicity, the placement of a person in a photo, etc. For this reason, we also looked at all images within 60 days and used imaging codes to determine the frequency of often diverse images appearing on FLE agencies’ social media platforms. Observing images on social media platforms is not a foolproof process and not all people may interpret an image in a similar way. As we casually scrolled through the images, we quickly viewed an image and applied the codes that we thought best fit. This helped us capture the first impressions of an image and authenticate the process of quickly absorbing information. Table 1 lists the social media codes utilized to tag images.

We manually extracted all social media images (i.e., photos) posted on FLE agencies’ Facebook, Instagram, and X platforms from August 1, 2023 to September 30, 2023. We used Microsoft Excel spreadsheets to collect the following information for each social media image:
• Image URL,
• Date of the image posted on the social media platform,
• Social media codes (up to six codes per image), and
• Text associated with the image.

Appendix K lists these attributes per FLE agency and social media platform. We immediately discovered that most social media images were the same across all three platforms. We selected four diversity awareness month images to show each FG, which are labeled as Figures 8 to 11. We also decided to select two images per FLE agency to show the FG participants. Table 5 consists of these images, which were selected based on two criteria: the most frequent codes of a particular agency (i.e., if most posts were of Black women, we chose a slide depicting Black women) and the second image was the one with the “most likes.” The reason why text is not associated with these images is because the researchers wanted FGs to not be influenced by the verbiage and just focus on the images, as a casual social media scroller only reads the text after an image has gained an initial impression. As a result, the images in Table 5 were presented to each focus group and discussed in detail.
Finally, to ensure quality control, after coding, we each went back through each other’s codes to check for similar designations. If there were a discrepancy, we discussed the image and made a decision as a team on those flagged items. However, there were few that were coded differently by different group members. We wanted to sure there was not bias using this system.

Table 5

*Images Shown to FG Participants*
<table>
<thead>
<tr>
<th>FLE</th>
<th>Image 1</th>
<th>Indicative of most frequent codes used of an FLE agency</th>
<th>Image 2</th>
<th>Most likes on each FLE agency’s social media</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATF</td>
<td><img src="ATF_image1.png" alt="ATF Image 1" /></td>
<td>A group of uniformed officers gather together and distribute water bottles.</td>
<td><img src="ATF_image2.png" alt="ATF Image 2" /></td>
<td>A black Labrador lays on the ground; it looks off into the distance.</td>
</tr>
<tr>
<td>BOP</td>
<td><img src="BOP_image1.png" alt="BOP Image 1" /></td>
<td>Three women, two in nursing scrubs, smile at the camera; they stand in front of a Board of Prisons display table.</td>
<td><img src="BOP_image2.png" alt="BOP Image 2" /></td>
<td>A large group of people stand in business attire with mountains in the distance.</td>
</tr>
<tr>
<td>DEA</td>
<td><img src="DEA_image1.png" alt="DEA Image 1" /></td>
<td></td>
<td><img src="DEA_image2.png" alt="DEA Image 2" /></td>
<td></td>
</tr>
<tr>
<td>DEA image description</td>
<td>The banner “Faces of Fentanyl” is situated on the left with a portrait of a man and “Forever 25” scripted below. His name is listed above his photo.</td>
<td>Man of color performing a push-up exercise.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FBI HQ</td>
<td>Four men in business suits stand together.</td>
<td>A black dog with a collar stands with his head tilted; FBI Police cruiser is in the background.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FBI RH</td>
<td>A group of employees stand under an FBI tent at an outdoor event.</td>
<td>A few community members gather around a helicopter; an FBI Richmond banner is to its left.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FBI RH image description</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
USMS

Three men, one in scrubs, one in tactical gear and one in street clothes stand in a candid photo.

A group of officers in tactical gear stand with one woman dressed in all black.

Note. The images above were selected using the researchers’ coding system. The descriptors are for accessibility reasons only. They were not provided to the FG members. ATF = Alcohol Tobacco and Firearms; BOP = Board of Prisons; DEA = Drug Enforcement Agency; FBI = Federal Bureau of Investigation; FLE = Federal Law Enforcement; HQ = Headquarters; RH = Richmond; USMS = United States Marshal Service

Analysis of Text and Keyword Density

Although most of our project looked at diversity within imaging, we were also curious how captions relayed certain messages to the public at large; therefore, we examined a sample of 60 days from FBI HQ, FBI Richmond, and DEA. In Figures 4 to 6 we share word clouds generated by these agencies; we also extracted the five most common words seen during the 60-day window.
**Keyword Density of FBI Richmond**

In Figure 4, most of these words hold neutral connotations. Although some agencies aim to keep a neutral tone, using words with connotation can humanize the posts. Figure 4 presents the top five words extracted from FBI Richmond. They are neutral in tone.

**Figure 4**

*Top FBI RH Words Used on Social Media Platforms*

<table>
<thead>
<tr>
<th>Term</th>
<th>Count</th>
<th>Word Cloud of Top FBI RH Words</th>
</tr>
</thead>
<tbody>
<tr>
<td>police</td>
<td>108</td>
<td></td>
</tr>
<tr>
<td>fbi</td>
<td>91</td>
<td></td>
</tr>
<tr>
<td>department</td>
<td>73</td>
<td></td>
</tr>
<tr>
<td>Richmond</td>
<td>67</td>
<td></td>
</tr>
<tr>
<td>virginia</td>
<td>65</td>
<td></td>
</tr>
</tbody>
</table>

*Note.* Five top terms listed next to the top 25 word cloud. RH = Richmond

**Keyword Density FBI Headquarters**

In Figure 5, the five most common words for FBI HQ are listed. Although the focal point is on the FBI and its director, the words read and learn are verbs versus the other nouns, which encourages audience engagement. In this situation, the FBI is encouraging the general public to do something. They are taking a role with the audience.
Figure 5

Top FBI HQ Words Used on Social Media Platforms

<table>
<thead>
<tr>
<th>Term</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>fbi</td>
<td>144</td>
</tr>
<tr>
<td><a href="http://www.fbi.gov">www.fbi.gov</a></td>
<td>59</td>
</tr>
<tr>
<td>read</td>
<td>41</td>
</tr>
<tr>
<td>learn</td>
<td>40</td>
</tr>
<tr>
<td>director</td>
<td>39</td>
</tr>
</tbody>
</table>

Word Cloud of Top FBI HQ Words

*Note.* Five top terms listed next to the top 25 word cloud. FBI = Federal Bureau of Investigation

**Keyword Density of DEA**

The final data scrape came from the DEA (see Figure 6). It was a bit more negative in nature with words like “fentanyl,” “drugs,” “lost,” and “learn.” Although “learn” was used as an incentive within context in FBI HQ posts, here it is grouped with negative words, creating a different connotation. If the site’s main goal is to recruit, the message may be falling short due to these words creating an ominous tone.
In looking at keyword density, none of the three sites used inclusive language citing genders, racial or ethnic groups, people of color, or LGBQTIA+ groups, for example. We initially were interested in seeing how often these types of words were used and in what ways agencies included diversity in their marketing and recruitment efforts. Text mining allowed us to understand relationships between large groups of texts. Although we only pulled three sample sizes when analyzing text, it was apparent that most agencies use neutral nouns in their text, and that most language is neutral in nature across agencies. In addition, all text samples lacked diverse and inclusive words based on the list we found at the beginning of our study.

**Commentary on Scraped Data Through Focus Groups**

The second phase of our data collection came in the form of FGs. We identified two demographics we wanted to meet with for our project: current law enforcement officers and
college students. Their feedback would provide the FLE agencies with valuable information from varying perspectives. The first FG included five law enforcement officers who still have a desire to work for an FLE agency; each holds at least a bachelor’s degree. The second FG was also law enforcement officers with at least 5 years of experience or more and the necessary experience needed to work for an FLE agency. The third FG consisted of four VCU undergraduate students, primarily interested in pursuing a career in FLE. Each FG met for approximately 1 hour.

All participants (100%) who completed the demographic survey were between 18 and 30 years old (eligible for federal employment; see Table 6). Each certified law enforcement officer (100%) had a minimum of a bachelor's degree (see Table 7). Of the three FGs, 71.5% of the participants were men and 28.5% of the participants were women (see Table 8). Additionally, of the three FGs, 57% of participants identified as Black Americans, 29% identified as White, 7% identified as American Indian or Alaska Native, and 7% identified as Hispanic (see Table 9). All law enforcement participants worked full time, whereas 50% of the student FG were currently employed (work-study; see Table 10). None of the participants across the three FGs reported having a disability and 7% identified as a U.S. veteran (see Tables 11 and 12).
Table 6

*Focus Group Demographic - Age*

<table>
<thead>
<tr>
<th>Age group</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18–21</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>22–25</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>26–30</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>31–35</td>
<td>0</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

Table 7

*Focus Group Demographic - Degree Type*

<table>
<thead>
<tr>
<th>Degree type</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's degree</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Master's degree</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>No degree</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Enrolled in undergrad</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

Table 8

*Focus Group Demographic - Gender Identity*

<table>
<thead>
<tr>
<th>Gender identity</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Man</td>
<td>4</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Transgender</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
### Table 9
**Focus Group Demographic - Racial Identify**

<table>
<thead>
<tr>
<th>Racial identity</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Black or African American</td>
<td>3</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>1</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Table 10
**Focus Group Demographic - Employment Status**

<table>
<thead>
<tr>
<th>Employment status</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work full time</td>
<td>5</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Work part time</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Work study</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

### Table 11
**Focus Group Demographic - Disability Status**
Synthesizing the quantitative and qualitative data collected through data scraping and the FGs enabled the team to identify key themes, which, in turn, helped answer our RQs. Four main themes emerged from the FGs: diversity is valued, viewers value authentic posts of high-quality images, social media impacts recruitment, and challenges exist for potential applicants when applying to FLE agencies. Meeting with the three FGs gave us a snapshot of how potential job applicants might view the images and messages on the FLE agencies’ sites.

**Applicants’ Perspectives of FLE Agency Social Media Sites**

Throughout the three FG sessions, the common theme that surfaced in the conversation was that most members felt that the agencies, especially the FBI, showed a noticeable amount of diversity on their organization's social media pages. FG participants felt the FLE agencies are

<table>
<thead>
<tr>
<th>Disability status</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>No</td>
<td>5</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Veteran status</th>
<th>Law enforcement group #1 (5)</th>
<th>Law enforcement group #2 (5)</th>
<th>Student group #1 (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>No</td>
<td>5</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Table 12

*Focus Group Demographic - Veteran Status*
conscientious of the need for diversity and they have strategically expressed the desire for a welcoming environment. One law enforcement participant noted,

I am on their website; I have [kind of] FBI, CIA and the major ones. And it pretty much focuses [on kind of what] their job is, what their duty is, and it shows a lot of different ethnicities and a lot of different racial groups and everything like that. So I want something in the right direction towards diversity and equity and everything like that. Um, in terms of social media, I haven't really viewed too many sites, but I believe that it will be in terms of kind of what their field is, and what their mission is, and things like that.

There was a general expectation that diversity would be included by the police FG consisting of younger officers. However, students expressed that the diversity should not just be on social media but should be evident in the workplace as well. They shared,

I don't want to just see diverse images on social media. I want to see diversity in the agency. I want to look [and see] diversity around me. I want there to be fair representation [and] not just on social media, but like, actually in, in the workplace. So I think that's really important.

Diversity should be an expectation, and this was noted by several FG members. Another law enforcement FG participant noted:

I guess at first, I'd say that did not surprise me. Because I know these are large national agencies, and as I said, you know, I already assumed that they are diverse in many ways as they draw people from many different backgrounds.

Although the law enforcement officers “assumed” FLE agencies would aim to be diverse, college students were more speculative and viewed images with a more discerning eye. Overall,
most participants stated that they felt the agencies showed a favorable amount of diversity in their workplaces. However, one student FG participant said,

If there is lots of diversity, if the media does portray diverse images, then yes, I will be more likely to apply. But then if I do apply and get that job, then I want to be sure that I'm being treated fairly like, as a Black woman, I want to be sure that I'm, you know, not being profiled or not being, you know, exposed to microaggressions.

Another participant expressed that diversity was the thing they looked for when researching potential employers. They stated, “So, I also look for diversity on a web page; I think the FBI has done a great job in the last several years of transitioning their website, and their goals and [personal were] my personal experience.” Overall, the college students value diversity not just regarding race, but they shared their thoughts on diversity when it comes to age as well. With the number of employees under 30 in the federal workforce, FLE agencies would benefit from ensuring that their force is diverse when it comes to race and age. One student FG participant shared her view on this topic:

I also want to see diversity in terms of age. Also, like younger individuals, I think I would definitely be more inclined to apply by seeing people who are around my age range… I feel more accepted as someone who, who wants to start out pretty young coming out of college.

One participant noted that “it appears to be fairly diverse as far as gender goes; it looks like there is a fairly decent mixture of male and female personnel from the FBI [Richmond] field office. I could be an advantage to the organization.” The student group members have the expectation of diversity in gender and age within an organization.
Although the FLE agencies’ websites returned favorable responses in their intent to promote diversity, there were some contradicting positions regarding the content in their social media posts. In social media, images can carry more robust information. Figure 7 shows the number and percentage of Facebook images by gender and race during the August to September 2023 timeframe across the six FLE agencies. Half of all social media images contacted White males followed by White females, men of color, and women of color. This is noticed by social media consumers and confirmed by our FG discussions. One student FG participant said, “First thing I noticed is that it looks heavily Caucasian.” Another stated,

Most of the photos I have seen of [are] are male-dominant, typically Caucasian males. I rarely see any [pictures] of African Americans, whether it is, you know, male or female, and just in general, it seemed like a very predominant agency just based on a picture that I have seen. So, that was somewhat surprising for me.

As mentioned earlier, with social media becoming the primary source of immediate information, agencies must be aware of the effect their posts have when communicating with stakeholders. One student FG member stated,

I would not say that [I do not remember] anything memorable. I do not necessarily remember any pictures specifically. In terms of social media. I do not think I have ever explicitly gone out of my way to review, like, or look over a federal law enforcement agency's social media platform. I might have come across one, but I do not necessarily see the benefit of necessarily going to social media. I see myself probably navigating the website, more than just social media.
To gain the attention of potential applicants, the organization must create ways in which they can pique the interest of potential employees through their posts’ images. These posts must be intentional with the thought of a positive impact on the receiver.

**Figure 7**

*Facebook Images by Gender and Race (White vs. People of Color)*

![Facebook Images](image)

*Note.* We classified images based on how the FLE agency lists gender on their federal job application (male/female/decline to state). Also, Facebook images posted during August–September 2023 were reviewed. MOC = Man of Color; WM = White Male; WOC = Woman of Color; and WW = White Woman.

**Intention Versus Impact**

FLE agencies must understand that when posting content on social media, their posts must be intentional; they have a split second to capture their audience. Intent and impact are not the same, and misunderstanding the difference of the two could lead to negative responses. Although intent is what an organization or person thinks or feels during an action, the impact refers to how that action makes the audience feel. If an agency seeks to have a play on words,
they must be conscientious that the intended meaning may not be clear to the audience. When viewing social media posts for selected agencies, one law enforcement FG participant had this to say about the FBI Richmond post:

I noticed many children appear to be possibly families at the event. And I did notice the FBI Richmond sign (near) the helicopter. So, I wonder if this is a community event. However, it is also looking at, you know, potentially [bringing] the kids in to become interested early on in their lives, with the helicopter show[ing] part of the resources available to FBI agents.

Early exposure to the FBI allows community members to have a better understanding of the organization, their technology, and overall mission.

In a post shown to the FGs from the FBI Headquarters’ social media platform, the FG participants expressed their appreciation for some posts. Some images resonated with FG members more than others. A law enforcement participant stated,

For some reason, I would have to say the Tommy Gun one. I liked the photo opp they did there, just because it kind of drew me [in you] know [if they] it was like a hiring process, what was going on with that was a year award ceremony. And another one that drew me in was the one with the gentleman, but it looked like they were fitting the person when they have the gloves on to me that kind of showed that they are trying to build him up kind of they are trying to you know, show like hey, this is what you are ready to do is helmet look kind of oversized I am. So, it reminded me of, like, when I was in training, where, you know, I had someone showing me how to put on certain gear. So that kind of drew me in as well.
When applicants can relate to the events in a photo, this draws them in and creates a shared experience. Candid photos have the potential to resonate with prospective applicants. When applicants can “see themselves” in the photos, this is a valuable recruiting tool as well.

As the participant mentioned, the social media image must be intentional and impactful in a way where it draws the user into a position that encourages them to explore the entire content of the photo. It is important for FLE agencies to think about what a person might focus on in an image and what they want to highlight in terms of perception of their organization. In addition to the photo’s impact, one common thought that arose reflected on the photos’ quality. Each of the five agencies had photos of different quality, which was a concern across the three FGs.

**Quality of Photos**

In the three FG sessions, one common theme was the desire to see quality pictures. Some FG members mentioned that some posts seemed to be taken with older equipment, whereas others commented on the angles and distance at which the pictures were captured. Research shows that higher-resolution images impact platform engagement. The higher the engagement rate, the more attractive the organization can become to potential applicants.

Another student FG member agreed with the previous participants by mentioning this regarding a post made by the FBI. They said, “It appears to be an older photo that appears somewhat dated. Maybe it is talking about how long. I wonder if it talks about how long women had been in the FBI as field agents.” When it comes to the quality of photos, at times, the impact could be more significant than an updated photo when it shows the agency’s history in an impactful way. Many FG comments showed more confusion than clarity when it came to dated photos. Purposefully, our team left captions off of the photos to capture immediate impressions. When one is scrolling, it is the image that typically draws them in, and often it is without
context. The drawback of using dated photos with catchy taglines is that they may be misunderstood by younger audiences. For example, one student FG participant did not understand the woman empowerment theme of the image in Figure 8. She said, “it's just kind of insinuating. Like being a woman, is this [a] deficit?” Although the FBI meant to show women empowerment through the play on words, it was missed by younger audiences. The intention was to show women in a positive manner; however, the impact reflected a negative thought from the young viewer.

**Figure 8**

*FBI Women’s History Month Social Media Image*

Note: The image above was posted on FBI Facebook on March 1, 2023.
One law enforcement FG participant expressed gratitude for being exposed to an older photo with historical information. The law enforcement FG participant shared a positive comment when shown Figure 9 posted by the USMS: “It is an older picture. It was probably before the 1900s, I would guess. I wonder if maybe this is the first man of color in the US Marshal Service.” So, although some pictures might confuse viewers, others pulled their attention; intentionality is vital.

**Figure 9**

*USMS National Black History Month Social Media Image*

*Note:* The image above was posted on USMS Facebook on February 2, 2023.

**Staged vs. Authentic Posts**

In addition to the quality of photos, the three FGs expressed ideas related to photos that appeared authentic versus those that appeared to be staged or catered towards the intended message. When it came to the photos themselves, the researchers were surprised to see the
amount of in-depth examination the FG participants took when it came to examining the photos. One law enforcement FG participant said,

I have been doing law enforcement for a few years. I have seen how sometimes, like these photo opps go. I do to some level wonder if because we have all gone to events and done photo opps and, you know, everyone goes their separate ways. Some people go home and have some people who do care, stay. And so I always see the photos, and I am like, [Oh, I wonder if any of these are forced.]

Lived experiences are important to prospective applicants. They can see expressions, body language, etc. in a photo. If a photo feels “forced,” this may resonate poorly with potential applicants and come off as inauthentic.

When viewing Figure 10, one law enforcement FG participant advised that the pictures seemed intentionally staged by saying, “It just seemed like something like they were trying to check off a box or something along those lines.” Another shared, “I have seen those 1000 times before. Those types of photos like graduation photos or your first-day photo…” When pictures are candid, they appear more personal and authentic versus staged images. This style allows the public and potential applicants a more authentic view of the FLE agencies. The photos are one way to capture inclusivity, but organizational inclusion is what is truly expected.
In addition, one certified law enforcement officer FG participant mentioned that it was better to see posts that focused on employees of the selected agencies in their natural environment. Including candid posts shows the more authentic culture and climate of an organization. It provides a glimpse behind the scenes exposing potential applicants to other roles, duties, and day-to-day experiences of FLE employees. One law enforcement FG participant stated, “[When it] looks like they are in their natural environment, doing whatever their job entails, I think that is a bigger draw than seeing the staged photographs. Like it gives you a sense of what they do.” Because the public does not always have a full understanding of the job responsibilities or the day-to-day role of a FLE employee, social media provides a lens for them to get a “behind the scenes” look at what could amount to a professional career choice. Future applicants seeing versions of themselves is crucial. They allow younger community members to
imagine and dream of themselves in this role, especially when they see current employees, who look like them, in these careers.

Authenticity matters. FG participants shared that “something more active would draw my attention more.” When viewing a social media post from the FBI, one law enforcement FG member thought it was important to show employees’ real-life journeys of growth within the agency. Figure 11 showing an image of a medical laboratory technician drew in an FG participant. They said, “I like the content; it is like her story.” Overall, the FG participants shared their desire to see authentic posts. The next section further details how to improve social media content.

**Figure 11**

*DEA National Black History Month Social Media Image*

*Note:* The image above was posted on DEA Instagram on February 9, 2023.
Improving Social Media Content

FG participants were asked to provide recommendations they would provide to FLE agencies when developing their social media posts. The common themes from the three FG meetings were to (a) take pictures of employees in their natural state, (b) value community outreach and engagement, and (c) think about the intended audience.

Natural State

FG participants felt agencies should take more casual pictures of employees in everyday roles. Agencies should not look to create staged images as they are easily identified as less-than-impactful posts. One law enforcement FG participant said, “I think my recommendation would be to do more off-guards, for photos to catch people, where they are casually enjoying themselves, like officers, not staged photos.” As digital natives (a person born or brought up during the age of digital technology and therefore familiar with computers and the internet from an early age), this FG has significant experience with social media and a stronger understanding of what resonates with them as an audience (Oxford Languages, 2023).

Another student FG participant added that agencies should ensure their pictures capture different aspects of the job. They advised, “One recommendation I would give is to try to include content that encapsulates different aspects of the job.” Given the nature of the job, “off guard photos” are not always feasible. One certified law enforcement officer sometimes saw the need for staged photos, especially regarding recruitment. Their recommendation was for the agency to make sure these pictures are diverse and show women of color. Rather than staging photo opportunities, when you have diverse people on staff, you will be able to have diverse images with natural body language. Regardless of age or experience, FG participants felt candid photos are more authentic and resonate more with the audience at large.
Community Outreach Engagement and Outreach are Valued

Focusing on community partnership should be a priority for FLE agencies as the agencies’ success depends on what the stakeholders say. A law enforcement FG participant advised on the importance of valuing the community:

It is essential to show that our two recruiters are engaging with the community because that will help spread the word. However, it also shows that the agency is committed to its community. I think another thing that helps with recruitment is when agencies post about the good things that their department, that the agency, is doing itself… The community thinks it is a huge recruiting tool.

Early exposure to the agency is a vital way to educate the community at large and provide more information about the FLE agency and what they offer. Outreach efforts help build the foundation of connection to diverse communities; in addition, it builds trust because it shows the willingness to want to better relate to people from various backgrounds. When strong and positive partnerships are already established, it is easier for FLE agencies to recruit people from those diverse communities that they already service because of effective outreach efforts.

Understanding Audience

Understanding the key audience was another common theme that emerged from the FG meetings. As the world has shifted into a digital world, many suggestions centered on youth. Recruitment efforts should include social media, as youth commonly look at social media on their phones and tablets. One law enforcement FG participant stated,

I feel like you have to look at your target, or the group of people that you are trying to get for recruitment. You know, like years ago, I will say 10, 15, 20 years ago, when someone is looking for a job, you go on Indeed.com. Most of them do not go on these
websites like that. So you have to get them in their comfort environment, social media. Younger folks are always likely to be on Facebook, TikTok, etc.

If FLE agencies are cognizant of social media’s impact, they can use it to not only engage the community but also to recruit younger talent. Another student FG participant suggested that FLE agencies develop inspiring short videos because they are “convenient for younger generations.” They hold the youth's attention. It would be more beneficial than relying solely on websites. In addition to looking at the types and impacts of posts, the FG also talked about real and perceived barriers when it came to applying to FLE agencies.

**Challenges of Applying to FLE Agencies**

The findings show us that barriers exist for applicants when applying for roles in FLE agencies. Some of these barriers are real, whereas others are perceived either through assumption or misinformation. Primary barriers include background checks, required education, access and timing, website accessibility, lack of early exposure, and inability to choose workplace location, which prevent some applicants from applying or continuing the application process with an FLE agency.

**Individual Backgrounds and Circumstances**

A common theme that emerged during the FGs with current law enforcement was the individual seeing their select set of circumstances or backgrounds as a distinct barrier in obtaining a role in FLE agencies. To begin, one law enforcement participant commented,

I felt like a barrier that I faced was basically the location where I live so they actually asked me from what I can remember was my neighbors, like [who] were my neighbors for like the past 10 years or so. Sorry, questions that felt like we're kind of loaded for me personally, because I can't help where I grew up at. So for instance, [asking] me about a
childhood friend of mine, multiple ones or something along those lines, and
unfortunately, one of my friends committed murder; he had a double homicide charge on
him…. I felt like certain questions I was kind of [going to] be dinged on by my
background, which I couldn't control even though I was doing– I'm doing very well– you
know? I'm [in] law enforcement itself. However, I feel like it was kind of playing [in]
that background, where I didn't know if I was [going to] get it just because of other
people's actions.

Because this individual did not know for certain how this factor from his background impacted
his application, he assumed it was due to his friend’s actions. This is an example of how
misinformation and assumptions can impact applicant decisions.

In addition, financial barriers were particularly a concern for potential FLE applicants.
One missed payment could mean they are not eligible for employment. One participant explained
his experience prior to the pandemic:

So I applied for the FBI … I believe in 2019. And that was a pretty rough year for me,
financially. And I remember applying for the FBI. And I think if I can recall, I believe I
was rejected. I don't know if this is really the right thing, but I'm pretty sure I was
rejected based off like my credit, or like having a loan or being deferred, [something
about a loan].

Additionally, scholars feel that attitudes toward student loan debt may differ because of
infrastructure put in place during the pandemic. If financial barriers were already a concern, there
could be continued worries about not being employable due to debt or forbearance. Finally,
educational debt was a concern for some applicants. FG participants described the challenges of
navigating through school when they did not have the money and had to take out loans without a
guarantee that they could pay the loans off with the rising education costs. This barrier is one that the FLE agencies can debunk and clarify for potential applicants.

**Required Education is a Barrier**

Another perceived barrier is formal education. FLE requirements are juxtaposed with local law enforcement where there has been much debate over limited formal education requirements. With local agencies requiring different educational requirements, there is not an opportunity for a sworn officer to move to FLE despite years of experience if they lack a bachelor’s degree. One law enforcement FG participant explained the ramifications of this requirement:

> I think one of the first barriers is educational background, especially nowadays, many of them have a minimum requirement of having from my last the last time I looked anyways, bachelor's degrees or equitable experience in law enforcement. And that's usually based on more time in law enforcement than it is necessarily actual experience that would apply towards that agency.

Although FLE agencies have stringent requirements regarding formal education, one very real barrier is that potential applicants cannot apply because they lack the required degrees.

Furthermore,

> All applicants must be U.S. citizens and attend or have attended a college or university full-time as an undergraduate, graduate, or post-doctoral student. Students must have and maintain at least a 3.0 cumulative grade point average (GPA) throughout the application process (or, for collegiate hires, through graduation). [https://fbijobs.gov/students-and-graduates](https://fbijobs.gov/students-and-graduates)

The three aforementioned barriers were a concern for some FG members.
FG participants expressed that although college was important, they felt that individuals who chose the military (without college) would have made excellent candidates. One participant talked about members of the military without college who they felt would make a strong agent. They stated,

I know friends that have gotten out of the military, have a ton [of] Protective Service detail experience but don't have a degree and weren't even really looked at, or considered by many agencies, just because they didn't have a background degree, a bachelor's degree or anything like that.

FG participants felt that FLE agencies are bypassing a group of individuals without college credits or advanced degrees who could be of value to the organization. Again, this provides an opportunity for the FLE agency to eliminate misunderstandings about requirements needed for employment.

**Prior Law Enforcement Experience**

Another perceived barrier is prior experience. Equitable experience in law enforcement is important to most FLE agencies. That experience is based on spending time in a local law enforcement agency; there, the applicant may gain valuable knowledge to put themselves in a position to later become a FLE agent. One of the FG law enforcement participants stated,

And I do think that there could be a challenge in applying to federal law enforcement because, you know, like, another law enforcement, and like (another law enforcement participant) said, there can be lots of requirements, like lots of certifications, and lots of tests that you need to pass.

Lack of understanding of needed requirements or how prior experience would be applied to their placement were two concerns FG participants expressed.
**Access and Timing**

The last barrier identified was website accessibility and the application process itself. For some applicants, this barrier is derived from assumed information. Some FG participants found the FLE websites counterintuitive and challenging to navigate. One law enforcement FG participant shared, “it's kind of confusing. There's a lot of back and forth. And to be honest, it's almost so confusing.” The websites’ flow proved challenging for some applicants as well. One law enforcement FG participant shared,

So if you go there, especially for job opportunities, a lot of them they'll start with like an employment tab. And then you can click on that. And they'll say, Well, if you want to apply, you need to create your usa.gov account, and then you go back to this website. And then you have to link a resume, send another resume. And so it's almost like I'm jumping back and forth between tabs to try to figure out where I'm actually looking for.

Aside from the website requirements, applicants expressed that the timeline for employment, as well as their field placement, were deterrents. A law enforcement FG participant said,

I applied to the FBI. I applied to the Secret Service, both uniformed [division] and special agents. And I actually withdrew my applications from the two because I was scheduled for my second interview going up to for my background check… there [was] too [much] moving around with federal agencies. Once you get hired, you spend [a] significant amount of time in DC. I [would] spend, I believe it was eight months in Georgia, then they will send me to my office.
Moving to multiple cities for this applicant was a deterrent as he had a young family. Overall, website access, timing, and lack of clarity regarding job placement/transfer were deterrents for some FG participants as well.

**Chapter 4 Summary**

In this chapter, we discussed our findings from three data sources: image scraping, text mining, and FGs. Through a careful process of scraping data, we looked at SEPs’ diversity months on social media. In addition, we devised a codebook to identify observable characteristics of images scraped from a 60-day window (August–September 2023). We then selected a sample from these posts; we bound our data utilizing posts that incorporated the codes most applied to a particular agency. For example, if the agency mostly used White men in a dominant position, we chose an image that reflected these tags to share with the FGs. Our framework of Signaling Theory argues that individuals and organizations convey images, and those images influence the decisions of those who observe them. They are only effective when the audience observes or perceives the image (Confetto et al., 2023, p. 123). To better test this theory, we selected the second sample based on social media engagement, better known as “most likes.”

We used these two sample images to start a noticing and wondering protocol with our FGs, allowing them to discuss various aspects of the FLE social media images. We also had an open discussion with several questions regarding perceptions of FLE agencies and applying to FLE agencies. After analyzing the FG transcripts, four main themes emerged: diversity is valued, FGs prefer authentic posts using high-quality images, social media impacts recruitment, and challenges exist for potential applicants when applying to FLE agencies.
Understanding applicants’ real and perceived barriers gives FLE agencies insight into why applicants may not continue with the application process. Many of these barriers come from assumed information, misinformation, and a lack of information. Our research showed four primary barriers for applicants: background checks, education requirements, prior experience, and access/timing. All applicants’ experiences and reasoning differed; however, common themes emerged across the two FGs of sworn officers. Although some barriers were real to some degree, others were perceived, and they were mostly a result of misinformation or a lack of understanding regarding a particular facet of the application requirements and process. Our quantitative and qualitative data provided feedback on not only the types of images on FLE social media but potential applicants’ perceptions of such images. In Chapter 5, we provide our recommendations for FLE agencies based on this Capstone project and its findings.
Chapter 5: Discussion

Historically, the U.S. government has not always been an inclusive organization. The literature shows (Brown, R, 2019; Chin, 2010; Coughlin, 2021) there is significant room for improvement when it comes to ensuring all federal programs and organizations are inclusive of marginalized groups. This is not just an ethical matter, but it is one of national security. The intelligence community (IC) must diversify as a means of protecting its citizens (Chin, 2010). With global populations changing dramatically, the IC should match those shifting numbers (Dao et al., 2021). In addition, with many federal organizations retiring experienced staff, there is a valid concern that these positions will remain unfilled unless there are proactive measures to not only recruit talent, but to recruit diverse talent.

Similarly, our research showed that the U.S. military understands that a diverse team is more capable of handling 21st-century threats. The lack of diversity in the military workforce has compromised national security (“Military One Source,” 2021). Currently, marginalized people are underrepresented in the military, and many encounter barriers to having a positive military career (United States Department of Defense, 2019).

Finally, our research showed that the marginalized groups, specifically Black Americans, and law enforcement have a tumultuous history in the United States. The literature we reviewed showed not only a lack of diversity, but clear inequities for marginalized peoples in law enforcement (Brown, 2019). Organizations, on the local, state, and federal levels, must address these concerns through a DEI lens within their organizations (Brown, 2019). Our findings not only echoed these same concerns, but provided anecdotal evidence of how they play out with current advertising and recruitment practices.
To better understand these inequities, the Capstone team began to conduct an in-depth analysis of five FLE agencies’ social media sites to understand how the public perceives their social media posts. Because of our lack of internal data, we decided to utilize public source information (i.e., social media). Social media is a powerful tool to advertise an FLE agency’s brand, exchange information, recruit potential job applicants, and increase transparency with the public. The U.S. Department of Justice (DOJ) has accounts on Facebook, Instagram, LinkedIn, X, and YouTube, as well as other social media platforms, to promote information (United States Department of Justice, 2024).

We started by looking at SEPs’ diversity months on Facebook, Instagram, and X. Next, we developed a codebook looking at who might be pictured and how they might be placed in the image; for example, White man, dominant placement, and live photo. Next, we scraped the data from August–September 2023. We coded each image using our codebook. From this second dataset, we selected a sample. We bound the sample based on two criteria; first, we chose a post that met the criteria most seen on that site. For example, if most of the agency's photos were of White men and stock photos, we chose a post that displayed these tags. The second sample was based on most social media engagement, more commonly known as “most likes.” From that analysis, the team's goal was to provide recommendations to an FLE agency on how social media could be used through a lens involving DEI to recruit more attractive and eligible sworn law enforcement officers and support staff to their agency. The team used a content analysis approach with qualitative and quantitative data.

Finally, we met with three FGs to discuss the data. The first group was less experienced, certified law enforcement officers working for a local law enforcement agency. This group of officers is still considering future employment with a FLE agency. They all meet the education
and work experience requirements of all the federal agencies studied. The second group of law enforcement officers were more experienced and had at one time considered FLE. That desire has somewhat diminished for various reasons, including promotions and family life. The last FG consisted of university students considering pursuing employment in FLE. They were all undergraduate students at VCU.

During the FG sessions, a recurrent theme that the Capstone team recognized was that many participants, especially law enforcement officers, encountered financial and educational barriers to successfully gaining employment with certain FLE agencies. In addition, a large portion of the groups were unaware of the requirements of some of the FLE agencies until it was time for them to explore the application process. Finally, we looked at key words used in the text from three agencies over the same 60-day window. We initially looked for keywords that were DEI related, but upon not seeing them, we analyzed keyword density to see which five words were used most often and what impact those words may have on an intended audience. We looked at how inclusive language may help attract certain candidates moving forward.

Based on the request for assistance from the client, the literature review, the scraping of the social media sites, and the three FG sessions, the Capstone team developed three recommendations to assist the client with the usage of social media to effectively recruit applicants from a DEI lens. Additionally, this study highlights the need for the client to consider revising recruitment techniques to be transparent in addressing barriers faced by potential applicants from different demographics.

After our Capstone team understood the requirements of the FBI, we sought internal data on employment. Due to federal restrictions and FBI protocol on data sharing, we were unable to
secure internal data and we were not permitted to interview current employees. Therefore, we used public source data and social media to answer the following research questions:

- How are marketing efforts intentionally promoting diversity and inclusion through social media?
- How do potential applicants view social media posts from select federal agencies?
- What barriers (real or perceived) deter potential applicants from applying to certain federal agencies over others?

Through our approach, we were able to not only answer the RQs, but we were able to provide recommendations to the FLE agencies based on our findings.

**Finding 1: Social Media Impacts Recruitment**

The common phrase “A picture is worth a thousand words” implies that seeing something can impact the audience faster than reading about it. Representation in law enforcement is vital to earning the public’s trust and resolving conflict. For this reason, FLE agencies must be methodical in the images they post on their social media platforms for recruitment efforts.

**Recommendation 1: Diverse Images Must be Prevalent**

Diverse images must be prevalent and authentic to gain the interest of a multigenerational workforce. Images showing people of various ages are equally as crucial as showing different ethnicities, as one participant echoed this sentiment in our FG. The frequency of posting images that contain people of the same physical attributes may give off the impression that FLE agencies are only recruiting for people possessing similar attributes.

It is equally important to understand the cultural climate of the area that images are being advertised towards. For example, the FBI had 56 field offices, and the cultural climate of the El Paso Field Office is different from that of the Pittsburgh Field Office. A field office’s human
resources’ (HR) team would better understand what is happening in their region versus the HR team at the headquarters’ office. Additionally, using social media to directly connect with job applicants and encourage them to send their resumes for consideration, rather than filling out a lengthy online application, can open doors. Here are strategies on how FLE agencies can use their social media platforms for better recruitment results.

**Strategy 1: Include Employee Engagement and Community Outreach**

The best advertisement for FLE agencies is for current employees to know their office’s recruitment efforts and partake in recruiting opportunities. Action photos of employees at recruitment events talking to potential applicants of diverse backgrounds capture the actions of FLE agencies connecting with their community and building trust with people of various backgrounds rather than just saying they promote a diverse applicant pool. FLE agencies can also post pictures or video clips of recently hired interns or interns who converted to full-time employees. By sharing their stories, Generation Z applicants can believe they have a place at the FLE agency. As a result, younger applicants are more inclined to apply to FLE agencies.

**Strategy 2: Allow Local HR Teams to Connect Directly with Job Applicants**

Field office HR teams are more familiar with their area of responsibility compared to the HR teams at headquarters. They have a better understanding of what community events are popular and they possess a better understanding of the organizations and universities that make up the cultural demographics. Empowering employees to take charge of recruitment efforts at a local level can help connect them to potential applicants who may not have initially considered applying to an FLE agency.

Finally, allowing local HR teams to share their email addresses for job applicants to submit their resumes and/or ask questions can help the job applicant feel connected. Social
media, like LinkedIn, is an effective way to attract job applicants who may not necessarily check FBIJOBS.gov for job postings. For example, in October 2016, the FBI’s Resource Planning Office (RPO) posted the job advertisement depicted in Figure 12. The RPO’s email address was posted along with the advertisement, which allowed the job applicants to submit their cover letters and resumes directly to the RPO team. A more streamlined process would allow applicants to feel connected prior to engaging in a lengthy process where they may feel unnoticed.

**Figure 12**

*RPO Advertisement on LinkedIn*

![LinkedIn Advertisement](image)

*Note: This advertisement was posted on LinkedIn in October 2016.*

**Finding 2: High-Quality Posts are Preferred**

Although words are essential, pictures are worth 1,000 words. What is pictured and what is not on social media was apparent to some FG participants. In fact, insight provided by the FGs
was instrumental in thinking about recommendations to bring in more applicants to the FLE agencies. First and foremost, the inclusion of video clips will be extremely important for the FLE agencies to capture their audience. These can come in the way of small, biographical clips of employees giving a brief overview of their role in the FLE agency, to an aerial view taken from an FLE chopper, showcasing the geography of Richmond, VA. Videos offer engaging glimpses into many facets of FLE. They would fill in the gaps where there is a lack of information or misinformation.

**Strategy 1: Incorporate the “Man on the Street” Concept**

One specific segment we thought might be engaging is based on the “man on the street” concept. A question is asked about FLE by someone not affiliated with FLE. This soundbite is used and then verified or corrected by someone within FLE. For example, “What is the main role of a special agent?” These catchy segments would again help inform and clarify any misconceptions about the agency. They would also humanize the agency as they provide actual descriptors of their jobs and responsibilities.

**Recommendation 2: Authenticity of Photos**

With video clips topping the list of recommendations, candid photos are another recommendation based on FG responses. In all three FGs, the authenticity of photos was paramount. Prospective clients want to see real images of what it takes to work for the agency. The following strategies offer guidance on how to increase reach with social media.

In addition to photographing recruiting events, as mentioned earlier in this chapter, FG participants shared that a behind-the-scenes view of the agency would make it seem more real. Preconceived notions about the agency, based on TV and film, are not always accurate, but pictures tell a different story. Utilizing action vs. staged photos provides an authentic insight. In
addition, when photos are taken from various angles using the rule of thirds, they will be stronger photos, and not ones that are staged from a forward-facing perspective. Many of the photos currently on FLE social media sites do not have a direct focal point. Utilizing the rule of thirds means, “The rule of thirds is a composition guideline that places your subject in the left or right third of an image, leaving the other two thirds more open” (Adobe, n.d.). Although the rule of thirds is one simple way to ensure stronger photos, more experienced photographers certainly break this rule on posts.

**Strategy 2: Text Matters**

Think about the target audience and be mindful of the text written about images; clear, direct speech will help with misunderstandings and misinterpretation. When making posts, presenting information and building a culture of inclusivity is important for the agency to think about tone when disseminating information. With social media being a prime medium to attract potential applicants, words matter. Recently, APA (2023) released an inclusive language guide. The Capstone team recommends that each agency familiarize themselves with the use of inclusive language.

**Strategy 3: Video Sharing/Exchange with Field Offices**

With 56 field offices across the United States, sharing photos and videos is a great way to show diverse images across the United States. What one field office does might be different than another, so providing these varying images and videos provides potential applicants with a clearer picture of the scope of responsibilities various roles have within the agency at different locations. The Capstone team recommends that the Richmond Field Office consider a video exchange with other field offices for high-quality samples to post on Instagram, Facebook, and
LinkedIn. This exchange will broaden their reach, highlight the similarities and differences across field offices, and amplify the work.

**Strategy 4: Explore Mass Communication Internships**

With numerous colleges in and around the Richmond area, garnering student voices is a fabulous opportunity to ensure their demographic is being reached. Many businesses and organizations hire interns who are juniors and seniors in college. The FBI already has such a program, but perhaps they could consider hiring a marketing intern from a local college, HBCUs, etc., to help promote DEI initiatives on social media.

**Finding 3: Diversity is Valued Yet Barriers Exist for Diverse Applicants**

Although FLE agencies say they value diversity, our findings show there is a nod to being inclusive of diverse peoples, but more can be done. Making diversity a part of the agencies’ vernacular and daily culture will ensure it is more authentic in nature. This can be done through not only social media, but through programming and partnerships. Without intentional strides towards embracing DEI, barriers will continue to exist for diverse applicants.

FLE agencies are understaffed, like most law enforcement agencies at the state and local level. Some agencies cite a mass exodus of veteran officers who have retired from the system, whereas others cite the newfound hostility from the communities they serve. Advocates who call for reimagining police by creating a more diverse culture welcome the challenge. With requirements being rigorous and the pool of qualified applicants shrinking, transparency is more important than ever. As the agencies seek new and diverse faces, they are met with fewer qualified applicants than in previous years, leading them to make riskier moves. Lowering the bar is difficult for an agency to accept, especially when seeking employees who are in a position of trust. The Capstone team recognizes that the FLE agencies may not revise their hiring criteria
to gain more applicants, so the recommendations are based on being more transparent about their requirements so the agencies do not bypass qualified future employees. Before discussing the recommendations, it is important to note some of the real and perceived barriers.

One such barrier includes transparency regarding background checks and the process of applying to an FLE agency. This is important based on responses from our FGs; for instance, Black Americans are up to 15 times more likely to be arrested for low-level offenses, which can adversely impact their background check (Kuhn, 2013). The scale of this issue impacts women of color more severely than other racial and ethnic groups (Khun, 2013).

Although background checks are a critical component of FLE, full transparency would allow applicants to understand why they were not selected. Typically, applicants are excluded during “the pre-offer period, when job candidates have little explicit knowledge of why they were denied an interview for a job, and may, in fact, never know the true reason for their rejection” (Kuhn, 2013, p. 9). We found that applicants had concerns about their backgrounds and how they would be perceived based on them. Suffice to say, applicants may make assertions as to why they were not accepted. The spread of misinformation could potentially dissuade other applicants from applying to an FLE agency. Transparency would allow applicants to feel more informed during the application process and reduce the spread of misinformation.

In addition to FG participants revealing where they grew up or who they knew being a distinct barrier, finances emerged as another concern. In recent years, employment credit checks have been scrutinized as they may adversely impact minorities and female candidates at disproportionate rates. These groups are protected under U.S. Employment Law (O, Brien et al., 2018) in a negative manner. One law enforcement FG participant stated, “My credit coming out of college has deterred me from pursuing these types of jobs.” Many FG participants understood
the need to have favorable credit as with all jobs; however, being a young adult with the first opportunity to establish credit, there are hurdles to overcome, some of which take time. Some participants felt a growth period in their understanding of the need to maintain decent credit postcollege.

In addition, the pandemic highlighted how graduates view debt. Bright and Barany (2023) shared,

Pre-COVID-19, federal student loan balances increased more than sevenfold between 1995 and 2017. At the onset of the pandemic, the national student loan debt sat squarely at $1.56 trillion an increase from 1.12 trillion in 2014 which translates to a 39% increase in only five years. (p. 1)

During the COVID-19 pandemic, widespread economic uncertainty was prevalent across the nation. Many took advantage of federal loans being paused during this national crisis. Because so many were impacted, “In an attempt to alleviate Americans from crippling financial disruptions, Congress authorized several flexibilities through the Higher Education Act (HEA) of 1965. These authorizations permitted additional loan deferment and forbearance opportunities” (Bright & Barany, 2023, p.1). Many graduates struggled to make payments in an unprecedented financial crisis.

Additionally, education requirements that differ from local law enforcement caused some of our FG members to see this as an additional barrier. Some (see Gardiner, 2021) argue that “higher-educated officers will translate to ‘better’ or ‘more professional’ officers” able to handle complex situations and assignments (p. 1). However, few formal studies have been conducted to show a correlation between policing practices and their ties to formal education (Gardiner, 2021). FLE agencies, however, have always required formal education.
In local law enforcement, 51.05% of sworn officers hold a 4-year degree (Gardiner, 2021). Although many local law enforcement agencies are trending towards more college graduates than they were in the 1970s, their general requirement is lower, thus making a larger applicant pool for local law enforcement versus FLE.

According to the 2022 U.S. Census, 23.3% of Americans hold a bachelor’s degree; furthermore, 14% hold a masters, doctorate, or professional degree. To work for the FBI, a minimum of a bachelor’s degree is required, eliminating 77.2% of the population by this requirement alone. Although we understand that FLE may not change the education requirement, transparency regarding these requirements may allow potential applicants to plan accordingly in their pursuit of higher education.

**Recommendation 3: Include the Community**

The Capstone team determined that of the three separate FG sessions, most of the participants acknowledged that they desired to work for the FBI. None of them were aware of the actual requirements until, in some cases, it was too late to apply because they were already disqualified. Looking for elite talent is one aspect of recruitment; however, encouraging the youth in the community and being more transparent through communication may assist in developing a more qualified applicant pool within the Richmond region.

**Strategy 1: Collaborate with the Community At Large**

The Capstone team recommends that FLE agencies take some of the ideas from their Youth Leadership Program (YLP) and expand it to attract the youth's attention and retain their interest in an FLE agency. The organization should utilize the Community Relations Unit and Community Outreach Specialists in the field offices to develop this program so that it expands beyond the week-long initiative currently in place. Throughout that week, the focus should be
“becoming a federal law enforcement officer” with the agency. This focus gives the agency the opportunity to be informative and transparent by discussing all of the requirements to gain employment in the department. The agency could discuss the challenges that have been presented by previous applicants in gaining employment. Long-range planning is a positive way for students to see the big picture and plan accordingly with their postsecondary plans.

At the end of the week-long training session, the outreach specialists should create an opportunity for those in the program to stay close to the agency, where participants may opt to attend future sessions aimed at becoming an FLE officer. Throughout the year, these participants would receive newsletters, created by the specialist, with tips that will assist them in their goals to remain eligible for employment. The newsletters should discuss the pitfalls of unsuccessful recruits while highlighting the success stories of those who may have previously participated in the program. The participants could be exposed to the organization's social media sites and website to start their research of the organization while staying informed of the requirements at an early age.

In addition, the outreach specialists should look within the organization to establish mentors for these recruits. The responsibility of these mentors should be minimal to remain nonintrusive in the employees' lives. The program developers could host biannual Google Meet sessions where they may have an opportunity to discuss topics and answer questions from someone who may be in the job they wish to do in the future. Programs like Cadet Corps have been instrumental in bringing students to the military via JROTC, and local law enforcement and teacher corps of cadets have seen similar results. Not only would the agency benefit from this type of commitment to the community, but the community would also benefit, creating a synergistic relationship.
Strategy 2: Collaborate with HBCUs in Greater Richmond

The Capstone team learned that the FLE organizations currently recruit at a few universities in the Richmond area to include one of the five HBCUs. With five HBCUs in the Commonwealth of Virginia and a host of other community colleges, the recommendation is for the recruitment teams to expand their recruitment efforts to strengthen relationships with these other universities where potential candidates may be enrolled. Advertising these partnerships more regularly may help public awareness of such alliances.

Because the recruits in the area will become members of an FLE agency and not exclusive employees of a field office, collaboration when recruiting is essential in identifying candidates throughout the entire state of Virginia, sharing information, and making sure all potential college candidates have been equally recruited, which would aid in the quest for the agencies to ensure they are being diverse, equitable, and inclusive.

Five of the over 100 HBCUs in the United States are housed in the Commonwealth of Virginia. They are Virginia Union University, Virginia State University, Norfolk State University, Hampton University, and the Virginia University of Lynchburg. The Capstone team identified four of the five predominantly Black universities that enroll potential students who would assist in the quest to be inclusive. With the FBI Headquarters already making concerted efforts to partner with HBCUs, this would promote similar objectives in Richmond, VA. Although the Capstone team recognized that there are minorities in all colleges, the opportunity to reach these potential applicants would be unprecedented if the idea was welcomed.

Virginia State University is one of the partnerships the Capstone team identified. They currently have approximately 3,700 students obtaining their bachelor's degrees in all fields from which the FLE agencies are attempting to recruit (Robinson, 2023). This partnership is favorable
as this university has a robust support system for higher learning. Located in Petersburg, Virginia, the proximity to FLE agencies makes them a prime target to recruit potential applicants.

Virginia Union University is closer to FBI Richmond than any other HBCU, social images of recruitment efforts were not identified for this Capstone study.. This HBCU is located in Richmond, Virginia, and is the home to approximately 1,200 undergraduate students looking to obtain bachelor's degrees in numerous disciplines (Robinson, 2023). The university has a Criminal Justice department that is housed in the same building as the police academy for the City of Richmond Police Department. There are opportunities to collaborate with the different disciplines the agencies seek to employ.

Just outside the Richmond Region are Hampton University (Hampton, Virginia) and Norfolk State University (Norfolk, Virginia). Although these two universities are outside of the field offices’ responsibility zones, approximately 8,000 students attend their undergraduate and graduate schools. Norfolk University is a forerunner in technological education, and they have a state-of-the-art cyber security master’s degree program (Robinson, 2023). The agencies should ensure the field office in Norfolk Virginia is assigned to these two schools in the Tidewater area so potential recruits can be identified.

In addition to HBCUs, the Capstone team identified two community colleges in the area where the FLE agencies could expand their recruitment efforts. The first was Brightpoint Community College in Chester, Virginia. The college has approximately 11,700 students with over 80 majors to choose from (Brightpoint Community College, nd). Similarly, J. Sargeant Reynolds Community College is home to over 11,000 students (Reynolds Community College, n.d.). The college offers over 103 study programs. Although some students intend to stop with
the associate degree, many start here to save money before attending a 4-year university. The Capstone team believes that if these areas are recruited, it will give younger applicants the information needed to become more successful in obtaining employment when it comes to applying to the agencies. Taking this inclusive approach will broaden the range of individuals with differing perspectives. By ensuring these four universities and two community colleges are included in the recruitment cycle, the agencies would show increased commitment to DEI. Although recruiting at colleges and universities is important, effectively and authentically recruiting is even more critical.

**Strategy 3: Effectively Recruit Potential Candidates at Universities**

Effectively recruiting potential candidates at universities involves revising the standard recruitment efforts agencies use. Previously, law enforcement agencies would contact the career center and attend career day fairs. Law enforcement agencies would send one or two people to the career fair and pass out fliers related to the organization. Perhaps being more innovative would increase opportunities to develop a more diverse pool. The Capstone team recommends the following.

The agencies must be as transparent as possible with potential recruits regarding the application process. Because our FGs shared barriers they experienced, we know that such barriers exist, whether real or perceived. Building a rapport and trust with these college students is the most important factor to retain student interest. The agencies should be transparent in conveying to college students the extended path they must take to achieve employment. Students must know that secondary education, as well as professional experience, is necessary. Students must understand that they may not work in the field office they want. However, there are choices given that the agencies will attempt to accommodate. Being transparent is the best recruitment
tool possible to attract college students and set-up applicants to have materials aligned with FLE agency needs and qualifications.

The Capstone team recognized that the agencies have stretched their recruiting efforts beyond the college criminal justice majors. We implore the agencies to develop relationships deeper than the career center. The recruitment teams should foster relationships with the selected faculty of the preferred programs of study. By doing so, the agencies could increase their recruitment teams. Engaging in that partnership may enable the agencies to attend class sessions where they could recruit students directly from the classroom.

Once the relationships are developed, there will be more of an opportunity to return regularly to continue that relationship with current students. As the agencies have developed a positive relationship with the selected schools, the Capstone team recommends yearly seminars separate from career fairs where the agencies could recruit students and members of the public at the same time. The sessions should be short in nature, with availability for recruits to ask questions. If the agencies are seen in a welcoming manner, they will become more attractive to the public.

The Capstone team recommends that the agencies conduct hybrid events to make students’ attendance easier. Setting up virtual sessions is convenient for individuals who cannot attend the recruitment events in person. Furthermore, hybrid and online events have been shown to be positive in meeting students where they are comfortable. This format is common in the college setting, so this format is commonplace for college students. Allowing prospective employees to ask questions in a neutral environment can be a positive experience for the individual and the organization while also making the session more accessible (flexibility in location, captions, etc.).
Strategy 4: Effectively Recruit Potential Candidates in the Military (TAPs Program)

“Every year, approximately 200,000 men and women leave U.S. military service and return to life as civilians, a process known as the military to civilian transition” (Department of Labor, n.d). The Army Transition Assistance Program (TAP) is the largest transition program of its kind in the United States. Connecting soldiers who meet eligibility requirements to opportunities with an FLE agency would bring qualified applicants with tactical training to the applicant pool.

The Capstone team recommends that the FLE organizations develop a positive relationship with the TAP. The FLE agencies could set up recurring presentations throughout the year (virtual and in-person) where they could provide guidance to military personnel. The message to them should be tailored to the military audience. Focus on the parts of the role that are similar to military life along with the aspects that are different from military life. Some of the benefits of hiring veterans are that they are cross-trained in many of the areas that would make a FLE officer successful. Military veterans can often adapt to challenging situations and have the ability to follow through on assigned projects while under the most difficult and stressful situations.

Strategy 5: Partner with Local Organizations

Creating a community partnership is one of the best ways to create high-level recruits for any organization. The benefit of collaborating with these agencies will assist with the goal of being inclusive in the agency. In the Richmond area, the Capstone team recommends considering collaborating with the following agencies.
Table 13

*Local Organizations Representing Specific Populations*

<table>
<thead>
<tr>
<th>Organization</th>
<th>Population type</th>
<th>Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Association for the Advancement of Colored People (NAACP)</td>
<td>Minority group</td>
<td>Promotes civil rights and social justice for Black Americans</td>
</tr>
<tr>
<td>Virginia Disability Services Agencies (VDSA)</td>
<td>Disability group</td>
<td>Provides services, resources and advocacy work to the elderly and disabled Virginians</td>
</tr>
<tr>
<td>Diversity Richmond</td>
<td>LGBTQ+</td>
<td>Champions a diverse and inclusive community for LGBQT+ families/ALLIES</td>
</tr>
<tr>
<td>YWCA Richmond</td>
<td>Women’s group</td>
<td>Empowers women and helps eradicate racism by promoting social justice for women and their families</td>
</tr>
</tbody>
</table>

*Note.* This table provides a list of organizations located in and around Richmond, VA. YWCA = Young Women’s Christian Association

By strategically partnering with these Richmond offices, the FLE agencies could find creative ways of being inclusive while expanding their audiences in an equitable way. Increasing their brand while creating opportunities for both the organizations as well as the diverse communities would build trust and legitimacy.

When an organization can leverage the support of the community and its positive organizations, they will have a greater effect on their recruitment efforts. If the right organizations are chosen and the right schools are visited, not only will the recruitment exposure...
increase, but there will be a boost in positive public relations, which will point towards minimizing barriers faced by the community.

**Strategy 6: Develop a High School Cadet Corps**

Creating a longstanding program for local high school students across urban, suburban, and rural schools will help potential applicants stay connected with the organizations. Within the high school setting, these programs can be housed under specialty centers like criminal justice programming or CTE programming to ensure all students have equal access.

Early exposure provides the opportunity for a positive connection. Local and state law enforcement agencies have created cadet programs that are usually week-long sessions in which youth become exposed to the facets of law enforcement. Students have an opportunity to learn about the different divisions the organization has to keep the community safe. The orientation may include information on the organization's history of policing, crime scenes, or criminal investigations. Some cadet programs even touch on the recruitment process of what it takes to be a law enforcement officer. Programs like this spark the interest of potential future law enforcement recruits. This program may be beneficial in that it provides the youth an opportunity to learn about the steps they could take to achieve their goals over the next 3 to 5 years, as the criteria for most local and state law enforcement agencies is a high school diploma and being 21 years of age before the academy ends.

**Strategy 7: Words Matter—Utilizing Inclusive Language**

As the agencies find ways to plant roots within the community organizations listed above, it is essential that inclusive language is part of their messaging. This would not only be the expectation of the organizations listed, but of the potential applicants as well. With social media being a prime medium to attract potential applicants, words matter. When creating text, it is
important to think about messaging, inclusive language, and diction. Barcelos et al. (2022) explained that, “On social media, the brand's tone of voice can be particularly important during initial encounters, when consumers form opinions about new and unfamiliar brands” (p. 1). Diction and tone are important as they shape audience perceptions and attitudes and, in some cases, can determine whether future engagement will occur (Barcelos et al., 2022).

When making posts, presenting information, and building a culture of inclusivity, a clear tone is important. Recently, the APA (2023) released an inclusive language guide. The Capstone team recommends that the agencies familiarize themselves with the use of inclusive language. Figures 13–17 present sample posts that utilize DEI messaging on their social media.

**Figure 13**

*FEMA Image Celebrating Women’s History Month #1*

*Note:* Image shows women of various ethnicities and intersectionalities.
Figure 14

*FEMA Image Celebrating Women’s History Month #2*

This *FEMA* Federal Emergency Management Agency, we celebrate the remarkable achievements and contributions of women. Thank you for your resilience, courage, and strength in helping to build a more equitable nation.

*Note:* Image shows positive adjectives to describe the contributions of women versus neutral messaging.

Figure 15

*FEMA Image Celebrating Black History Month*

This *FEMA* Federal Emergency Management Agency, the 2024 theme “African Americans and the Arts,” explores the creativity, resilience and innovation from a culture that has uplifted spirits and soothed souls in countless ways across centuries. Join us in celebration, read more here:


*Note:* Image names a group of historically marginalized individuals and includes positive adjectives avoiding a neutral tone.
Figure 16

FEMA Image Regarding Wildfire Recovery

Note: Image shows collaboration with a federal program to support marginalized groups. The term “culturally sensitive” is used, showing their awareness of different cultural norms.
Figure 17

FEMA Image HBCU Summer Internship Program

Note: Video shows this organization’s commitment to partnering with HBCUs and MSIs through summer internship programming.

Suggestions for Future Research

Future research is needed on the impact of social media on recruitment with millennials (those born between 1981–1996) and Gen Z (those born between 1997–2014). To look even further, researchers could contribute to a deeper understanding of social media’s impact on recruiting by examining generational preference when it comes to specific social media platforms and their functions (i.e., entertainment vs. information, etc.). This would aid organizations in deciding which platform to target when searching for specific generations for employment.

Additional research must be conducted regarding barriers for marginalized groups entering law enforcement. Research has proven that those who identify as ethnic and minority
groups are likely to view law enforcement with distrust. Examining the role social media recruitment plays in creating equity would be beneficial when it comes to overcoming barriers related to obtaining employment with FLE agencies.

To that end, social media recruitment has proven to be effective in recruiting potential candidates. One concern regarding social media recruitment is the possible lack of equal opportunity for people. Even in this age, some of the economically challenged may see it as difficult to find employment when they may not have access to a computer. When equal opportunity is taken away from those affected, legal concerns may arise due to EEO and affirmative action requirements. Future studies could focus on the equity piece surrounding social media recruitment. Finally, with a shifting global landscape, it is important that further research is conducted into how FLE can eliminate a primarily western worldview to ensure agencies are more diverse in nature. Given the importance of this factor when it comes to national security, diversifying the workforce is imperative, and having inclusive practices in the organization is an ethical imperative.

Chapter 5 Summary

In this chapter, we provided an overview of the law enforcement industry’s historic lack of diversity in their workforce, and how this Capstone team conducted their in-depth analysis of five FLE agencies' social media sites to understand how social media impacts potential job applicants. We listed the FBI’s current eligibility requirements and the three research questions that were examined throughout this paper. We provided details on the following findings, recommendations, and strategies:

- Finding 1: Social media impacts recruitment
  - Recommendation 1: Diverse images must be prevalent
Strategy 1: Include employee engagement and community outreach

Strategy 2: Allow local HR teams to connect directly with job applicants

Finding 2: High-quality posts are preferred

  Recommendation 2: Authenticity of Photos

    Strategy 1: Incorporate the “man on the street” concept

    Strategy 2: Text matters

    Strategy 3: Video sharing/exchange with field offices

    Strategy 4: Explore mass communication internships

    Strategy 5: Develop an advisory board

Finding 3: Diversity is valued yet barriers exist for diverse applicants

  Recommendation 3: Include the community

    Strategy 1: Collaborate with the community at large

    Strategy 2: Collaborate with HBCUs in greater Richmond

    Strategy 3: Effectively recruit potential candidates at universities

    Strategy 4: Effectively recruit potential candidates in the military (TAP)

    Strategy 5: Partner with local organizations

      • NAACP (Minority-Serving Organization)

      • Virginia Disability Services Agencies- DSA (Disability Organization)

      • Diversity Richmond (LGBTQ+ Organization)

      • YWCA Richmond (Women’s Organization)

      • Field offices (Virginia)

    Strategy 6: Develop a high school cadet corps
Strategy 7: Words matter—utilizing inclusive language

We formulated future research needs based on recruitment with a multigenerational and diverse workforce. Through the use of Signaling Theory, we sought to understand how images are shared and perceived by users. Our research confirmed that Signaling Theory is accurate to an extent. While pictures can send a message, they can also be interpreted differently based on factors such as age, race, lived experience and gender. It is important to note that the inclusion of diverse images should be authentic in nature and not fall under Tokenism. Organizations must be cautious to ensure stereotypes are not perpetuated through social media. For example, simply including marginalized groups without forethought on public perception could be counterproductive and stereotypical in nature.

From this study, we also discovered each generation has their own technological preferences and looking into these preferences can help FLE agencies determine which social media platforms to rely heavily on for future recruitment efforts. Additionally, further research on EEO and affirmative action details, and how FLE agencies could successfully navigate through those processes, would be beneficial. Finally, FLE agencies must consider the best methods to recruit applicants with diverse backgrounds, languages, worldviews, etc.

Conclusion

Over the past year, this Capstone team developed an original project to determine whether and how social media can serve as a tool to recruit a diverse applicant pool for FLE agencies. Through numerous data sources, we found that social media is, in fact, a vital tool in educating, attracting, and informing the general public and potential applicants of the inner workings of FLE agencies. This inside view is essential due to a long history of mistrust between various demographics and law enforcement. Furthermore, transparency is a critical component of
attracting a diverse pool of applicants. When potential applicants see others who share similar backgrounds this, in turn, will bring more applicants from historically marginalized groups. Our FGs shared this sentiment, especially the student group.

To that end, our research revealed that the misuse of social media could have the opposite impact on an organization. Tokenism and Faultruism are dangerous traps that organizations can fall into if they are not intentional about their images and words. Simply adding diverse images for the sake of adding them can be extremely detrimental. FLE agencies would benefit tremendously from well thought out social media posts and campaigns that are intentional, purposeful, informational, and inclusive. In doing so, DEI will become part of their culture and consistent online presence.

We devised our strategies based on our research and lived experiences. Effective recruitment is crucial for any organization's success. FLE employee Desai witnessed firsthand the power of community outreach and recruitment efforts in building rapport with potential job applicants. Through her observations, Desai recommended that local human resources (HR) teams spearhead recruitment efforts instead of relying solely on the headquarters’ HR team. By utilizing local knowledge and networks, Desai believes that recruitment efforts will be more successful in attracting top talent.

The second finding is that High Quality Posts matter. Waldron devised her strategies based on her lived experiences as a journalism teacher. Seeing student engagement with the “Person on the Street” segment in her school, Waldron used the same format to share a creative video with the FLEs capturing facts known and unknown about the FBI. Waldron also devised strategies based on knowledge of programming at local universities. From her work as a VCU academic advisor, Waldron felt that including internships in Mass Communications would be
useful given the group’s brief interaction with the student FGs. Finally, adding student voice would be two fold in that there would be a touchpoint with Generation Z, and Gen Z could provide input on media preferences to the FLE.

The third recommendation regarding diversity being a valuable need for an organization, was derived from the twenty plus year professional experience of Greer (who is currently employed by a law enforcement agency). This coupled with data extracted from the three focus group sessions yielded the final recommendation. The research in Chapter 2 shows the gap in the relationship between law enforcement agencies and the communities they serve. These recommendations were presented as a way to minimize the gaps while directing attention to marginalized groups. Recommendations of partnerships came from marginalized groups in the Richmond metropolitan area. By doing so, the FLE would be able to improve their focus on being equitable and inclusive in an organic manner while working alongside these organizations.

Our research shows that being inclusive and authentic go hand in hand. Our data also revealed that there is much room to grow when it comes to being more inclusive of various populations. To that end, it is also essential that these inclusive posts extend beyond their designated SEP months. It is not necessarily the number or frequency of posts that is as important as it is the authenticity and prevalence of various peoples, demographics, and lived experiences.

In addition, our FG responses remind us that depending on age and experience, various demographics view social media differently. It is essential that marketing teams, themselves, are diverse in terms of age, genders, race/ethnicity, and languages spoken to ensure a broader worldview. Authentic, candid posts attract more interest and, in turn, more engagement. We know that engagement brings more exposure to a site, thus informing and involving more
members of the community at large about the mission, culture, and vision of the FLE agency. Lastly, it is essential to have high-quality photos that contain inclusive language in their captions (when appropriate).

We also learned that community partnerships, although valuable in their own right, bring more people to an agency, both online and in person. Social media posts that show collaboration bring together various online communities, and again bring more exposure to the FLE agency. Social media will not only capture these events through engaging photography and video, but they will show a strong, authentic commitment to working alongside community organizations that historically work with marginalized groups. These efforts help broaden the reach of FLE agencies to be more inclusive, intentional, and transparent with their mission to diversify their applicant pool. These authentic community partnerships lay the groundwork for future applicants, as they will have early exposure to FLE.

Finally, as the international community becomes more and more diverse, FLE will need to pivot to meet these modern demands. DEI are not by products that will happen in time or by chance. They must be essential to the core of all federal agencies so they can be as diverse as the people they serve. Therefore, capitalizing on a growing audience on social media will not only bring exposure to FLE agencies, but it will potentially capture strong, diverse applicants who will have the potential to grow, serve, and protect our nation.

**Post Script Positionality & Reflection**

Our work over the last year is a literal reminder of the power of diversity. We are living proof of how a diverse team brings unique perspectives. Desai is an Asian American woman working as an analyst in the FBI. Greer is a Black man who has spent a career protecting and serving students at VCU and mentoring younger officers as they do the same, and I am a white
woman- who has spent two decades as an educator- however, I am also disabled, living and working daily with Multiple Sclerosis.

It is our differences- not our similarities- that strengthen us as a team. Desai can look at and analyze numbers in a way, Greer and I cannot. Greer can assess a situation with a discerning eye given his line of work, training and daily experiences with the public at large. And, I could predict how the younger generation might view topics and ideas based on my experiences in secondary school and now higher ed.

If we had all shared the same race, the same gender and the same lived experiences- our combined experience would have been vastly different and our end product not nearly as strong. It is safe to say diverse teams bring varied lived experiences, distinct vantage points and opportunity for advancement and true change.

Our research revealed the power of stories, and we hope this layered response to storytelling will enable you to see why identifying barriers and utilizing social media just may be the key to diversifying the applicant pool for federal law enforcement. While these topics may be difficult to discuss, we feel strongly that this is an important story to tell. In fact, this is an essential story to tell. Our research tells us that by 2040, the United States population will be majority non-White. With the global shift in population to a majority non-White, non-European lineage, the IC must reflect these same changes. Experts argue that diversifying FLE is a matter of national security.

Through this multi modal presentation today- you will see and hear; you will see images, video and hear sound bites from our participants. This layered approach is a small sample of what we brought to FBI Richmond last week- rich, immersive, engaging material can and will capture audiences.
Appendix A: Recruitment Flyer

Are you Considering a Career in Federal Law Enforcement?

Learn More:
Under the guidance of Dr. Beth Bukoski, our School of Education Capstone team is hosting a focus group on the presence of diverse images on Federal Law Enforcement Social Media. We are looking for five undergraduate students to be part of our project. This is a 1 hour commitment with a $25 gift card for those selected.

Questions? Email Reena Desai at RDesai@FBI.gov
Appendix B: Recruitment Email Students

Dear VCU Student,

Reena Desai, Edgar Greer, and Meghan Waldron Sheriff are 2024 Doctoral candidates in Virginia Commonwealth University’s Educational Leadership Program within the School of Education. You are being contacted because you have been identified as a student in one of the degree programs in which Federal Law Enforcement Agencies focus their recruitment efforts. Our Capstone Study is “Identifying Barriers: An Analysis of Federal Law Enforcement Social Media Sites.” This study explores ways to enhance a Federal Law Enforcement agency’s opportunity to attract and retain a more diverse applicant pool of qualified individuals through social media content.

We are conducting focus group interviews of VCU students in selected majors. We invite you to participate in a (approximately 60-minute) focus group interview session. The sessions will be conducted via Zoom, and the session will be recorded. If you currently have or have recently had a desire to be employed by any federal law enforcement agency in the future, please take a moment to complete the interest form. After receiving the information, one of the researchers will contact you regarding the study. Please understand that participation in this study will be protected and is 100% voluntary. If you decide to withdraw from this study, a researcher will assist you immediately.

Participation in this study requires valuable time that we appreciate. Should you be selected to participate in the focus group, each participant will receive a ($20) gift card by mail after the focus group interview(s). Please take a moment to read our participant research document with more information regarding participation. Should you have any questions, don’t hesitate to contact any of our team members, including our Capstone Chair, Dr. Beth Bukowski.

Sincerely

Reena Desai, desair3@vcu.edu
Edgar Greer, egreer@vcu.edu
Meghan Sheriff, sheriffmm@vcu.edu
Capstone Chair, Beth Bukowski, bukoskibe@vcu.edu
Appendix C: Consent Forms Students

Title of the Study
Identifying Barriers: An Analysis of Federal Law Enforcement Social Media Sites

Purpose of the Study
This study explores ways to enhance a Federal Law Enforcement agency's opportunity to attract and retain a more diverse applicant pool of qualified individuals through social media content.

Research Procedures
As a participant, you will participate in a (60-minute- estimated) Zoom session to obtain your perspective on select federal agencies. You will be asked to provide your name, email address, and concentration of study. Additionally, you will be asked to complete an optional demographic questionnaire so the Capstone team will be able to know the characteristics of the study participants.

Associated Risks Pertaining to This Study
The research team has identified minimal risks associated with this study. The participants will be in a group setting and asked to share personal and possible intimate information on their own unique challenges and experiences. These emotional risks could be troublesome for some. If you are selected to participate and find yourself in this situation, please get in touch with one of the researchers for assistance of available resources. Participation is voluntary, and you may cease participation at any time.

Voluntary Study
The research team believes this study is 100% voluntary at every process stage. You, the participant, can withdraw from participating in the study without penalty. At no time do you have to provide a reason for that withdrawal.

Confidentiality Statement
The research team will ensure that all data collected during this study, including the recordings of Zoom sessions, questionnaires, transcripts, and demographic forms, will be stored in a secure location. After all data collection, this information will not have any identifying information that will disclose you, the participant.

The results of the study will be used in future presentations. They may also be placed in academic publications. Again, no identifying personal information will be released to anyone.
outside this Capstone team. Don't hesitate to contact one of the members if further clarification is needed.

**Contact**

Should you have any questions, comments, or concerns about this study, please get in touch with the Capstone Chair, Dr. Beth Bukoski, bukoskibe@vcu.edu
Appendix D: Demographic Questionnaire—Focus Group Student

1. Age:
   a. 18-21
   b. 22-25
   c. 26-30
   d. 31-35

2. Degree Program:

3. Anticipated Graduation date:

4. Status
   a. Full-time
   b. Part-Time

5. Gender Identity:
   a. Woman
   b. Man
   c. Transgender, Non-binary, non-conforming
   d. Prefer not to respond
   e. Other

6. Racial Identity:
   a. American Indian or Alaska Native
   b. Asian or Asian American
   c. Black or African American
   d. Hispanic
   e. Native Hawaiian or Other Pacific Islander
   f. White
   g. Other

7. Employment status
   a. Work full-time
   b. Work part-time
   c. Work Study
   d. Unemployed
8. Do you have a disability?
   a. yes
   b. no
   c. prefer not to respond

9. Are you a United States veteran?
   a. yes
   b. no
   c. prefer not to respond
Appendix E: Focus Group—College Student Informed Consent and Questions

Zoom Session

- Begin to let all participants into the Zoom meeting at the agreed-upon time.
- Assign one researcher to record the names separately.
- As soon as all parties have entered the Zoom session, all participants will be informed that the Zoom session will be recorded.
- Ensure that the recording has started and everyone has acknowledged the recording.
- Have a designated researcher read the entire consent form. Note- Each participant has been sent this document previously.
- Each participant must send a private message to the researcher who has read the document by saying:

  I agree to participate (or)

  I do not agree to participate

Purpose of the Zoom Session

Good (Morning, Afternoon, Evening). We are the Equity Agents, A Capstone Team conducting research for a Federal Law Enforcement Agency. We would like to thank all of you for assisting this agency and possibly other agencies in recruiting and retaining a diverse population within the organization.

My name is (Edgar, Reena, or Meghan) and I will be the moderator of this discussion. I will begin by asking some basic questions related to our study. (Edgar, Reena, or Meghan- pick two) will be taking notes in addition to recording this session. Each of your identities will remain confidential.

This may be your first time participating in a Focus Group Session for some of you. Several questions will be asked of the group, and anyone can participate. This is an open setting in which if something comes to mind after hearing another participant share their ideas, please do so. We want this to be a conversation amongst peers, so please share your thoughts and experiences as you see fit to do so. We will lay out some basic rules, but before we do that, does anyone have any questions?

Please say your first name or a chosen pseudonym before you speak to aid in accurate transcription of the conversation.
Rules/Regulations

1. Please respect others at all times – Only one person speaking at a time. The conversation will be recorded.
2. You may not have an answer for every question, and as the moderator, I will ensure that everyone is heard before moving on. Again, this discussion is confidential, and as we report our findings, none of the names will be presented in our findings.
3. We may not all agree and have the same ideas during this session, so we must recognize and allow each other to express our opinions.
4. Before we begin our discussion, does anyone have any questions?

Session Start (Begin timer from this point forward)

- Do you think diversity is important in the workplace? Why or why not?

- (RQ2) Do you remember viewing the website of a federal law enforcement agency? What about their social media site? What are your thoughts when viewing images from a federal law enforcement agency’s social media platforms like Facebook, Instagram, and Twitter? Did you notice their commitment to diversity, equity, and inclusion on their sites? If so, what was your first impression?

- (RQ2) Show the group two separate pictures-

  Picture #1 - A picture of a diverse group of professional people

  Picture #2 - A picture of a group of white men dressed professionally

Imagine these pictures on a federal law enforcement agency's social media site. What do you think of when you see each of these pictures representing an organization? Which image is more appealing to you and why? What kinds of
images would help prompt you to apply to this particular agency and why? Are there any images that would make you decide not to apply to the agency? Which one(s) and why? Based on these images, which of the agencies would you be most drawn to and why?

(RQ3) How important is it for you to work for a federal law enforcement agency with an image that values diversity, equity, and inclusion? Is it important that the agency regularly expresses its commitment to DEI on its social media sites? Why or why not?

(RQ3) Is there anything else related to diversity, equity, or inclusion that would make you apply to other FLEs over another? Have you encountered any barriers during your job search that would deter you from seeking employment with any of the agencies?

This brings us to the end of our conversation. Does anyone have anything else they would like to add to this conversation? Thank you
Appendix F: Recruitment Email—LEO

Dear Certified Law Enforcement Officer,

Reena Desai, Edgar Greer, and Meghan Sheriff are 2024 Doctoral candidates in Virginia Commonwealth University’s Educational Leadership Program within the School of Education. You are being contacted because you have been identified as a Local or state law enforcement officer who once had/ or still has a desire to work for a federal law enforcement agency. Our Capstone Study is “Identifying Barriers: An Analysis of Federal Law Enforcement Social Media Sites.” This study aims to explore ways to enhance a Federal Law Enforcement agency's opportunity to attract and retain a more diverse applicant pool of qualified individuals through social media content.

We are conducting focus group interviews with current certified local/and or state law enforcement officers. We invite you to participate in a (approximately 60-minute) focus group interview session. The sessions will be conducted via Zoom, and the session will be recorded. If you currently have or have recently had a desire to be employed by any federal law enforcement agency in the future, please take a moment to complete the interest form. After receiving the information, one of the researchers will contact you regarding the study. Please understand that participation in this study will be protected and is 100% voluntary. If you decide to withdraw from this study, a researcher will assist you immediately.

Participation in this study requires valuable time that we appreciate. Please take a moment to read our participant research document with more information regarding participation. Should you have any questions, please contact any of our team members, including our Capstone Chair, Dr. Beth Bukoski.

Sincerely

Reena Desai, desair3@vcu.edu
Edgar Greer, egreer@vcu.edu
Meghan Waldron Sheriff, sheriffmm@vcu.edu
Capstone Chair, Dr. Beth Bukoski, bukoskibe@vcu.edu
Appendix G: Consent Forms LEO

Title of the Study

Identifying Barriers: An Analysis of Federal Law Enforcement Social Media Sites

Purpose of the Study

This study aims to explore ways to enhance a Federal Law Enforcement agency's opportunity to attract and retain a more diverse applicant pool of qualified individuals through social media content.

Research Procedures

As a participant, you will participate in a (60-minute- estimated) Zoom session, which is aimed at obtaining your perspective on select federal agencies. You will be asked to provide your name, email address, and concentration of study. Additionally, you will be asked to complete an optional demographic questionnaire so the Capstone team will be able to know the characteristics of the study participants.

Associated Risks Pertaining to This Study

The research team has identified minimal risks associated with this study. The participants will be in a group setting and asked to share personal and possible intimate information on their own unique challenges and experiences. These emotional risks could be troublesome for some. If you are selected to participate and find yourself in this situation, please contact one of the researchers for assistance of available resources. Participation is voluntary, and you may cease participation at any time.

Voluntary Study

The research team holds the position that this study is 100% voluntary at every stage of the process. You, the participant, can withdraw from participating in the study at any time without penalty. At no time do you have to provide a reason for that withdrawal.

Confidentiality Statement

The research team will ensure that all data collected during this study, including the recordings of Zoom sessions, questionnaires, transcripts, and demographic forms, will be stored in a secure location. After all data collection is completed, this information will not have any identifying information that will disclose you, the participant.
The results of the study will be used in future presentations. They may also be placed in academic publications. Again, no identifying personal information will be released to anyone outside this Capstone team. Don't hesitate to contact one of the members if further clarification is needed.

**Contact**

Should you have any questions, comments, or concerns about this study, please get in touch with the Capstone Chair, Dr. Beth Bukoski, bukoskibe@vcu.edu
Appendix H: Demographic Questionnaire—Focus Group-LEO

1. Age:
   A. 18-21
   B. 22-25
   C. 26-30
   D. 31-35

2. Degree Program: Fill in response

3. Anticipated Graduation date: Fill in response

4. Status
   A. Full-time
   B. Part-Time

5. Gender Identity:
   A. a. Woman
   B. b. Man
   C. c. Transgender, Non-binary, non-conforming
   D. d. Prefer not to respond
   E. e. Other

6. Racial Identity:
   A. American Indian or Alaska Native
   B. Asian or Asian American
   C. Black or African American
   D. Hispanic
   E. Native Hawaiian or Other Pacific Islander
   F. White
   G. Other

7. Employment status
   A. Work full-time
   B. Work part-time
   C. Work Study
   D. Unemployed
8. Do you have a disability?
   A. Yes
   B. No
   C. Prefer not to respond

9. Are you a United States veteran?
   A. Yes
   B. No
   C. Prefer not to respond
Appendix I: Focus Group—Certified Law Enforcement Informed Consent and Questions

Zoom Session

- Begin to let all participants into the Zoom at the agreed-upon time.
- Assign one researcher to record the names separately.
- As soon as all parties have entered the Zoom session, all participants will be informed that the Zoom session will be recorded.
- Ensure that the recording has started and everyone has acknowledged the recording.
- Have a designated researcher read the entire consent form. Note- Each participant has been sent this document previously.
- Each participant must send a private message to the researcher who has read the document by saying:

  I agree to participate (or)

  I do not agree to participate

Purpose of the Zoom Session

Good (Morning, Afternoon, Evening). We are the Equity Agents, A Capstone Team conducting research for a Federal Law Enforcement Agency. We would like to thank all of you for assisting this agency and possibly other agencies in recruiting and retaining a diverse population within the organization.

My name is (Edgar, Reena, or Meghan) and I will be the moderator of this discussion. I will begin by asking some basic questions related to our study. (Edgar, Reena, or Meghan- pick two) will be taking notes in addition to recording this session. Each of your identities will remain confidential. We will identify each participant for confidentiality reasons. We ask you not to share details about the group discussion.

This may be your first time participating in a Focus Group Session for some of you. There will be several questions asked of the group, and anyone can participate. This is an open setting in which if something comes to mind after hearing another participant share their ideas, please do so. We want this to be a conversation amongst peers, so please share your thoughts and experiences as you see fit to do so. We will lay out some basic rules, but before we do that, does anyone have any questions?

Rules/Regulations

- Please always respect others – Only one person speaking at a time. The conversation will be recorded.
You may not have an answer for every question, and as the moderator, I will ensure that everyone is heard before moving on. Again, this discussion is confidential, and as we report our findings, none of the names will be presented in our findings.

We may not all agree and have the same ideas during this session, so we must recognize and allow each other to express our opinions.

Please state your first name or a chosen pseudonym before you speak.

Before we begin our discussion, does anyone have any questions?

Session Start (Begin timer from this point forward)

Do you think diversity is important in the workplace? Why or why not?

(RQ2) Do you remember viewing the website of a federal law enforcement agency? What about their social media site? What are your thoughts when viewing images from a federal law enforcement agency’s social media platforms like Facebook, Instagram, and Twitter? Did you notice their commitment to diversity, equity, and inclusion on their sites? If so, what was your first impression?

(RQ2) Show the group two separate pictures-

Picture #1 - A picture of a diverse group of professional people

Picture #2 - A picture of a group of white males dressed professionally

Imagine these pictures on a federal law enforcement agency's social media site. What do you think of when you see each of these pictures representing an organization? Which image is more appealing to you and why? What kinds of images would help prompt you to apply to this particular agency and why? Are there any images that would make you decide not to apply to the agency? Which
one(s) and why? Based on these images, which of the agencies would you be most drawn to and why?

- **(RQ3)** How important is it for you to work for a federal law enforcement agency with a substantial diversity, equity, and inclusion culture? Is it important that the agency regularly expresses its commitment to DEI on its social media sites?

- **(RQ3)** Is there anything else related to diversity, equity, or inclusion that would make you apply to other FLEs over another? Have you encountered any barriers during your research that would deter you from seeking employment with any of the agencies?

- This brings us to the end of our conversation. Does anyone have anything else they would like to add to this conversation? Thank you
## Appendix J: SOCIAL MEDIA IMAGES—August 2023–September 2023

### ATF Facebook

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<th>DATE</th>
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<th>TEXT</th>
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<td>MOC WM Live Photo</td>
<td>ATF personnel from Field Divisions across the country participated in #NationalNightOut events in their local communities yesterday. Building relationships with the people we protect and serve is an important part of accomplishing our mission. Go to <a href="https://natw.org">https://natw.org</a> for more information. #WeAreATF</td>
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<td>Group MOC WM Live Photo</td>
<td>ATF personnel from Field Divisions across the country participated in #NationalNightOut events in their local communities yesterday. Building relationships with the people we protect and serve is an important part of accomplishing our mission. Go to <a href="https://natw.org">https://natw.org</a> for more information. #WeAreATF</td>
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<td>WM MDP Live Photo</td>
<td>ATF personnel from Field Divisions across the country participated in #NationalNightOut events in their local communities yesterday. Building relationships with the people we protect and serve is an important part of accomplishing our mission. Go to <a href="https://natw.org">https://natw.org</a> for more information. #WeAreATF</td>
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<td>WM WW Group Live Photo</td>
<td>ATF Director Steve Dettelbach, Deputy Assistant Director Mickey French and San Francisco Special Agent in Charge Jennifer</td>
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<td>Graphic</td>
<td>Demonte Kellum, 26, of Baltimore, was sentenced to 19 years in federal prison for his involvement in three armed robberies in 2019, two of which resulted in the murder of the victims. From April to August 2019, Kellum and at least five others were co-conspirators in an enterprise that engaged in a pattern of deadly racketeering activity, including a series of armed carjackings, armed robberies and attempted armed robberies in Baltimore, as well as the pawning of stolen goods.</td>
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<td>Group Live Photo MDP</td>
<td>ATF remembers and honors the brave men and women who were either wounded on the battlefield or paid the ultimate sacrifice to defend our nation. Thank you for your service and sacrifice.</td>
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<td>Group Live Photo</td>
<td>ATF Deputy Director Marvin Richardson presented a Gang Resistance Education and Training partnership appreciation award to the Glen Cove Boys &amp; Girls Club in New York. He also recognized an ATF Senior Special Agent with the first ever ATF G.R.E.A.T. program service award, recognizing her more than 20-year commitment and dedication to the program. The G.R.E.A.T. youth and community outreach program was launched in 1991 to combat violent crime. ATF’s G.R.E.A.T. program uses educational tools to help young people avoid gang-related activities, resist negative peer pressure and develop positive relationships with law enforcement. Learn more at <a href="http://www.atf.gov/.../factsheet-gang-resistance">http://www.atf.gov/.../factsheet-gang-resistance</a>.... #ATF</td>
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<td>Group Live Photo</td>
<td>ATF Deputy Director Marvin Richardson presented a Gang Resistance Education and Training partnership appreciation award to the Glen Cove Boys &amp; Girls Club in New York. He also recognized an ATF Senior</td>
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<td>Stock</td>
<td>Anthony Q. Johnson, 19, was sentenced to more than four years in prison for possessing a handgun with a machine gun conversion device. Evidence showed that in January 2023, Johnson pulled a handgun from his waistband during an altercation with another person. When the person fled from Johnson in a car, Johnson discharged the gun, causing one of the bullets to pass through the rear window and windshield of a mini-van parked nearby.</td>
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<td>Stock</td>
<td>A Baton Rouge, Louisiana, man was sentenced to 17 years in federal prison for armed robberies and gun offenses. Oreall Ruffin, 25, was convicted of interference with commerce by robbery and using, carrying and brandishing a firearm during a crime of violence. Between Nov. 17 and 22, 2019, Ruffin and others robbed three businesses holding employees at gunpoint, forcing them to empty the stores’ safes.</td>
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<td>Graphic</td>
<td>In August 1972, ATF’s Technical Classification Branch became the National Gun Tracing Center, officially responsible for international and domestic gun traces, tracing between 1,800 and 2,000 guns monthly. Today, the NTC traces between 50,000 and 60,000 guns each month.</td>
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<td>WM Live Photo</td>
<td>Dwayne Keith Anderson, former Federal Firearms Licensee, was sentenced to 6</td>
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months in prison and three years of supervision for helping felon Essa Williams obtain a gun. Williams is pending trial in Maricopa County Superior Court for allegedly shooting Phoenix Police Department Officer Tyler Moldovan on Dec. 14, 2021.

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<td>Graphic</td>
<td>The Bipartisan Safer Communities Act was signed into law in June 2022. Section 12002 changed the definition of what it means to be “engaged in the business” of dealing in firearms.</td>
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<td>Graphic</td>
<td>In June 2021, Little disrupted a memorial service in Fort Deposit and was asked to leave. Little returned later while graveside services were ongoing at a nearby cemetery and began arguing with family members while still in his vehicle. Little fired a handgun from the vehicle’s open window.</td>
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<td>Graphic</td>
<td>In November 2022, ATF Director Steve Dettelbach formally signed the 30x30 pledge, thereby committing to increase the number of women working as criminal investigators in the agency. Special Agents make up the largest employee group at ATF and will be the focus of our pledge to improve the representation and inclusion of women in our ranks.</td>
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<td>Graphic</td>
<td>An Illinois man was sentenced for the arson of the Planned Parenthood Peoria Health Center in Peoria, Illinois. Tyler W. Massengill, 33, was sentenced to 10 years in prison followed by three years of supervised release and was ordered to pay $1.45 million in restitution. He previously pleaded guilty on Feb. 16 to malicious use of fire and an explosive to damage, and attempt to damage, the Peoria Health Center.</td>
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<td>Stock</td>
<td>Tyquerius Doss, 20, was sentenced to five years in prison for possession of a Glock handgun with a fully automatic conversion</td>
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<td>Live Photo</td>
<td>A Glock with an automatic conversion device, or switch, becomes a machine gun, and federal law prohibits anyone from possessing an unlicensed machine gun.</td>
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<td>Live Photo</td>
<td>A former Puerto Rico police officer was sentenced to eight years in prison for theft of firearms from a police weapons vault and tampering with multiple witnesses.</td>
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<td>Live Photo</td>
<td>Emergency Support Function #13 was activated to provide force protection for FEMA Urban Search &amp; Rescue teams and augment the Maui Police Department's forces in the aftermath of the devastating Hawaii wildfire. ESF #13, which ATF manages on behalf of the Department of Justice, coordinates the federal law enforcement response to any disaster requiring a FEMA response. Learn more at <a href="http://www.fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf">www.fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf</a>. #ATF #MauiFire</td>
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<td>Live Photo</td>
<td>Emergency Support Function #13 was activated to provide force protection for FEMA Urban Search &amp; Rescue teams and augment the Maui Police Department's forces in the aftermath of the devastating Hawaii wildfire. ESF #13, which ATF manages on behalf of the Department of Justice, coordinates the federal law enforcement response to any disaster requiring a FEMA response. Learn more at <a href="http://www.fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf">www.fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf</a>. #ATF #MauiFire</td>
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<td>Group</td>
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<td>Stock</td>
<td>After an ATF, Florida Department of Law Enforcement and Pasco Sheriff’s Office investigation, an Unforgiven gang member was sentenced to more than 21 years in federal prison for kidnapping and assault in aid of racketeering.</td>
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<td>Group WDP WM Live Photo</td>
<td>A Deputy U.S. Marshal operating as part of ESF #13 deputizes 16 Special Agents from the Bureau of Indian Affairs. BIA Special Agents bring an extensive background and understand the complex cultural landscape,</td>
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<td>Graphic</td>
<td>The passing of the Bipartisan Safer Communities Act last year changed the definition of what it means to be engaged in the business of dealing firearms as outlined in Section 12002. The term “to predominantly earn a profit” refers to anyone who engages in selling or disposing of firearms that has a predominant intent of obtaining pecuniary gain, although the person may have other intents as well.</td>
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<td>which will be an asset to the recovery efforts following the devastating West Maui wildfire.</td>
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<td>Last week, Special Agents from Jacksonville, Florida, and Yakima, Washington, field offices arrested Shanna Gardner for her “central and key role” in the February 2022 murder of her ex-husband in Jacksonville Beach, Florida. The case was investigated by the Jacksonville Beach Police Department and ATF Jacksonville with assistance from numerous law enforcement agencies in Florida and Washington.</td>
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<td>Graphic</td>
<td>The 40th and final defendant was prosecuted as part of the case against the Insane Gangster Disciples in South Carolina last week.</td>
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<td>Graphic</td>
<td>Firearms trafficking is the movement of firearms from the legal to the illegal marketplace. It is one of the most pressing problems in the firearms industry today. Gun trafficking is a nationwide issue that crosses U.S. borders.</td>
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<td>Stock</td>
<td>A Virginia man was sentenced to prison for the unlicensed sale of multiple firearms. James Banville, 33, purchased 18 guns from Federal Firearms Licensees and then illegally sold at least nine.</td>
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<td>Graphic</td>
<td>During hurricane season, people living in</td>
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<td>hurricane-prone areas know to prepare a Disaster Preparedness Plan. While making that plan, include a strategy for securing and safeguarding firearms. During evacuation orders, gun owners should be aware of the laws of surrounding states where they may evacuate and the rules at storm shelters.</td>
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<td>Stock</td>
<td>Thanks to investigative leads made possible by ATF’s National Integrated Ballistic Information Network, a Baltimore man pleaded guilty last week to a murder-for-hire conspiracy that resulted in the death of a victim. Tyrik Braxton, aka “Son-Son,” 25, admitted that a co-conspirator solicited him to kill Juan Ross, and he accepted payment to commit the murder.</td>
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<td>WM MDP Live Photo Group</td>
<td>1926, Eliot Ness was appointed as a temporary prohibition agent in the U.S. Department of the Treasury, a legacy agency of ATF. Special Agent Ness is one of history's most famous federal agents. Against all odds, he and his “Untouchables” broke the back of organized crime in Chicago and ensured the prosecution of notorious mob boss Al Capone.</td>
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<td>Graphic Stock</td>
<td>A Florida couple was indicted for multiple federal firearms violations after unlawfully purchasing 129 guns, many of which have been recovered at crime scenes. A 39-count indictment charging Kingsley Wilson, 35, and Viviana Rodriguez, 41, both of Kissimmee, with dealing in firearms without a license, making a false statement to a Federal Firearms Licensee and causing an FFL to maintain false information in its official records.</td>
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<td>Graphic</td>
<td>After a joint ATF Detroit Field Division, Michigan State Police and Lansing Police Department investigation, Davion Shaltry, 19, was sentenced to 46 months in prison for illegally possessing a firearm as a felon. Shaltry was found possessing the illegal firearm three days after his sentencing for illegally possessing a different gun.</td>
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<td>Graphic</td>
<td>Four people were indicted on 40 counts, including 14 armed carjackings, one attempted carjacking and five armed robberies in Puerto Rico.</td>
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<td>Graphic</td>
<td>Disasters can happen anywhere, anytime, which is why it’s crucial to be prepared. Have a plan for your family, pets and firearms.</td>
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<td>Graphic</td>
<td>we recognize the contributions and achievements of the hardworking Americans, especially the women and men of ATF, our law enforcement partners and first responders who step into dangerous situations daily to keep us safe.</td>
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<td>Graphic</td>
<td>A California man was sentenced to 31 years to life in prison for murder and arson in a case investigated by ATF Los Angeles Field Division, Escondido Police Department and Escondido Fire Department.</td>
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<td>Group WDP</td>
<td>After an emergency, you may need to survive on your own for several days. A disaster supplies kit is a collection of basic items your household may need in the event of an emergency. Include several days’ worth of first-aid supplies, nonperishable food items and water. Also, ensure firearms are secured in a safe place during and after</td>
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<td>Graphic</td>
<td>Director Steve Dettelbach joined local, state and federal partners to announce the results of a summer violent crime reduction initiative in Cleveland, where 59 individuals were charged and arrested in connection with firearms trafficking, narcotics, conspiracy or other firearms offenses. ATF’s National Integrated Ballistic Information Network data shows that many firearms seized in this investigation were connected to violent criminal activity, including homicides and assaults, in Cleveland and surrounding Northeast Ohio suburbs in 2022 and 2023. Read more at <a href="http://www.justice.gov/.../59-charged-illegal-trafficking">http://www.justice.gov/.../59-charged-illegal-trafficking</a>.... #CrimeGunIntel</td>
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<td>WW WM Group Live Photo</td>
<td>The United Nations has designated today as the International Day of Police Cooperation. This day recognizes the essential work of the world’s law enforcement community in global security. ATF International Affairs Division’s mission is to promote information sharing and intelligence gathering to defeat criminal organizations globally. IAD also supports international firearms trafficking investigations and</td>
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an emergency.
## Transnational Law Enforcement Initiatives

**9/7/2023**

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**Stock**

ATF’s Crime Gun Intelligence Centers serve as intelligence hubs and coordination centers for local, state and federal responses to mass shootings and other major crimes involving firearms. CGICs use cutting-edge forensic science and crime gun evidence to support the investigation and prosecution of violent criminals.

## ATF's Charge Twenty-One Individuals

**9/8/2023**

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**Stock**

Twenty-one individuals were charged in a federal indictment alleging illegally possessing firearms; trafficking fentanyl, methamphetamine and cocaine; money laundering; and dog fighting. The charges follow an extensive law enforcement operation in which federal agents seized more than 40 firearms; quantities of fentanyl, meth and cocaine; more than $55,000 in cash; and approximately 90 dogs.

## ATF's Commemoration of 9/11

**9/11/2023**

[Link](https://www.facebook.com/photo/?fbid=620172900287186&set=pcb.620172990287177)

**Graphic Stock**

ATF employees, families and friends gathered in the atrium at ATF Headquarters in Washington, D.C., today to commemorate the lives lost and the heroes who emerged on 9/11 during a memorial ceremony. ATF paid tribute to Special Agent William Sheldon and retired Special Agents Cesar Santana and Chris Behan, who lost their lives due to 9/11-related illnesses. #NeverForget #WeAreATF

[Link](https://www.facebook.com/photo/?fbid=620172946953848&set=pcb.620172999287177)

**WW WM Live Photo**

ATF employees, families and friends gathered in the atrium at ATF Headquarters in Washington, D.C., today to commemorate the lives lost and the heroes...
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<td>Stock</td>
<td>The father of a 15-year-old accused of fatally shooting a classmate at Lamar High School, Texas, was sentenced to more than six years in federal prison for a gun crime. John Edward Porter, 50, was charged in March and pleaded guilty in May to being a felon in possession of a firearm.</td>
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<td>WW WDP Stock</td>
<td>On National Police Woman Day, we would like to recognize and celebrate the contributions the women of ATF have made in protecting our communities from violent behavior.</td>
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<td>PSA</td>
<td>ATF Dallas is offering up to $15,000 for information leading to the arrest and conviction of the suspect(s) responsible for the death of 7-year-old Kyrie Barnes.</td>
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<td>Graphic</td>
<td>ATTF’s National Integrated Ballistic Information Network is the only national network that allows for the capture and comparison of ballistic evidence to aid in solving and preventing violent crimes involving firearms.</td>
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<td>Graphic</td>
<td>After an ATF Phoenix Field Division and Albuquerque Police Department investigation, Marquez Martinez pled guilty to dealing in firearms without a license and two counts of unlawful possession and transfer of a machine gun.</td>
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<td>In honor of the contributions and sacrifices of Hispanic people throughout our nation's history, today through Oct. 15, ATF joins the celebration of National Hispanic Heritage Month. The 2023 recognition theme is “Todos Somos, Somos Uno: We Are All, We Are One.”</td>
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<td>Graphic</td>
<td>Parents are encouraged to talk to their children about preparing for emergencies and what to do in case they are separated. Every member of the family should be part of the plan and prepare for when a disaster happens.</td>
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<td><a href="https://www.facebook.com">https://www.facebook.com</a></td>
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<td>Khalil Madden and Aaron Butler will serve</td>
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<td>WDP WW Live Photo</td>
<td>ATF Director Steve Dettelbach and Deputy Director Marvin Richardson presented 124 awards to ATF professionals and 26 to partner agency employees. The awards reflected the achievements of individuals and groups for life-saving activities, outstanding service, lifetime achievement, and medals for distinguished service, valor, hostile action and Gold Star Medals.</td>
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<td>MDP WM Live Photo</td>
<td>ATF Director Steve Dettelbach and Deputy Director Marvin Richardson presented 124 awards to ATF professionals and 26 to partner agency employees. The awards reflected the achievements of individuals and groups for life-saving activities, outstanding service, lifetime achievement, and medals for distinguished service, valor, hostile action and Gold Star Medals.</td>
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<td>9/21/2023</td>
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<td>Live Photo Group</td>
<td>ATF, on behalf of the Justice Department, completed its ESF #13 Task Force deployment in Maui. Federal law enforcement resources were part of FEMA’s whole-of-government response to multiple wildfires across Hawaii, including the devastating Lahaina fire. This deployment was the largest and longest activation for a wildfire response in ESF #13 history. The task force provided federal public safety and security resources for multiple FEMA missions. Read more about the mission at <a href="http://www.atf.gov/.../justice-department-provides">http://www.atf.gov/.../justice-department-provides</a>.... #ATF #MauiFire</td>
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<td>WW MDP Live Photo</td>
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This deployment was the largest and longest activation for a wildfire response in ESF #13 history. The task force provided federal public safety and security resources for multiple FEMA missions. Read more about the mission at http://www.atf.gov/.../justice-department-provides.... #ATF #MauiFire

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<td>WM MDP Live Photo</td>
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<td>Group WM MDP Live Photo</td>
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<td>MDP Live Photo</td>
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<td>Group Live Photo</td>
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<td>Graphic</td>
<td>This week, a new Central Ohio Crime Gun Intelligence Center opened in Columbus, establishing a centralized intelligence hub to provide real-time intelligence leads during criminal investigations. The CGIC brings together, under one roof, the expertise of firearm evidence examiners, intelligence analysts and investigators to rapidly collect, analyze and share information about guns used in violent crimes.</td>
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<td>Graphic</td>
<td>The fight to protect our communities is not just up to law enforcement; it’s a partnership between communities and law enforcement. We look to those who live in the communities we protect to provide us with information about gun violence. You can submit tips quickly and anonymously by downloading the ReportIt® app for Android or iOS</td>
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<td>9/22/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=625898656381277">https://www.facebook.com/photo/?fbid=625898656381277</a></td>
<td>Stock</td>
<td>A serial domestic abuser was sentenced to almost four years in federal prison for illegally possessing a firearm. According to</td>
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<td>Graphic</td>
<td>The Bipartisan Safer Communities Act expanded the definition of engaging in the business of firearms dealing. ATF’s updated guidance explains this new change in the law and can help you determine if your firearms-related activity requires a license.</td>
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<td>9/25/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=627464166224726&amp;set=a.165816755722805">https://www.facebook.com/photo/?fbid=627464166224726&amp;set=a.165816755722805</a></td>
<td>Graphic</td>
<td>September is National Preparedness Month. We encourage firearm owners to keep their firearms locked in a secure location. Use a safe or other locks to protect children and others from the potential theft or loss of your firearms and ammunition.</td>
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<td>9/26/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=628153739489102&amp;set=a.165816755722805">https://www.facebook.com/photo/?fbid=628153739489102&amp;set=a.165816755722805</a></td>
<td>Group Live Photo</td>
<td>ATF helped to ensure a safe environment for visiting foreign dignitaries at #UNGA78 in New York City. The United Nations General Assembly is the largest regularly scheduled diplomatic gathering in the world. UNGA requires close coordination between local, federal and international security organizations</td>
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<td>9/26/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=628026739501802&amp;set=a.165816755722805">https://www.facebook.com/photo/?fbid=628026739501802&amp;set=a.165816755722805</a></td>
<td>Graphic</td>
<td>The primary goal of ATF’s firearms trafficking strategy is to prevent violent crime by disrupting and dismantling the firearms trafficking organizations and networks responsible for supplying violent offenders with crime guns. Our goal is to reduce violent crime by restricting the flow of firearms to prohibited persons and violent criminals.</td>
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<td>9/27/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=628678929436583&amp;set=a.165816755722805">https://www.facebook.com/photo/?fbid=628678929436583&amp;set=a.165816755722805</a></td>
<td>Stock</td>
<td>Four people in the Southern District of Georgia were indicted on felony charges, including illegal firearms possession this week. Additional defendants have been sentenced to federal prison or await further</td>
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proceedings after pleading guilty to federal gun charges.

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<td>Group</td>
<td>A San Diego County grand jury indicted 17 defendants for their roles in a violent attack on three men on June 6, 2023. The group of outlaw Hells Angels motorcycle gang members and associates were arrested on Sept. 21. If convicted, the defendants face a range of possible sentences from three years to life in prison.</td>
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<td>9/29/2023</td>
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<td>Live Photo</td>
<td>A New Orleans man was sentenced to more than nine years for carjacking and weapons violations. Tevis Stanton, 22, committed a carjacking on March 22, 2022, and threatened to kill the victims as he brandished a firearm. Later, after the vehicle was located at an apartment complex, detectives identified Stanton as the perpetrator of the carjacking. This case, part of Project Safe Neighborhoods, was investigated by ATF and the New Orleans Police Department.</td>
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**ATF Instagram**

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<th>DATE</th>
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<tr>
<td>8/1/2023</td>
<td><a href="https://www.instagram.com/p/CvZ5X59ON3s/">https://www.instagram.com/p/CvZ5X59ON3s/</a></td>
<td>Graphic</td>
<td>During hurricane season, having a disaster preparedness plan is the best way to anticipate, prepare for, mitigate the effect of, and recover from a business disruption.</td>
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<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/CvdHT_PMuXL/?img_index=1">https://www.instagram.com/p/CvdHT_PMuXL/?img_index=1</a></td>
<td>MOC WW Live Photo</td>
<td>ATF personnel from Field Divisions across the country participated in #NationalNightOut events in their local communities yesterday. Building relationships with the people we protect and serve is an important part of accomplishing our mission.</td>
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<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/CvdAPop">https://www.instagram.com/p/CvdAPop</a></td>
<td>WM WW Group</td>
<td>ATF Director Steve Dettelbach, Deputy Assistant Director Mickey French and San</td>
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Francisco Special Agent in Charge Jennifer Cicolani stopped by Guitars not Guns in Contra Costa County, California, to watch a music lesson. Guitars not Guns is a program that provides free guitar lessons to foster children and at-risk youth. The nationwide charity has taught almost 5,000 children in 12 states over the past 23 years. Learn more about this program at www.guitarsnotguns.org.

ATF Director Steve Dettelbach participated in #NationalNightOut events in Pleasanton, California, during his visit to the ATF San Francisco Field Division. He joined Pleasanton Police Department Chief David Swing in celebrating the events.

The passing of the Bipartisan Safer Communities Act last year changed the definition of what it means to be “engaged in the business” of dealing firearms. Section 12002 of the law outlines the definition, which changed to cover all persons who devote time, attention and labor to dealing firearms as a regular course of trade or business to “predominantly earn a profit” through the repetitive purchase and resale of firearms. Read the BSCA at www.atf.gov/rules-and-regulations/gun-control-act.

Anthony Q. Johnson, 19, was sentenced to more than four years in prison for possessing a handgun with a machine gun conversion device. Evidence showed that in January 2023, Johnson pulled a handgun from his waistband during an altercation with another person. When the person fled from Johnson in a car, Johnson discharged the gun, causing one of the bullets to pass through the rear window and windshield of a mini-van parked nearby. An eyewitness account and the ShotSpotter gunshot detection system established that the gunfire rate was consistent with a fully automatic
weapon. Police responded to the scene and located 13 spent shell casings from a .40 caliber weapon.

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<td><a href="https://www.instagram.com/p/CvvBtsxLP_j/">https://www.instagram.com/p/CvvBtsxLP_j/</a></td>
<td>Stock</td>
<td>A Baton Rouge, Louisiana, man was sentenced to 17 years in federal prison for armed robberies and gun offenses. Oreall Ruffin, 25, was convicted of interference with commerce by robbery and using, carrying and brandishing a firearm during a crime of violence. Between Nov. 17 and 22, 2019, Ruffin and others robbed three businesses holding employees at gunpoint, forcing them to empty the stores’ safes.</td>
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<td>8/9/2023</td>
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<td>MOC_MDP</td>
<td>Look inside what it’s like to lead one of ATF’s field divisions with Miami Field Division Special Agent in Charge Christopher Robinson. SAC Robinson discusses challenges, successes and partnerships in combating violent gun crime in South Florida, Puerto Rico and the Virgin Islands. He discusses the value of crime gun intelligence and combatting crime in critical drug trafficking regions. SAC Robinson also talks about what to expect with a career in ATF.</td>
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<td>8/9/2023</td>
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<td>MOC_LivePhoto</td>
<td>ATF Deputy Director Marvin Richardson presented a Gang Resistance Education and Training partnership appreciation award to the Glen Cove Boys &amp; Girls Club in New York. He also recognized an ATF Senior Special Agent with the first ever ATF G.R.E.A.T. program service award, recognizing her more than 20-year commitment and dedication to the program.</td>
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<td>Group_LivePhoto</td>
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<td><a href="https://www.instagram.com/p/CvxmhgCLcBo/">https://www.instagram.com/p/CvxmhgCLcBo/</a></td>
<td>Stock</td>
<td>After an ATF and the Minneapolis Police Department investigation, Deandre Lashawn Robinson, 31, of Minneapolis, was sentenced to more than 10 years in prison. In August 2021, officers with the Minneapolis Police Department received information that Robinson was dealing narcotics and was in possession of a firearm. Officers conducted surveillance and saw Robinson engage in numerous hand-to-hand transactions from his vehicle. Officers arrested Robinson on an outstanding warrant and searched his vehicle. Inside the vehicle, officers found a semi-automatic pistol, cocaine and MDMA pills. Officers also found a privately made firearm and fentanyl pills from a vehicle he had rented. Read more at <a href="http://www.atf.gov/news/pr/minneapolis-man-sentenced-more-10-years-prison-possession-intent-distribute-fentanyl">www.atf.gov/news/pr/minneapolis-man-sentenced-more-10-years-prison-possession-intent-distribute-fentanyl</a>.</td>
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<td>Graphic</td>
<td>In August 1972, ATF's Technical Classification Branch became the National Gun Tracing Center, officially responsible for international and domestic gun traces, tracing between 1,800 and 2,000 guns monthly. Today, the NTC traces between 50,000 and 60,000 guns each month. Learn more about NTC at <a href="http://www.atf.gov/firearms/national-tracing-center">www.atf.gov/firearms/national-tracing-center</a>.</td>
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<td>WM Live Photo</td>
<td>Dwayne Keith Anderson, former Federal Firearms Licensee, was sentenced to 6 months in prison and three years of supervision for helping felon Essa Williams obtain a gun. Williams is pending trial in Maricopa County Superior Court for allegedly shooting Phoenix Police Department Officer Tyler Moldovan on Dec. 14, 2021.</td>
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<td>Graphic</td>
<td>The Bipartisan Safer Communities Act was signed into law in June 2022. Section 12002 changed the definition of what it means to...</td>
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<td>Graphic</td>
<td>Gerald Dyron Little, 42, of Montgomery, Alabama, was sentenced to 10 years in prison for illegally possessing ammunition he used during a shooting at a funeral.</td>
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<td>Graphic</td>
<td>In November 2022, ATF Director Steve Dettelbach formally signed the 30x30 pledge, thereby committing to increase the number of women working as criminal investigators in the agency. Special Agents make up the largest employee group at ATF and will be the focus of our pledge to improve the representation and inclusion of women in our ranks.</td>
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<td>8/15/2023</td>
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<td>Graphic</td>
<td>An Illinois man was sentenced for the arson of the Planned Parenthood Peoria Health Center in Peoria, Illinois. Tyler W. Massengill, 33, was sentenced to 10 years in prison followed by three years of supervised release and was ordered to pay $1.45 million in restitution. He previously pleaded guilty on Feb. 16 to malicious use of fire and an explosive to damage, and attempt to damage, the Peoria Health Center.</td>
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<td><a href="https://www.instagram.com/p/Cv-egVUt5f/">https://www.instagram.com/p/Cv-egVUt5f/</a></td>
<td>Stock</td>
<td>Tyquerius Doss, 20, was sentenced to five years in prison for possession of a Glock handgun with a fully automatic conversion device. A Glock with an automatic conversion device, or switch, becomes a machine gun, and federal law prohibits anyone from possessing an unlicensed machine gun.</td>
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<td>Live Photo</td>
<td>A former Puerto Rico police officer was sentenced to eight years in prison for theft of firearms from a police weapons vault and tampering with multiple witnesses.</td>
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<td>Live Photo</td>
<td>Emergency Support Function #13 was activated to provide force protection for FEMA Urban Search &amp; Rescue teams and...</td>
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<td>Graphic</td>
<td>The National Integrated Ballistic Information Network supports law enforcement agencies’ efforts to investigate firearms-related crimes. It provides leads and information to help identify and arrest perpetrators of gun-related offenses before they can do more harm.</td>
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<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwGM5dGra_U/">https://www.instagram.com/p/CwGM5dGra_U/</a></td>
<td>Stock</td>
<td>After an ATF, Florida Department of Law Enforcement and Pasco Sheriff’s Office investigation, an Unforgiven gang member was sentenced to more than 21 years in federal prison for kidnapping and assault in aid of racketeering.</td>
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<td>8/18/2023</td>
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<td>Group</td>
<td>A Deputy U.S. Marshal operating as part of ESF #13 deputizes 16 Special Agents from the Bureau of Indian Affairs. BIA Special Agents bring an extensive background and understand the complex cultural landscape, which will be an asset to the recovery efforts following the devastating West Maui wildfire.</td>
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<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwFqumcs7eU/">https://www.instagram.com/p/CwFqumcs7eU/</a></td>
<td>Graphic</td>
<td>The passing of the Bipartisan Safer Communities Act last year changed the definition of what it means to be engaged in the business of dealing firearms as outlined in Section 12002. The term “to predominantly earn a profit” refers to anyone who engages in selling or disposing of firearms that has a predominant intent of obtaining pecuniary gain, although the person may have other intents as well.</td>
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<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwFc0AU6s6b2/">https://www.instagram.com/p/CwFc0AU6s6b2/</a></td>
<td>Graphic</td>
<td>The ATF National Response Team deployed to Maui to assist in determining cause and origin of the Hawaii wildfire. Members from ATF Seattle Field Division, Honolulu Field Office and ATF Fire Research Laboratory arrived on Maui this week.</td>
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<td><a href="https://www.instagram.com/p/CwOI_Lrr3AT/">https://www.instagram.com/p/CwOI_Lrr3AT/</a></td>
<td>Stock</td>
<td>Last week, Special Agents from Jacksonville, Florida, and Yakima, Washington, field offices arrested Shanna Gardner for her “central and key role” in the February 2022 murder of her ex-husband in Jacksonville Beach, Florida. The case was investigated by the Jacksonville Beach Police Department and ATF Jacksonville with assistance from numerous law enforcement agencies in Florida and Washington.</td>
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<td>8/21/2023</td>
<td><a href="https://www.instagram.com/p/CwNZECPodkL/">https://www.instagram.com/p/CwNZECPodkL/</a></td>
<td>Graphic</td>
<td>Firearms trafficking is the movement of firearms from the legal to the illegal marketplace. It is one of the most pressing problems in the firearms industry today. Gun trafficking is a nationwide issue that crosses U.S. borders.</td>
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<td>8/22/2023</td>
<td><a href="https://www.instagram.com/p/CwP9zWGuh2h/">https://www.instagram.com/p/CwP9zWGuh2h/</a></td>
<td>WW Live Photo WDP</td>
<td>ATF Assistant Director of Field Operations Kristen deTineo was honored with a Public Service Award last week at the 24th annual Women in Federal Law Enforcement Conference in Tampa, Florida. The #WIFLE Foundation's Public Service Award salutes the exemplary performance of career civil servants with more than 20 years of experience who consistently contribute to the public interests of our country.</td>
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<td>8/24/2023</td>
<td><a href="https://www.instagram.com/p/CwVprO7rdEQ/">https://www.instagram.com/p/CwVprO7rdEQ/</a></td>
<td>Stock</td>
<td>Thanks to investigative leads made possible by ATF’s National Integrated Ballistic Information Network, a Baltimore man pleaded guilty last week to a murder-for-hire conspiracy that resulted in the death of a victim. Tyrik Braxton, aka “Son-Son,” 25, admitted that a co-conspirator solicited him to kill Juan Ross, and he accepted payment to commit the murder.</td>
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<td>8/26/2023</td>
<td><a href="https://www.instagram.com/p/CwaQ82JNtZc/">https://www.instagram.com/p/CwaQ82JNtZc/</a></td>
<td>WM MDP Live Photo Group</td>
<td>1926, Eliot Ness was appointed as a temporary prohibition agent in the U.S. Department of the Treasury, a legacy agency of ATF. Special Agent Ness is one of history’s most famous federal agents. Against all odds, he and his “Untouchables”</td>
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broke the back of organized crime in Chicago and ensured the prosecution of notorious mob boss Al Capone. Ness performed brilliantly as a crime fighter and leader, becoming an American icon inspiring movies, books,

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<td><a href="https://www.instagram.com/p/Cwf828WtP38/?img_index=1">https://www.instagram.com/p/Cwf828WtP38/?img_index=1</a></td>
<td>The training we do is important because all across the country and all across the globe there are consistently explosives-related incidents and bombings,” said David Taylor, ATF post blast program manager. “We are able to partner with state, local, federal, international and military partners to put on this training. It allows everyone to act as a force multiplier so we can combat criminal bombings.”</td>
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<td>8/30/2023</td>
<td><a href="https://www.instagram.com/p/CwlbC0TrneS/?img_index=1">https://www.instagram.com/p/CwlbC0TrneS/?img_index=1</a></td>
<td>The four-member ATF NRT team included a team leader, an electrical engineer from the ATF Fire Research Laboratory and two Certified Fire Investigators. The Seattle Field Division supplemented the NRT response with an Arson and Explosives Group supervisor, who is also a CFI, and a CFI candidate from the division’s Honolulu Field Office. Four members of the ATF Honolulu Field Office also deployed to Maui to support the NRT, conducting witness interviews and collecting video evidence.</td>
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<td>8/30/2023</td>
<td><a href="https://www.instagram.com/p/CwlGc-JuJau/">https://www.instagram.com/p/CwlGc-JuJau/</a></td>
<td>After a joint ATF Detroit Field Division, Michigan State Police and Lansing Police Department investigation, Davion Shaltry, 19, was sentenced to 46 months in prison for illegally possessing a firearm as a felon. Shaltry was found possessing the illegal gun three days after his sentencing for illegally possessing a different firearm. Read more at <a href="https://www.atf.gov/news/pr/lansing-man-sentenced-46-months-prison-illegal-gun-possession">www.atf.gov/news/pr/lansing-man-sentenced-46-months-prison-illegal-gun-possession</a>.</td>
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<td>8/30/2023</td>
<td><a href="https://www.instagram.com/p/Cwnj73qL-9V/">https://www.instagram.com/p/Cwnj73qL-9V/</a></td>
<td>The Justice Department announced today that it has submitted to the Federal Register a notice of proposed rulemaking that would</td>
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<td>Graphic</td>
<td>Disasters can happen anywhere, anytime, which is why it’s crucial to be prepared. Have a plan for your family, pets and firearms</td>
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<td>9/4/2023</td>
<td><a href="https://www.instagram.com/p/CwxcKnEt2dd/">https://www.instagram.com/p/CwxcKnEt2dd/</a></td>
<td>Graphic</td>
<td>we recognize the contributions and achievements of the hardworking Americans, especially the women and men of ATF, our law enforcement partners and first responders who step into dangerous situations daily to keep us safe. Thank you</td>
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<td>9/5/2023</td>
<td><a href="https://www.instagram.com/p/Cw0A9tFsvl3/">https://www.instagram.com/p/Cw0A9tFsvl3/</a></td>
<td>WDP WOC MOC Stock</td>
<td>ATF offers recent graduates and students the opportunity to train in internship programs at our leading-edge federal law enforcement agency. ATF offers paid and volunteer internships in forensic science, law and other professional and technical job series. Learn more at <a href="https://www.atf.gov/careers/internships">www.atf.gov/careers/internships.</a></td>
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<td>9/6/2023</td>
<td><a href="https://www.instagram.com/p/Cw3IA0Johpp/">https://www.instagram.com/p/Cw3IA0Johpp/</a></td>
<td>Live Photo Group</td>
<td>A California man was sentenced to 31 years to life in prison for murder and arson in a case investigated by ATF Los Angeles Field Division, Escondido Police Department and Escondido Fire Department.</td>
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<td>9/6/2023</td>
<td><a href="https://www.instagram.com/p/Cw2lxDUtFzN/">https://www.instagram.com/p/Cw2lxDUtFzN/</a></td>
<td>Graphic</td>
<td>After an emergency, you may need to survive on your own for several days. A disaster supplies kit is a collection of basic items your household may need in the event of an emergency. Include several days' worth of first-aid supplies, nonperishable food items and water. Also, ensure firearms are secured in a safe place during and after an emergency. Follow along with FEMA as they provide safety and disaster preparedness advice at</td>
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<td>Graphic</td>
<td>Director Steve Dettelbach joined local, state and federal partners to announce the results of a summer violent crime reduction initiative in Cleveland, where 59 individuals were charged and arrested in connection with firearms trafficking, narcotics, conspiracy or other firearms offenses.</td>
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<td>9/7/2023</td>
<td><a href="https://www.instagram.com/p/Cw5ieMXLiaq/">https://www.instagram.com/p/Cw5ieMXLiaq/</a></td>
<td>WW WM</td>
<td>The United Nations has designated today as the International Day of Police Cooperation. This day recognizes the essential work of the world’s law enforcement community in global security. ATF International Affairs Division’s mission is to promote information sharing and intelligence gathering to defeat criminal organizations globally. IAD also supports international firearms trafficking investigations and transnational law enforcement initiatives. Learn more at <a href="http://www.atf.gov/about-atf/international-affairs-division">www.atf.gov/about-atf/international-affairs-division</a>.</td>
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<td>9/7/2023</td>
<td><a href="https://www.instagram.com/p/Cw5Kka4uCbA/">https://www.instagram.com/p/Cw5Kka4uCbA/</a></td>
<td>Stock</td>
<td>ATF’s Crime Gun Intelligence Centers serve as intelligence hubs and coordination centers for local, state and federal responses to mass shootings and other major crimes involving firearms. CGICs use cutting-edge forensic science and crime gun evidence to support the investigation and prosecution of violent criminals.</td>
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<td>9/8/2023</td>
<td><a href="https://www.instagram.com/p/Cw8Rm65LPZT/">https://www.instagram.com/p/Cw8Rm65LPZT/</a></td>
<td>Stock</td>
<td>Twenty-one individuals were charged in a federal indictment alleging illegally possessing firearms; trafficking fentanyl, methamphetamine and cocaine; money laundering; and dog fighting. The charges follow an extensive law enforcement operation in which federal agents seized more than 40 firearms; quantities of fentanyl, meth and cocaine; more than $55,000 in cash; and approximately 90 dogs.</td>
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<td>9/8/2023</td>
<td><a href="https://www.instagram.com/p/Cw7vXrE">https://www.instagram.com/p/Cw7vXrE</a></td>
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<td>The Bipartisan Safer Communities Act, signed June 25, 2022, increased the</td>
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<td>Graphic</td>
<td>ATF employees, families and friends gathered in the atrium at ATF Headquarters in Washington, D.C., today to commemorate the lives lost and the heroes who emerged on 9/11 during a memorial ceremony. ATF paid tribute to Special Agent William Sheldon and retired Special Agents Cesar Santana and Chris Behan, who lost their lives due to 9/11-related illnesses.</td>
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<td>9/11/2023</td>
<td><a href="https://www.instagram.com/p/CxDdvqAtOsS/">https://www.instagram.com/p/CxDdvqAtOsS/</a></td>
<td>Graphic</td>
<td>Today, ATF joins the nation in remembering and honoring the victims of the #September11 terrorist attacks.</td>
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<td>9/12/2023</td>
<td><a href="https://www.instagram.com/p/CxGkynULZbe/">https://www.instagram.com/p/CxGkynULZbe/</a></td>
<td>Stock</td>
<td>The father of a 15-year-old accused of fatally shooting a classmate at Lamar High School, Texas, was sentenced to more than six years in federal prison for a gun crime. John Edward Porter, 50, was charged in March and pleaded guilty in May to being a felon in possession of a firearm.</td>
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<td>9/12/2023</td>
<td><a href="https://www.instagram.com/p/CxGhUhVrv47/">https://www.instagram.com/p/CxGhUhVrv47/</a></td>
<td>WW WDP</td>
<td>On National Police Woman Day, we would like to recognize and celebrate the contributions the women of ATF have made in protecting our communities from violent crime. We thank you for your dedicated service to our nation. ATF is committed to the 30x30 initiative by encouraging and promoting women in law enforcement.</td>
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<td>9/13/2023</td>
<td><a href="https://www.instagram.com/p/CxJJJAg2iH/">https://www.instagram.com/p/CxJJJAg2iH/</a></td>
<td>PSA</td>
<td>ATF Dallas is offering up to $15,000 for information leading to the arrest and conviction of the suspect(s) responsible for the death of 7-year-old Kyrie Barnes.</td>
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<td>9/13/2023</td>
<td><a href="https://www.instagram.com/p/CxInWsaBuBQW/">https://www.instagram.com/p/CxInWsaBuBQW/</a></td>
<td>Graphic</td>
<td>ATF’s National Integrated Ballistic Information Network is the only national network that allows for the capture and</td>
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<td><a href="https://www.instagram.com/p/CxLuZi9rz31/">https://www.instagram.com/p/CxLuZi9rz31/</a></td>
<td>Graphic</td>
<td>After an ATF Phoenix Field Division and Albuquerque Police Department investigation, Marquez Martinez pled guilty to dealing in firearms without a license and two counts of unlawful possession and transfer of a machine gun.</td>
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<td>9/14/2023</td>
<td><a href="https://www.instagram.com/p/CxLMIqouhto/">https://www.instagram.com/p/CxLMIqouhto/</a></td>
<td>Stock</td>
<td>ATF offers rewarding career paths for people seeking new and exciting opportunities. We recruit talented individuals from various backgrounds who want to join our strong law enforcement legacy.</td>
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<td>9/15/2023</td>
<td><a href="https://www.instagram.com/p/CxOTKv5rs1a/">https://www.instagram.com/p/CxOTKv5rs1a/</a></td>
<td>Graphic</td>
<td>An ATF Boston investigation led to a federal prison sentence for Jaythean Diaz, 20, for his role in conspiring to steal firearms from a Federal Firearms Licensee in New Hampshire.</td>
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<td>9/15/2023</td>
<td><a href="https://www.instagram.com/p/CxNw--fMvpX/">https://www.instagram.com/p/CxNw--fMvpX/</a></td>
<td>Graphic</td>
<td>In honor of the contributions and sacrifices of Hispanic people throughout our nation's history, today through Oct. 15, ATF joins the celebration of National Hispanic Heritage Month. The 2023 recognition theme is “Todos Somos, Somos Uno: We Are All, We Are One.”</td>
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<td>MDP Live Photo MOC</td>
<td>ATF’s National Canine Division hosted a graduation for its 146th Explosives Detection Canine Handler Class in Front Royal, Virginia. The NCD trains explosives and accelerant detection K-9s for local, state, federal and international fire and law enforcement agencies and the military.</td>
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<td>9/18/2023</td>
<td><a href="https://www.instagram.com/p/CxFViJsHqU/">https://www.instagram.com/p/CxFViJsHqU/</a></td>
<td>Graphic</td>
<td>Parents are encouraged to talk to their children about preparing for emergencies and what to do in case they are separated. Every member of the family should be part of the plan and prepare for when a disaster happens.</td>
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<td>Graphic</td>
<td>Khalil Madden and Aaron Butler will serve decades in prison for their involvement in the events that led to the death of Baltimore community leader Jordan Taylor.</td>
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<td>9/19/2023</td>
<td><a href="https://www.instagram.com/p/CxYEIkDNsKs/">https://www.instagram.com/p/CxYEIkDNsKs/</a></td>
<td>Ad</td>
<td>National Forensic Science Week recognizes forensic science's contribution to the criminal justice system. ATF offers various career opportunities in forensic science, technology, engineering and mathematics. The main hub of ATF’s scientific research is the National Laboratory Center in Maryland, which includes the Fire Research Laboratory, National Firearms Examiner Academy, and one of ATF’s two forensic science laboratories. ATF also offers internships for students and recent graduates.</td>
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<td>WDP WW</td>
<td>ATF held its 27th Annual ATF Awards Ceremony at headquarters in Washington, D.C., on Sept. 19. U.S. Deputy Attorney General Lisa Monaco offered the keynote address commending the men and women of ATF who are protecting the American people daily from violent crime.</td>
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<td>Live Photo Group</td>
<td>Federal law enforcement resources were part of FEMA’s whole-of-government response to multiple wildfires across Hawaii, including the devastating Lahaina fire.</td>
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<td><a href="https://www.instagram.com/p/Cxdvg5rIvxB/">https://www.instagram.com/p/Cxdvg5rIvxB/</a></td>
<td>Graphic</td>
<td>This week, a new Central Ohio Crime Gun Intelligence Center opened in Columbus, establishing a centralized intelligence hub to provide real-time intelligence leads during criminal investigations. The CGIC brings together, under one roof, the expertise of firearm evidence examiners, intelligence analysts and investigators to rapidly collect, analyze and share information about guns used in violent crimes.</td>
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<td><a href="https://www.instagram.com/p/CxdNu9/">https://www.instagram.com/p/CxdNu9/</a></td>
<td>Graphic</td>
<td>The fight to protect our communities is not just up to law enforcement; it’s a...</td>
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<td><a href="https://www.instagram.com/p/CxgUvFiULq/">https://www.instagram.com/p/CxgUvFiULq/</a></td>
<td>Stock</td>
<td>A serial domestic abuser was sentenced to almost four years in federal prison for illegally possessing a firearm. According to court documents, Dominic Nathaniel Alexander, 36, of Grand Rapids, Michigan, is a previously convicted felon who displayed a pattern of violence for years. Alexander’s history of violence stretches back for nearly a decade, including multiple occasions on which he beat, choked, and strangled multiple domestic partners. In addition, in 2018, Alexander was convicted of stabbing an unarmed man in the back and throat.</td>
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<td>9/25/2023</td>
<td><a href="https://www.instagram.com/p/CxnrmF-s6bf/">https://www.instagram.com/p/CxnrmF-s6bf/</a></td>
<td>Graphic</td>
<td>The Bipartisan Safer Communities Act expanded the definition of engaging in the business of firearms dealing. ATF’s updated guidance explains this new change in the law and can help you determine if your firearms-related activity requires a license.</td>
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<td>9/25/2023</td>
<td><a href="https://www.instagram.com/p/Cxng53LMG3d/">https://www.instagram.com/p/Cxng53LMG3d/</a></td>
<td>Graphic</td>
<td>September is National Preparedness Month. We encourage firearm owners to keep their firearms locked in a secure location. Use a safe or other locks to protect children and others from the potential theft or loss of your firearms and ammunition.</td>
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<td>9/26/2023</td>
<td><a href="https://www.instagram.com/p/Cxqn6d_swlo/">https://www.instagram.com/p/Cxqn6d_swlo/</a></td>
<td>Group Live Photo</td>
<td>The United Nations General Assembly is the largest regularly scheduled diplomatic gathering in the world. UNGA requires close coordination between local, federal and international security organizations.</td>
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<td><a href="https://www.instagram.com/p/CxqFs2nM4Hk/">https://www.instagram.com/p/CxqFs2nM4Hk/</a></td>
<td>Graphic</td>
<td>The primary goal of ATF’s firearms trafficking strategy is to prevent violent crime by disrupting and dismantling the firearms trafficking organizations and</td>
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<td>Four people in the Southern District of Georgia were indicted on felony charges, including illegal firearms possession this week. Additional defendants have been sentenced to federal prison or await further proceedings after pleading guilty to federal gun charges.</td>
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<td>Graphic</td>
<td>In November 2022, ATF joined more than 200 police organizations in signing the 30X30 pledge to increase the representation of women in law enforcement to 30% by 2030 and to ensure law enforcement policies and culture intentionally support the success of qualified women throughout their careers.</td>
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<td>9/28/2023</td>
<td><a href="https://www.instagram.com/p/Cvx66y9Fr1vy/">https://www.instagram.com/p/Cvx66y9Fr1vy/</a></td>
<td>Group Live Photo</td>
<td>A San Diego County grand jury indicted 17 defendants for their roles in a violent attack on three men on June 6, 2023. The group of outlaw Hells Angels motorcycle gang members and associates were arrested on Sept. 21. If convicted, the defendants face a range of possible sentences from three years to life in prison.</td>
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<td>9/29/2023</td>
<td><a href="https://www.instagram.com/p/CxyWTr5JM8O/">https://www.instagram.com/p/CxyWTr5JM8O/</a></td>
<td>Live Photo</td>
<td>A New Orleans man was sentenced to more than nine years for carjacking and weapons violations. Tevis Stanton, 22, committed a carjacking on March 22, 2022, and threatened to kill the victims as he brandished a firearm. Later, after the vehicle was located at an apartment complex, detectives identified Stanton as the perpetrator of the carjacking. This case, part of Project Safe Neighborhoods, was investigated by ATF and the New Orleans Police Department. Read more at <a href="http://www.atf.gov/news/pr/new-orleans-man-sentenced-carjacking-and-">www.atf.gov/news/pr/new-orleans-man-sentenced-carjacking-and-</a></td>
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we'd like to introduce you to Special Agent Linda James. James has been with ATF for 10 years and has spent time as a program officer with the Firearms Operations Division and as a liaison with the Criminal Intelligence Division. Before joining ATF, she worked as a Federal Air Marshal for seven years.

ATF Twitter (X)

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<th>IMAGE LINK</th>
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<td>8/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686452070251905033/photo/1">https://twitter.com/ATFHQ/status/1686452070251905033/photo/1</a></td>
<td>Graphic</td>
<td>Nine members and associates of the Asian Boyz gang were charged in connection with drug trafficking conspiracies and dealing in firearms, including machinegun conversion devices. Read more at <a href="http://atf.gov/news/pr/nine-members-and-associates-asian-boyz-gang-charged-drug-trafficking-and-firearm-offenses">http://atf.gov/news/pr/nine-members-and-associates-asian-boyz-gang-charged-drug-trafficking-and-firearm-offenses</a>. #StopGunTrafficking @ATFBoston</td>
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<td>8/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/168642200649097232">https://twitter.com/ATFHQ/status/168642200649097232</a></td>
<td>Graphic</td>
<td>Our condolences go out to the Newberry Police Department and the family and friends of Lieutenant Michael Wood, who was killed in a vehicle crash while responding to a call. He served in law enforcement for 20 years. #LODD #EOW @ATFCharlotte</td>
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<td>8/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686407311194005506">https://twitter.com/ATFHQ/status/1686407311194005506</a></td>
<td>Graphic</td>
<td>Our sympathies are with @LASDHQ and the family and friends of Deputy Sheriff Alejandro Martinez, who succumbed to injuries sustained when he was struck by a vehicle while participating in physical training on Nov. 16, 2022.</td>
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<td>8/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686377258926342144">https://twitter.com/ATFHQ/status/1686377258926342144</a></td>
<td>Graphic</td>
<td>During hurricane season, FEL/Ps and FFLs should safeguard their business and protect the public from the risk of theft or loss of explosive materials, firearms and ammo during a storm. See what ATF recommends at (FEL/Ps) <a href="http://atf.gov/file/58706/download">http://atf.gov/file/58706/download</a> and (FFLs) <a href="http://atf.gov/file/58666/download">http://atf.gov/file/58666/download</a>.</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686829678378532865/photo/1">https://twitter.com/ATFHQ/status/1686829678378532865/photo/1</a></td>
<td>MOC WM</td>
<td>ATF personnel from Field Divisions across the country participated in #NationalNightOut events in their local communities yesterday. Building relationships with the people we protect and serve is an important part of accomplishing our mission. #WeAreATF</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686829678378532865/photo/2">https://twitter.com/ATFHQ/status/1686829678378532865/photo/2</a></td>
<td>MOC WW</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686829678378532865/photo/3">https://twitter.com/ATFHQ/status/1686829678378532865/photo/3</a></td>
<td>Group MOC WM</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686814447329755138">https://twitter.com/ATFHQ/status/1686814447329755138</a></td>
<td>WM WW</td>
<td>#ATFDirector Steve Dettelbach, DAD Mickey French and @ATFSanFrancisco SAC Jennifer Cicolani stopped by @Guitarsnotguns1 to watch a music lesson. The nationwide charity has taught almost 5,000 children in 12 states over the past 23 years. Learn more at <a href="http://guitarsnotguns.org">http://guitarsnotguns.org</a>.</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/">https://twitter.com/</a></td>
<td>Graphic</td>
<td>Our condolences go out to the Honey Grove</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686799724416823296">https://twitter.com/ATFHQ/status/1686799724416823296</a></td>
<td>Graphic</td>
<td>Volunteer Fire Department and the family and friends of Firefighter Evan Brown, who succumbed to injuries sustained in a vehicle crash while responding to another crash. He served as a firefighter for one year. #LODD #LastAlarm @ATFDallas</td>
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<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686784461516554265">https://twitter.com/ATFHQ/status/1686784461516554265</a></td>
<td>Graphic</td>
<td>Our condolences go out to the Ville Platte Marshal's Office and the family and friends of Deputy Marshal Barry Giglio, who was shot and killed while serving a warrant. He served in law enforcement for 25 years. #LODD #EOW</td>
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<tr>
<td>8/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1686769807599828992">https://twitter.com/ATFHQ/status/1686769807599828992</a></td>
<td>Graphic</td>
<td>Our sympathies are with the Trujillo Alto Municipal Police Department and the family and friends of Sergeant Pedro Torres-Santos, who, along with two other police officers, was targeted in a drive-by shooting. He served in law enforcement for 27 years. #LODD #EOW @ATFMiami</td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687176854426341376">https://twitter.com/ATFHQ/status/1687176854426341376</a></td>
<td>Graphic</td>
<td>After an investigation by ATF, @FBIStLouis, @CapePolice, the Missouri State Fire Marshal’s Office and the Perryville Police Department, Nicholas John Proffitt, 44, was sentenced to 15+ years in prison for the arson of an Islamic center. Read more at <a href="http://atf.gov/news/pr/missouri-man-sentenced-setting-fire-islamic-center">http://atf.gov/news/pr/missouri-man-sentenced-setting-fire-islamic-center</a>. #ATF</td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687162025217048590/photo/1">https://twitter.com/ATFHQ/status/1687162025217048590/photo/1</a></td>
<td>Group WM WW Live Photo</td>
<td>ATF Director Steve Dettelbach participated in National Night Out events in Pleasanton, California, during his visit to the ATF San Francisco Field Division. He joined @pleasantonpd Chief David Swing in celebrating the events.</td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687162025217048590/p">https://twitter.com/ATFHQ/status/1687162025217048590/p</a></td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/168716205217048590/photo/3">https://twitter.com/ATFHQ/status/168716205217048590/photo/3</a></td>
<td>Photo</td>
<td>Group ATF Director Steve Dettelbach participated in National Night Out events in Pleasanton, California, during his visit to the ATF San Francisco Field Division. He joined @pleasantonpd Chief David Swing in celebrating the events.</td>
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<td><a href="https://twitter.com/ATFHQ/status/1687146763226947604/photo/1">https://twitter.com/ATFHQ/status/1687146763226947604/photo/1</a></td>
<td>Graphic</td>
<td>Our sympathies are with @SanDiegoPD and the handler and friends of K-9 Sir, who was shot and killed attempting to apprehend an armed subject. K-9 Sir was a four-year-old Belgian Malinois and served with the department for a year and a half. #LODD #EOW #K9 @LosAngelesATF</td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687131941756121088">https://twitter.com/ATFHQ/status/1687131941756121088</a></td>
<td>Graphic</td>
<td>Our condolences go out to @EasleyPD and the family and friends of Police Officer Matthew Hare, who was struck and killed by a train while saving the life of a suicidal subject suffering a mental crisis. He served with the department for only five months. #LODD #EOW @ATFCharlotte</td>
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<td>8/3/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687101908446855169">https://twitter.com/ATFHQ/status/1687101908446855169</a></td>
<td>Graphic</td>
<td>The Bipartisan Safer Communities Act established new criminal offenses that specifically address the straw purchasing of firearms and firearms trafficking. Learn about the BSCA at <a href="http://atf.gov/rules-and-regulations/gun-control-act">http://atf.gov/rules-and-regulations/gun-control-act</a>. #StopGunTrafficking #DisruptTheShootingCycle</td>
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<td>8/4/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1687479099382509569">https://twitter.com/ATFHQ/status/1687479099382509569</a></td>
<td>Graphic</td>
<td>The passing of the Bipartisan Safer Communities Act last year changed the definition of what it means to be “engaged in the business” of dealing firearms. Section 12002 of the law outlines the definition.</td>
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<td>8/7/2023</td>
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<td>Graphic</td>
<td>Happy 233rd birthday to @USCG! The Coast Guard was created on Aug. 4, 1790, when the first Congress authorized the construction of ten vessels, known as “revenue cutters,” to combat smuggling and enforce tariff laws. Learn more at <a href="http://uscg.mil">http://uscg.mil</a>. #SemperParatus</td>
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<td>8/8/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689003991068200960/photo/1">https://twitter.com/ATFHQ/status/1689003991068200960/photo/1</a></td>
<td>MOC Live Photo</td>
<td>ATF Deputy Director Marvin Richardson presented a G.R.E.A.T. partnership appreciation award to @GlenCoveBGC. He also recognized an @ATFNewYork Senior Special Agent with the first ever ATF G.R.E.A.T. service award, recognizing her 20+ years of dedication. <a href="http://atf.gov/resource-center/fact-sheet/fact-sheet-gang-resistance-education-and-training-great-program">http://atf.gov/resource-center/fact-sheet/fact-sheet-gang-resistance-education-and-training-great-program</a></td>
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<td>8/8/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689003991068200960/photo/2">https://twitter.com/ATFHQ/status/1689003991068200960/photo/2</a></td>
<td>Group Live Photo</td>
<td>ATF Deputy Director Marvin Richardson presented a G.R.E.A.T. partnership appreciation award to @GlenCoveBGC. He also recognized an @ATFNewYork Senior Special Agent with the first ever ATF G.R.E.A.T. service award, recognizing her 20+ years of dedication. <a href="http://atf.gov/resource-center/fact-sheet/fact-sheet-gang-resistance-education-and-training-great-program">http://atf.gov/resource-center/fact-sheet/fact-sheet-gang-resistance-education-and-training-great-program</a></td>
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<td>8/8/2023</td>
<td><a href="https://twitter.com/">https://twitter.com/</a></td>
<td>Stock Photo</td>
<td>Anthony Q. Johnson, 19, was sentenced to</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689351162384859136">Twitter</a></td>
<td>Stock Photo</td>
<td>After an @ATFNewOrleans and @BRPD investigation, Oreall Ruffin, 25, was sentenced to 17 years in federal prison for armed robberies and gun offenses. Between Nov. 17 and 22, 2019, Ruffin and others robbed three stores holding employees at gunpoint. <a href="http://atf.gov/news/pr/baton-rouge-man-sentenced-seventeen-years-federal-prison-armed-robbery-and-related-gun">http://atf.gov/news/pr/baton-rouge-man-sentenced-seventeen-years-federal-prison-armed-robbery-and-related-gun #ATF</a></td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689336312216551425">Twitter</a></td>
<td>Graphic</td>
<td>Our condolences go out to @JCSHERIFF and the family and friends of Deputy Sheriff Tim Guyer, who suffered a medical emergency during training. He served with the sheriff's department for less than one year. #LODD #EOW @ATFColumbus</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689321119482880003">Twitter</a></td>
<td>Graphic</td>
<td>Our sympathies are with the Fairway Police Department and the family and friends of Police Officer Jonah Oswald, who</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689308122135805952">https://twitter.com/ATFHQ/status/1689308122135805952</a></td>
<td>Graphic</td>
<td>Our sympathy is with @CAL_FIRE and the family and friends of Pilot Tony Sousa, who died when his helicopter crashed after colliding with another while battling a fire. Two others were also killed in the crash. #LODD #LastAlarm @ATFSanFrancisco</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689306871146909697">https://twitter.com/ATFHQ/status/1689306871146909697</a></td>
<td>Graphic</td>
<td>Our deep sympathies go out to @CAL_FIRE and the family and friends of Captain Tim Rodriguez, who died when a helicopter he was on crashed after colliding with another while battling a fire. Two others were also killed in the crash. #LODD #LastAlarm @ATFSanFrancisco</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689306387711459329">https://twitter.com/ATFHQ/status/1689306387711459329</a></td>
<td>Graphic</td>
<td>Our sincere condolences go out to @CAL_FIRE and the family and friends of Assistant Chief Josh Bischof, who died when a helicopter he was on crashed after colliding with another while battling a fire. Two others were also killed in the crash. #LODD #LastAlarm @ATFSanFrancisco</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689276211120295938">https://twitter.com/ATFHQ/status/1689276211120295938</a></td>
<td>MOC Live Photo MDP</td>
<td>Look inside what it’s like to lead @ATFMiami with Special Agent in Charge Christopher Robinson. He discusses challenges, successes and partnerships in combatting violent gun crime in South Florida, Puerto Rico and the Virgin Islands. Go to <a href="http://atf.gov/about-atf/day-life-special-agent-charge-christopher-robinson">http://atf.gov/about-atf/day-life-special-agent-charge-christopher-robinson</a>. #WeAreATF</td>
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<td>8/10/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689153884927656597">https://twitter.com/ATFHQ/status/1689153884927656597</a></td>
<td>Stock Photo</td>
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<td>8/10/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689668612489916416">https://twitter.com/ATFHQ/status/1689668612489916416</a></td>
<td>Graphic</td>
<td>Our condolences go out to @honolulupolice and the family and friends of Officer Bill Sapolu, who succumbed to injuries sustained in a motorcycle crash on July 11, 2023, while responding to a backup call. He served with the police department for 21 years. #LODD #EOW @ATF_Seattle</td>
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<td>8/10/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1689638529222266881">https://twitter.com/ATFHQ/status/1689638529222266881</a></td>
<td>Graphic</td>
<td>In August 1972, ATF’s Technical Classification Branch became the National Tracing Center, responsible for international and domestic gun traces, tracing about 2,000 guns monthly. Today, the NTC traces 50,000+ guns each month. More at <a href="http://atf.gov/firearms/national-tracing-center">http://atf.gov/firearms/national-tracing-center</a>. #ATF #CrimeGunIntel</td>
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<td>8/11/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1690001000843685888">https://twitter.com/ATFHQ/status/1690001000843685888</a></td>
<td>Graphic</td>
<td>The Bipartisan Safer Communities Act was signed into law in June 2022. Section 12002 changed the definition of what it means to be “engaged in the business” of dealing in firearms. Learn more by reading the BSCA at <a href="http://atf.gov/rules-and-regulations/gun-control-act">http://atf.gov/rules-and-regulations/gun-control-act</a>. #ATF</td>
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<td>8/14/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1691163029449158656/photol">https://twitter.com/ATFHQ/status/1691163029449158656/photol</a></td>
<td>Graphic</td>
<td>Gerald Dyron Little, 42, was sentenced to 10 years in prison for illegally possessing ammunition he used during a shooting. Forensic evidence proved that the shell casings recovered from the scene came from ammunition possessed by Little.</td>
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<td>8/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1691543828430299136/p">https://twitter.com/ATFHQ/status/1691543828430299136/p</a></td>
<td>MDP WW</td>
<td>#ATFDirector Steve Dettelbach joined a panel discussion on the @30x30initiative</td>
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<td>8/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1691543828430299136">Twitter</a></td>
<td>Group</td>
<td>#ATFDirector Steve Dettelbach joined a panel discussion on the @30x30initiative to increase the representation of women in policing. The panel of federal law enforcement leaders addressed attendees at the annual @WIFLE conference in Tampa, Florida, today. @ATF_Tampa</td>
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<td>8/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1691525454514024448">Twitter</a></td>
<td>Stock Photo</td>
<td>Thanks to an @ATFNewOrleans, @FBI and @Starkville_PD investigation, Tyquerius Doss, 20, was sentenced to five years in prison for possession of a Glock handgun with a fully automatic conversion device, which makes it a machine gun. Read more at <a href="http://atf.gov/news/pr/starkville-man-serve-5-years-prison-possessing-glock-switch">ATF.gov</a>.</td>
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<td>8/16/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1691890113188397257">Twitter</a></td>
<td>Graphic</td>
<td>In November 2022, ATF Director Steve Dettelbach formally signed the 30x30 pledge, committing to increase the number of women working as criminal investigators, which make up the largest employee group at ATF</td>
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<td>8/17/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1692227348509176279">Twitter</a></td>
<td>Live Photo</td>
<td>ESF #13 was activated to provide force protection for FEMA Urban Search &amp; Rescue teams and augment @mauipd's forces in the aftermath of the #MauiFire. ATF coordinates the federal law enforcement response to any disaster</td>
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<td>8/17/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1692227348509176279/photo/4">https://twitter.com/ATFHQ/status/1692227348509176279/photo/4</a></td>
<td>Group</td>
<td>ESF #13 was activated to provide force protection for FEMA Urban Search &amp; Rescue teams and augment @mauipd’s forces in the aftermath of the #MauiFire. ATF coordinates the federal law enforcement response to any disaster requiring a @fema response. <a href="http://fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf">http://fema.gov/pdf/emergency/nrf/nrf-esf-13.pdf</a> #ATF</td>
</tr>
<tr>
<td>8/18/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1692">https://twitter.com/ATFHQ/status/1692</a></td>
<td>Stock Photo</td>
<td>After an @ATF_Tampa</td>
</tr>
</tbody>
</table>
### Unforgiven Gang Member Sentenced

In an investigation led by the Pasco Sheriff and @fdlepio, an Unforgiven gang member was sentenced to 21+ years for kidnapping and assault. Joshua Hall, 44, and co-defendants beat the victim and forcibly tattooed over the victim’s neck, face and chest.


**8/18/2023**

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<thead>
<tr>
<th>Date</th>
<th>Twitter Link</th>
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<td><a href="https://twitter.com/ATFHQ/status/1692582548579221853">https://twitter.com/ATFHQ/status/1692582548579221853</a></td>
<td>Graphic</td>
<td>Our sympathies are with the West Milford Fire Department and the family and friends of Chief Edward Steines, who died from a medical emergency after responding to a train fire. He served as a firefighter for 44 years. #LODD #LastAlarm @ATF_Newark</td>
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<td><a href="https://twitter.com/ATFHQ/status/1692567811225239940/photo/1">https://twitter.com/ATFHQ/status/1692567811225239940/photo/1</a></td>
<td>Group WDP WM Live Photo</td>
<td>A Deputy U.S. Marshal operating as part of ESF #13 deputizes 16 Special Agents from the BureauIndAffrs. Their understanding of the cultural landscape will be an asset to the recovery efforts following the devastating West Maui wildfire. #ATF #MauiFire @USMarshalsHQ</td>
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<td><a href="https://twitter.com/ATFHQ/status/1692567811225239940/photo/2">https://twitter.com/ATFHQ/status/1692567811225239940/photo/2</a></td>
<td>WM WW</td>
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<td><a href="https://twitter.com/ATFHQ/status/16925375533777783873">https://twitter.com/ATFHQ/status/16925375533777783873</a></td>
<td>Graphic</td>
<td>The passing of the Bipartisan Safer Communities Act changed the definition of what it means to be engaged in the business of dealing firearms outlined in Section 12002. Learn what the term “to</td>
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<td>Graphic</td>
<td>This week, ATF's #NationalResponseTeam deployed to Hawaii to assist in determining cause and origin of the #MauiFire. Certified Fire Investigators from @ATF_Seattle and ATF Fire Research Laboratory experts are part of the team. Read more at <a href="http://atf.gov/news/pr/atf-national-response-team-joins-hawaii-wildfire-inquiry">http://atf.gov/news/pr/atf-national-response-team-joins-hawaii-wildfire-inquiry</a>. @ATF_NCETR</td>
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<td><a href="https://twitter.com/ATFHQ/status/1693729955778117660">https://twitter.com/ATFHQ/status/1693729955778117660</a></td>
<td>Graphic</td>
<td>The 40th and final defendant was prosecuted as part of the case against the Insane Gangster Disciples in S. C. last week. The case is the result of a multi-agency effort to dismantle the IGD</td>
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<td>8/21/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1693699798363160609">https://twitter.com/ATFHQ/status/1693699798363160609</a></td>
<td>Graphic</td>
<td>Our sympathies are with @IRS_CI and the family and friends of Special Agent Patrick Bauer, who died in an accidental shooting while in training. Agent Bauer was a veteran of the Arizona Air National Guard. He is survived by his wife and four children. #LODD #EOW @ATFPhoenix</td>
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<td>8/21/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1693654889870585958">https://twitter.com/ATFHQ/status/1693654889870585958</a></td>
<td>Graphic</td>
<td>ATF is the lead federal law enforcement agency involved in investigations of gun trafficking. ATF identifies and investigates individuals and criminal organizations engaged in illegal firearms trafficking. Learn more at <a href="http://atf.gov/firearms/anti-firearms-trafficking-campaign">http://atf.gov/firearms/anti-firearms-trafficking-campaign</a>. #StopGunTrafficking</td>
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<td>WDP Live Photo</td>
<td>ATF Asst. Director of Field Operations Kristen deTineo was honored with a Public Service Award at the 24th annual. The</td>
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<td>Graphic</td>
<td>award salutes the exemplary performance of career civil servants who consistently contribute to the public interests of our country.</td>
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<td>8/23/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1694786734108668248">https://twitter.com/ATFHQ/status/1694786734108668248</a></td>
<td>Stock Photo</td>
<td>During hurricane season, people living in hurricane-prone areas should include a strategy for securing and safeguarding firearms in their evacuation plans. Be aware of the laws of surrounding states to where you may evacuate and rules at storm shelters</td>
</tr>
<tr>
<td>8/24/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1694786734108668248">https://twitter.com/ATFHQ/status/1694786734108668248</a></td>
<td>Stock Photo</td>
<td>Thanks to investigative leads made possible by ATF’s #NIBIN, a Baltimore man pleaded guilty to a murder-for-hire conspiracy. Tyrik Braxton, 25, admitted he accepted payment to kill the murdered victim.</td>
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<tr>
<td>8/25/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1695149377130565656">https://twitter.com/ATFHQ/status/1695149377130565656</a></td>
<td>Graphic</td>
<td>ATF's #NationalResponseTeam arrived on-scene Wednesday and joined agents from @ATFKansasCity investigating a fire that destroyed parts of Buffington Farms. ATF, Wayne County Sheriff, @MSHPTrooperGHQ &amp; @MoFireMarshal are investigating.</td>
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<td>8/25/2023</td>
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<td>Graphic</td>
<td>The fight to protect our communities is not just up to the police; it’s a partnership between communities and law enforcement. We look to people in communities to provide info about gun violence. Learn more about how to submit anonymous tips at <a href="http://atf.gov/atf-tips">http://atf.gov/atf-tips</a>. #ATFTips</td>
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| 8/26/2023  | https://twitter.com/WM_MDP                                           | WM MDP     | #OTD in 1926, Eliot Ness was appointed as
<table>
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<th>Date</th>
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<td>Live Photo Group</td>
<td>ATF held a post-blast training course for #USAF Airmen and other NATO allies at @RamsteinAirBase in August. The weeklong course teaches explosives identification, effects of explosions, recognizing IEDs, and collecting evidence from explosions. <a href="http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF">http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF</a></td>
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<td>WM MDP Live Photo WW</td>
<td>ATF held a post-blast training course for #USAF Airmen and other NATO allies at @RamsteinAirBase in August. The weeklong course teaches explosives identification, effects of explosions, recognizing IEDs, and collecting evidence from explosions. <a href="http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF">http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF</a></td>
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<td>8/28/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1696236266914709827/photo/3">https://twitter.com/ATFHQ/status/1696236266914709827/photo/3</a></td>
<td>Group Live Photo WM WW</td>
<td>ATF held a post-blast training course for #USAF Airmen and other NATO allies at @RamsteinAirBase in August. The weeklong course teaches explosives identification, effects of explosions, recognizing IEDs, and collecting evidence from explosions. <a href="http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF">http://ramstein.af.mil/News/Article-Display/Article/3494355/atf-hosts-explosive-training-at-ramstein-ab/#WeAreATF</a></td>
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| 8/29/2023  | https://twitter.com/ATFHQ/status/1696598659230503324 | Graphic Stock Photo | A Florida couple was indicted for multiple federal firearms violations after unlawfully purchasing 100+ guns, ten of which were

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ATFHQ/status/1695436022887170237

Live Photo Group

a prohibition agent in the Treasury Department, a legacy agency of ATF. Ness is one of history's most famous federal agents, inspiring movies, books, TV shows and even comic strips. Learn more at http://atf.gov/our-history/eliot-ness. #WeAreATF
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<td>Graphic</td>
<td>recovered at crime scenes in Canada and the Bahamas. @ATF_Tampa, @HSI_HQ and @OsceolaSheriff investigated. <a href="http://atf.gov/news/pr/florida-couple-indicted-multiple-federal-firearms-violations">http://atf.gov/news/pr/florida-couple-indicted-multiple-federal-firearms-violations</a> #StopGunTrafficking</td>
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<td><a href="https://twitter.com/ATFHQ/status/1696553423523438757">https://twitter.com/ATFHQ/status/1696553423523438757</a></td>
<td>Graphic</td>
<td>Our sympathies are with Fuller Hose Company No. 1 and family and friends of Fire Police Officer Shawn Giles, who, while directing traffic at a car crash scene, was struck and killed by a vehicle. Officer Giles served as a volunteer for 12 years. #LODD #LastAlarm</td>
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<td>8/29/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1696523222362247387">https://twitter.com/ATFHQ/status/1696523222362247387</a></td>
<td>Graphic</td>
<td>Our condolences go out to @plpt Police Department and the family and friends of Police Officer Anthony Francona, who was struck and killed by a vehicle after a pursuit. He previously served with the @StoreyCounty Sheriff’s Office for 10 years. #LODD #EOW @ATFSanFrancisco</td>
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<td>8/29/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1697006348272107843/p">https://twitter.com/ATFHQ/status/1697006348272107843/p</a> hoto/1</td>
<td>Group Live Photo</td>
<td>1000s of guns are reported lost or stolen each year. Natural disasters can create opportunities for thieves. The owners’ ability to identify their firearms is crucial for law enforcement’s ability to investigate losses. Get a free downloadable record at <a href="http://atf.gov/firearms/docs/guide/personal-firearms-record-atf-p-33128">http://atf.gov/firearms/docs/guide/personal-firearms-record-atf-p-33128</a>.</td>
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<td>8/30/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1697006348272107843/p">https://twitter.com/ATFHQ/status/1697006348272107843/p</a> hoto/1</td>
<td>Group Live Photo</td>
<td>The final ATF #NationalResponseTeam members departed Maui today after investigating the devastating wildland fires on the island. Information gathered will be consolidated in the coming weeks and provided to @Maui_Fire_Dept</td>
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### 8/30/2023

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<td><a href="https://twitter.com/ATFHQ/status/1696961076191957215">https://twitter.com/ATFHQ/status/1696961076191957215</a></td>
<td>Graphic</td>
<td>After a joint @ATFDetroit, @MichStatePolice &amp; @LansingPolice investigation, Davion Shaltry was sentenced to 46 months for illegally possessing a firearm. He was found with the gun 3 days after his sentencing for illegally possessing a different firearm.</td>
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<td>Graphic</td>
<td>Our condolences go out to @browardsheriff Department of Fire Rescue and Emergency Services and the family and friends of Battalion Chief Terryson Jackson, who was killed in a helicopter crash while responding to an emergency call. #LODD #LastAlarm @ATFMiami</td>
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<td>8/30/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1696930882697732419">https://twitter.com/ATFHQ/status/1696930882697732419</a></td>
<td>Graphic</td>
<td>Our condolences go out to @NorthHavenFD and the family and friends of Firefighter Anthony DeSimone, who died from a medical emergency following a shift. He served as a firefighter for 23 years. #LODD #LastAlarm @ATFBoston</td>
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<td>8/30/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1696925211826831435">https://twitter.com/ATFHQ/status/1696925211826831435</a></td>
<td>Graphic</td>
<td>Our sympathies are with @CFDMedia and the family and friends of Lieutenant Kevin Ward, who died after being critically injured while fighting a fire. Lieutenant Ward served as a firefighter for 27 years. #LODD #LastAlarm @ATF_Chicago</td>
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<tr>
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<td>Graphic</td>
<td>Four people were indicted on 40 counts, including 14 armed carjackings, one attempted carjacking and five armed robberies in Puerto Rico between Jan. 31 and March 6, 2023. ATF San Juan Field Office investigated. Read more at <a href="http://justice.gov/usao-pr/pr/group-charged-forty-count-indictment-fourteen-armed-carjackings-one-attempted-carjacking">http://justice.gov/usao-pr/pr/group-charged-forty-count-indictment-fourteen-armed-carjackings-one-attempted-carjacking</a>. #CrimeGunIntel @ATF_Miami</td>
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<td>Graphic</td>
<td>Our sympathies are with @ICEgov and the family and friends of Special Agent...</td>
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<td>Graphic</td>
<td>Robert Castioni Jr., who died due to cancer he developed following his assignment to search and recovery efforts at the World Trade Center site following the 9/11 terrorist attacks. #LODD #EOW @ATFNewYork</td>
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<td>9/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1697640602676928712">https://twitter.com/ATFHQ/status/1697640602676928712</a></td>
<td>Graphic</td>
<td>Our sympathies go out to the Shelby County Sheriff's Office and the family and friends of Deputy Sheriff Matthew Pierson, who was killed in a car accident while on duty. He served with the sheriff's office for only two days.</td>
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<td>Group</td>
<td>Our condolences go out to Wilcox County Sheriff's Office and the family and friends of Sheriff Robert Rogers, who died in a vehicle crash while responding to a domestic call. He was elected in 2016 and was serving his second term with the sheriff's office.</td>
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<td>Group</td>
<td>ATF is proud to partner with #NNALEA, protecting and partnering with Native American communities. ATF attended the 30th Annual NNALEA conference in Las Vegas, building relationships and promoting cooperation. More at <a href="http://nnalea.org">http://nnalea.org</a>. #WeAreATF #UnityStrengthCourage</td>
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<td>9/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1697610406854852747/photo/1">https://twitter.com/ATFHQ/status/1697610406854852747/photo/1</a></td>
<td>Graphic</td>
<td>September is #NationalPreparednessMonth. Disasters can happen anywhere, anytime, which is why it’s crucial to be prepared. Have a plan for your family, pets and firearms. Follow along with FEMA as they provide safety and disaster preparedness advice at <a href="http://ready.gov/september">http://ready.gov/september</a>.</td>
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<td>Stock Photo</td>
<td>we recognize the contributions and achievements of the hardworking Americans, especially the women and men of ATF, our law enforcement partners and first responders who step into dangerous situations daily to keep us safe.</td>
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<td>9/5/2023</td>
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<td>Graphic</td>
<td>K-9 Waro, who was shot and killed while attempting to apprehend an armed juvenile. K-9 Waro was a 3-year-old German Shepard and served with the department for two and a half years</td>
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<td>Group WOC WW WM</td>
<td>ATF offers recent graduates and students internship opportunities at our leading-edge federal law enforcement agency. ATF offers paid and volunteer internships in forensic science, law and other professional and technical job series.</td>
</tr>
<tr>
<td>9/6/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699497766349619645">https://twitter.com/ATFHQ/status/1699497766349619645</a></td>
<td>Group MDP</td>
<td>A California man was sentenced to 31 years to life in prison for murder and arson in a case</td>
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<td><a href="https://twitter.com/ATFHQ/status/1699437392099201024">https://twitter.com/ATFHQ/status/1699437392099201024</a></td>
<td>Graphic</td>
<td>family and friends of Firefighter Mia Ethridge, who died from injuries sustained in a car crash while responding to a residential fire. She was a volunteer for less than one year.</td>
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<td>Graphic</td>
<td>After an emergency, you may need to survive on your own for several days. A disaster supplies kit is a collection of basic items your household may need in the event of an emergency.</td>
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<td>9/7/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699860162113114408/photo/2">https://twitter.com/ATFHQ/status/1699860162113114408/photo/2</a></td>
<td>WM WW MOC WDP Live Photo</td>
<td>ATF’s #NIBIN data shows that many firearms seized in a summer violent crime reduction initiative were connected to violent criminal activity, including homicides and assaults, in Cleveland and surrounding suburbs in 2022 &amp; 2023. <a href="http://justice.gov/opa/pr/59-charged-illegal-trafficking-possession-and-use-firearms-drug-trafficking-and-conspiracy">http://justice.gov/opa/pr/59-charged-illegal-trafficking-possession-and-use-firearms-drug-trafficking-and-conspiracy</a> #CrimeGunIntel @ATFColumbus</td>
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<td>9/7/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699837495507116048">https://twitter.com/ATFHQ/status/1699837495507116048</a></td>
<td>Group</td>
<td>International Day of Police Cooperation. This day recognizes the essential work of the world’s law enforcement community.</td>
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<td>9/7/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699814912967520519">https://twitter.com/ATFHQ/status/1699814912967520519</a></td>
<td>Graphic</td>
<td>Our condolences go out to the Diboll Volunteer Fire Department and the family and friends of Firefighter Joe Parish, who died from injuries sustained in a car crash while responding to a request for mutual aid.</td>
</tr>
<tr>
<td>9/7/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699799784842768772">https://twitter.com/ATFHQ/status/1699799784842768772</a></td>
<td>Graphic</td>
<td>Our condolences go out to the Cavour Volunteer Fire Department and the family and friends of Chief Josh Kogel, who died from a medical emergency after responding to a structure fire.</td>
</tr>
<tr>
<td>9/7/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1699784745507504624">https://twitter.com/ATFHQ/status/1699784745507504624</a></td>
<td>Stock Photo</td>
<td>ATF’s Crime Gun Intelligence Centers serve as intelligence hubs and coordination centers for local, state and federal responses to mass shootings and other major crimes involving firearms.</td>
</tr>
<tr>
<td>9/8/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1700222544769401136">https://twitter.com/ATFHQ/status/1700222544769401136</a></td>
<td>Stock Photo</td>
<td>Twenty-one individuals were charged in a federal indictment alleging illegally possessing firearms; trafficking fentanyl, meth and cocaine; money laundering; and dog fighting. Read more about the multi-agency investigation</td>
</tr>
<tr>
<td>9/8/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1700177306973544814">https://twitter.com/ATFHQ/status/1700177306973544814</a></td>
<td>Graphic</td>
<td>Our thoughts are with the Pembroke Fire Department and the family and friends of Lieutenant Terry Judge, who died from a medical emergency after working at a flooding scene. Lieutenant Judge served as a firefighter for 33 years.</td>
</tr>
<tr>
<td>9/8/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1700147141266554946">https://twitter.com/ATFHQ/status/1700147141266554946</a></td>
<td>Graphic</td>
<td>The Bipartisan Safer Communities Act increased the maximum terms of imprisonment for the unlawful transfer &amp; possession of firearms from 10 to 15 years &amp; up to 25 years if a straw-purchased gun is intended to be used to commit any federal or state felony.</td>
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<tr>
<td>9/11/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701">https://twitter.com/ATFHQ/status/1701</a></td>
<td>Graphic</td>
<td>ATF employees, families and friends gathered in the atrium at ATF Headquarters.</td>
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<td>9/11/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701309711704867072/photo/1">https://twitter.com/ATFHQ/status/1701309711704867072/photo/1</a></td>
<td>Graphic Stock Photo</td>
<td>ATF employees, families and friends gathered in the atrium at ATF Headquarters in Washington, D.C., today to commemorate the lives lost and the heroes who emerged on 9/11 during a memorial ceremony.</td>
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<td>Group Live Photo</td>
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<td><a href="https://twitter.com/ATFHQ/status/1701234257362932011">https://twitter.com/ATFHQ/status/1701234257362932011</a></td>
<td>Graphic Stock Photo</td>
<td>Today, ATF joins the nation in remembering and honoring the victims.</td>
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<tr>
<td>9/12/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701672108856672573">https://twitter.com/ATFHQ/status/1701672108856672573</a></td>
<td>Stock Photo</td>
<td>John Edward Porter, 50, father of a 15-year-old accused of fatally shooting a classmate at Lamar High School, was sentenced to 6+ years in federal prison for being a felon in possession of a firearm.</td>
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<tr>
<td>9/12/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701664551916150967">https://twitter.com/ATFHQ/status/1701664551916150967</a></td>
<td>WW WDP Stock Photo</td>
<td>On National Police Woman Day, we would like to recognize &amp; celebrate the contributions the women of ATF have made in protecting our communities from violent crime. We thank you for your dedicated service to our nation.</td>
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<td>9/12/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701626864454742047">https://twitter.com/ATFHQ/status/1701626864454742047</a></td>
<td>Graphic</td>
<td>Police Officer Robert Garten, who was killed in a vehicle crash while responding to a call. Officer Garten served with the Hartford Police Department for eight years.</td>
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<td>9/13/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701989249304932436">https://twitter.com/ATFHQ/status/1701989249304932436</a></td>
<td>Graphic</td>
<td>Deputy Sheriff Auston Reudelhuber, who was killed in a vehicle crash while on duty. Officer Reudelhuber was a U.S. Army veteran and served in law enforcement for more than five years.</td>
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<tr>
<td>9/13/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1701959031542190135">https://twitter.com/ATFHQ/status/1701959031542190135</a></td>
<td>Graphic</td>
<td>acquisitions are expressly limited to ballistic info from firearms taken into law enforcement custody and fired ammunition at crime scenes. There are more than 5.7 million pieces of ballistic evidence stored in NIBIN.</td>
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<td>9/14/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1702396892959682721">https://twitter.com/ATFHQ/status/1702396892959682721</a></td>
<td>Graphic</td>
<td>Marquez Martinez pled guilty to dealing firearms w/o a license &amp; two counts of unlawful possession &amp; transfer of a machine gun. A student was found w/ a gun, which was traced to Martinez.</td>
</tr>
<tr>
<td>9/14/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1702321550584905825">https://twitter.com/ATFHQ/status/1702321550584905825</a></td>
<td>Graphic</td>
<td>ATF offers rewarding career paths for people seeking new and exciting opportunities. We are currently hiring Special Agents. The job opening will close on Sept. 30.</td>
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<tr>
<td>9/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1702759263310061867">https://twitter.com/ATFHQ/status/1702759263310061867</a></td>
<td>Graphic</td>
<td>investigation led to a federal prison sentence for Jaythean Diaz, 20, for his role in conspiring to steal firearms from an FFL. On Dec. 8, 2021, Diaz &amp; co-conspirators broke into Second Amendment Outdoors in Derry, N.H., &amp; stole 12 guns.</td>
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<tr>
<td>9/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1702714035102159287">https://twitter.com/ATFHQ/status/1702714035102159287</a></td>
<td>Graphic</td>
<td>Our sympathies are with the Algona Police Department and the family and friends of Police Officer Kevin Cram, who was shot and killed while apprehending a subject. Officer Cram served in law enforcement for 10 years.</td>
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<tr>
<td>9/15/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1702683860897554687">https://twitter.com/ATFHQ/status/1702683860897554687</a></td>
<td>Graphic</td>
<td>In honor of the contributions and sacrifices of Hispanic people throughout our nation's history, today through Oct. 15,</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1703846428039057870/photo/1">https://twitter.com/ATFHQ/status/1703846428039057870/photo/1</a></td>
<td>Group Live Photo</td>
<td>ATF’s National Canine Division hosted a graduation for its 146th Explosives Detection Canine Handler Class in Front Royal, Virginia. These handlers and K-9s</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1703846428039057870/photo/2">https://twitter.com/ATFHQ/status/1703846428039057870/photo/2</a></td>
<td>Live Photo</td>
<td>ATF’s National Canine Division hosted a graduation for its 146th Explosives Detection Canine Handler Class in Front Royal, Virginia. These handlers and K-9s are trained in scenarios focused on detecting explosives in diverse environments.</td>
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<td><a href="https://twitter.com/ATFHQ/status/1703846428039057870/photo/3">https://twitter.com/ATFHQ/status/1703846428039057870/photo/3</a></td>
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<td><a href="https://twitter.com/ATFHQ/status/170383136436412246">https://twitter.com/ATFHQ/status/170383136436412246</a></td>
<td>Graphic</td>
<td>Governmental Affairs Liaison Michael Griffin, who was killed while assisting an entrapped driver in a car crash. Liaison Griffin was a U.S. Marine and served in law enforcement for 36 years.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1703819994637680746">https://twitter.com/ATFHQ/status/1703819994637680746</a></td>
<td>Graphic</td>
<td>Deputy Sheriff Ryan Clinkunbroomer, who was shot and killed in an ambush while he was at a red light. Deputy Clinkunbroomer served with the sheriff's office for eight years.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1703771005854892395">https://twitter.com/ATFHQ/status/1703771005854892395</a></td>
<td>Graphic</td>
<td>Parents are encouraged to talk to their children about preparing for emergencies and what to do in case they are separated. Every member of the family should be part of the plan.</td>
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<td>9/19/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1704133404705292756">https://twitter.com/ATFHQ/status/1704133404705292756</a></td>
<td>Graphic</td>
<td>forensic science's contribution to the criminal justice system. ATF offers various career and internship opportunities in forensic science, technology, engineering and mathematics.</td>
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<td>9/20/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1704571227107459307/photo/1">https://twitter.com/ATFHQ/status/1704571227107459307/photo/1</a></td>
<td>WDP WW Live Photo</td>
<td>DAG Lisa Monaco thanked the men and women of ATF who go above and beyond in service to our nation at ATF’s 27th Annual Awards Ceremony on Sept. 19. ATF Director Steve Dettelbach and Deputy Director Marvin Richardson presented 150</td>
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<td>9/20/2023</td>
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<td>MDP WM Live Photo</td>
<td>DAG Lisa Monaco thanked the men and women of ATF who go above and beyond in service to our nation at ATF’s 27th Annual Awards Ceremony on Sept. 19. ATF Director Steve Dettelbach and Deputy Director Marvin Richardson presented 150 awards to ATF &amp; partner agency professionals.</td>
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<td>9/21/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1704986419708457083/photo/1">https://twitter.com/ATFHQ/status/1704986419708457083/photo/1</a></td>
<td>Group Live Photo</td>
<td>The ATF completed its ESF #13 Task Force deployment in Maui. This deployment was the largest and longest activation for a wildfire response in ESF #13 history.</td>
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<td><a href="https://twitter.com/ATFHQ/status/1704986419708457083/photo/2">https://twitter.com/ATFHQ/status/1704986419708457083/photo/2</a></td>
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<td>WM MDP</td>
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<td><a href="https://twitter.com/ATFHQ/status/1704986419708457083/photo/4">https://twitter.com/ATFHQ/status/1704986419708457083/photo/4</a></td>
<td>Group WM MDP Live Photo</td>
<td>The ATF completed its ESF #13 Task Force deployment in Maui. This deployment was the largest and longest activation for a wildfire response in ESF #13 history.</td>
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<td>Graphic</td>
<td>This week, a new Central Ohio Crime Gun Intelligence Center opened in Columbus, establishing a centralized intelligence hub providing real-time leads in gun crime investigations. This is the 2nd CGIC in Ohio and one of 60+ nationwide.</td>
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<td>9/21/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1704860033513648314">https://twitter.com/ATFHQ/status/1704860033513648314</a></td>
<td>Graphic</td>
<td>The fight to protect our communities is not just up to law enforcement; it’s a partnership between communities and law enforcement. You can submit tips quickly and anonymously by downloading the ReportIt® app for Android or iOS.</td>
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| 9/22/2023  | https://twitter.com/ATFHQ/status/1705                                | Stock Photo       | A serial domestic abuser was sentenced to almost four years in prison for illegally
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<td>Graphic</td>
<td>Our condolences to the Arlington PD and the family and friends of Police Officer Darrin McMichael, who was killed in a motorcycle crash on his way to work. Officer McMichael served with the police department for 24 years; 13 were with the motorcycle unit.</td>
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<td>9/25/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1706340984550736347">https://twitter.com/ATFHQ/status/1706340984550736347</a></td>
<td>Graphic</td>
<td>Our sympathies to the STPSO and the family and friends of Deputy Sheriff Marylin Mayo, who succumbed to injuries sustained on June 13, 2007, when a large tree fell on the patrol car she was riding in during a funeral procession for a fellow officer.</td>
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<td>9/25/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1706331498557632574">https://twitter.com/ATFHQ/status/1706331498557632574</a></td>
<td>Graphic</td>
<td>The Bipartisan Safer Communities Act expanded the definition of engaging in the business of firearms dealing. ATF’s updated guidance explains this change in the law and can help determine if firearms-related activity requires a license.</td>
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<td>9/26/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1706745526010417595">https://twitter.com/ATFHQ/status/1706745526010417595</a></td>
<td>Group</td>
<td>ATF worked alongside US Marshalls and Secret Service to ensure a safe environment for visiting foreign dignitaries at #UNGA78. The UN General Assembly is the largest regularly scheduled diplomatic gathering in the world.</td>
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<td>9/26/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1706670097006268430">https://twitter.com/ATFHQ/status/1706670097006268430</a></td>
<td>Graphic</td>
<td>The primary goal of ATF’s firearms trafficking strategy is to prevent violent crime by disrupting and dismantling the firearms trafficking organizations and networks responsible for supplying violent</td>
</tr>
</tbody>
</table>
Four people in the Southern District of Georgia were indicted on felony charges, including illegal firearms possession. Other defendants have been sentenced or await further proceedings after pleading guilty to federal gun charges.

In Nov. 2022, ATF joined more than 200 other police organizations in signing the initiative to increase the representation of women in law enforcement to 30% by 2030.

A San Diego County grand jury indicted 17 defendants for their roles in a violent attack on three men on June 6, 2023. The group of outlaw Hells Angels motorcycle gang members and associates were arrested on Sept. 21.

A New Orleans man was sentenced to 9+ years for carjacking and weapons violations. Tevis Stanton, 22, carjacked and threatened to kill the victims. This Project Safe Neighborhoods case was investigated by @ATFNewOrleans & @NOPDNews.

### BOP Facebook

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<thead>
<tr>
<th>DATE</th>
<th>IMAGE LINK</th>
<th>CODES</th>
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<td>8/1/2023</td>
<td><a href="https://www.facebook.com/livephoto">https://www.facebook.com/livephoto</a></td>
<td>Live Photo</td>
<td>Watch call from Tucson, AZ! Promoting</td>
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<td>Group</td>
<td>Putting in work with physical wellness at the Captain's Conference 2023! Here to be well!</td>
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<tr>
<td>8/11/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=309997604863776&amp;set=a.125673879962817">https://www.facebook.com/photo/?fbid=309997604863776&amp;set=a.125673879962817</a></td>
<td>Live Photo</td>
<td>At the American Correctional Association Wellness Expo, Director Peters and Federal Bureau of Prisons Employees demonstrated their commitment to health and wellness as they provide wellness screenings and offer valuable health advice to the participants.</td>
</tr>
<tr>
<td>8/25/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=317035364160000&amp;set=a.125673879962817">https://www.facebook.com/photo/?fbid=317035364160000&amp;set=a.125673879962817</a></td>
<td>WM MDP Live Photo</td>
<td>Federal Bureau of Prisons Regional Law Enforcement Coordinators have served as the Deputy Incident Commander and the Operations Section Chief, and deployed members of the ESF #13 Logistics Section</td>
</tr>
</tbody>
</table>
#fallenheroes                                                                                                                                 |
| 9/1/2023   | https://www.facebook.com/photo/?fbid=320620863801450&set=pb.100075606172830.-2207520000 | Graphic     | In commemorating the 20th Anniversary of PREA, FBOP Director Peters celebrates the dedication and achievements of FBOP employees in preventing and addressing sexual abuse in prisons. Read her message to FBOP employees here: https://bop.gov/resources/news/20230901_prea_20years.jsp |
| 9/11/2023  | https://www.facebook.com/photo/?fbid=325401259990077&set=pb.100075606172830.-2207520000 | Stock Photo | #unitedwesand #nyc #pentagon #somersetcounty #september #fdny #nypd                                                                                                                                   |
### BOP Twitter (X)

<table>
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<tr>
<th>DATE</th>
<th>IMAGE LINK</th>
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<td>Live Photo Group</td>
<td>Watch call from Tucson, AZ! Promoting one aspect of employee wellness - along with mental, spiritual, and other wellness. Putting in work with physical wellness at the Captain's Conference 2023! Here to be well!</td>
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<td>8/11/2023</td>
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<td>Live Photo WW WOC</td>
<td>Employees demonstrated their commitment to health and wellness as they provide wellness screenings and offer valuable health advice to the participants.</td>
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<td>8/25/2023</td>
<td><a href="https://twitter.com/OfficialFBOP/status/1695149370620916151/photo/1">https://twitter.com/OfficialFBOP/status/1695149370620916151/photo/1</a></td>
<td>WM MDP</td>
<td>Regional Law Enforcement Coordinators have served as the Deputy Incident Commander and the Operations Section Chief.</td>
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<td>WW WDP Graphic Live Photo</td>
<td>FBOP Partners with NIJ on Restrictive Housing Study. Aims to enhance safety, security &amp; well-being of employees and adults in custody.</td>
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<td>Stock Photo</td>
<td>Promoting safer and more humane environments: The imperative of studying restrictive housing in corrections</td>
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<td>Graphic</td>
<td>bop.gov/resources/news</td>
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<td>Graphic</td>
<td>In commemorating the 20th Anniversary of PREA, FBOP Director Peters celebrates the dedication and achievements of FBOP</td>
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<td>245</td>
<td>employees in preventing and addressing sexual abuse in prisons. Read her message to FBOP employees here: <a href="https://bop.gov/resources/news/20230901_prear_20years.jsp">https://bop.gov/resources/news/20230901_prear_20years.jsp</a></td>
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<td>Graphic</td>
<td>#unitedwestand #nyc #pentagon #somersetcounty #september #fdny #nypd</td>
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<td>9/27/2023</td>
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<td>Stock Photo Group</td>
<td>We're thrilled to announce that the @OfficialFBOP is partnering with @BerkeleyDataSci. Through this unique collaboration, we may be able to determine the effectiveness of re-conviction data when measuring risk of recidivism.</td>
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**DEA Facebook**

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<td>Graphic</td>
<td>DEA will join communities and law enforcement across the U.S. for #NationalNighOut, an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie. Together, we are all working to make communities safer and healthier places to live. Join your neighbors and law enforcement this evening at events in your area. For more information on how you can get involved locally with National Night Out, visit <a href="https://natw.org/">https://natw.org/</a></td>
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<td>8/1/2023</td>
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<td>PSA MOC Live Photo</td>
<td>PUBLIC ANNOUNCEMENT: Drug Enforcement Administration - DEA and U.S. Food and Drug Administration issued a joint letter updating the public on the ongoing prescription stimulant shortages</td>
</tr>
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</table>
impacting patients across the United States and actions to resolve these shortages. The DEA and FDA are committed to working together on this issue and providing up-to-date information to the public. We will continue to do all we can to prevent stimulant drug shortages, limit their impact, and resolve them as quickly as possible. READ NOW: https://www.dea.gov/.../dea-and-fda-issue-joint-letter...

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<td>WW Live Photo</td>
<td>#NewJersey #DEA Special Agent in Charge Cheryl Ortiz welcomes Drug Enforcement Administration - DEA Administrator Anne Milgram, who stopped by her home state of New Jersey to say hello. Thank You for stopping by, Administrator, welcome home! #DEA50 #NewJersey</td>
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<td>WW Live Photo</td>
<td>#NewJersey #DEA Special Agent in Charge Cheryl Ortiz welcomes Drug Enforcement Administration - DEA Administrator Anne Milgram, who stopped by her home state of New Jersey to say hello. Thank You for stopping by, Administrator, welcome home! #DEA50 #NewJersey</td>
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<td>Group WW WW Live Photo</td>
<td>#NewJersey #DEA Special Agent in Charge Cheryl Ortiz welcomes Drug Enforcement Administration - DEA Administrator Anne Milgram, who stopped by her home state of New Jersey to say hello. Thank You for stopping by, Administrator, welcome home! #DEA50 #NewJersey</td>
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<td>PSA WM</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a</td>
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<td>Graphic</td>
<td>Scam Alert! Beware of fraudulent calls from scammers posing as DEA agents. They may demand money or personal information and threaten legal action. Remember, the DEA will never contact you for payment or personal information. #TipTuesday Learn more: <a href="https://www.dea.gov/scam-alert">https://www.dea.gov/scam-alert</a></td>
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<td>8/2/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02PoNWV">https://www.facebook.com/DEAHQ/posts/pbid02PoNWV</a> KqBwFYVY2oCu MrfjynU4vdC648nz488quNgZeej1HViCm62WegPt5sSQ5v1</td>
<td>PSA WW</td>
<td>DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02tq56Brac">https://www.facebook.com/DEAHQ/posts/pbid02tq56Brac</a> cGvhXiC2CamD3HgQtUvajiWt7hQotqbnhZTYZRWn5CUUGfJcZ2VWVPvH9l</td>
<td>Graphic WM</td>
<td>Join our webinar series on Campus Drug Prevention! In the fourth episode, we delve into &quot;Needs Assessment, Evaluation, Research&quot; - a core area for locally-appropriate prevention efforts. Discover how we use quantitative and qualitative measures to monitor outcomes and employ logic models for continuous improvement. Learn more: <a href="https://www.campusdrugprevention.gov/.../enhancing">https://www.campusdrugprevention.gov/.../enhancing</a>...</td>
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<td>Graphic</td>
<td>Using drugs during your teen years can negatively impact your memory and attention span. Protect your brain and learn about the dangers of drug misuse. #WellnessWednesday <a href="https://www.justthinktwice.gov/.../protect-your-brain-why">https://www.justthinktwice.gov/.../protect-your-brain-why</a>...</td>
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<td><a href="https://www.facebook.com/photo/?fbid">https://www.facebook.com/photo/?fbid</a></td>
<td>Group Live Photo</td>
<td>This week, over 100 #Tampa high school students got a first-hand look at the federal</td>
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This week, over 100 #Tampa high school students got a first-hand look at the federal law enforcement partnerships working to keep America safe. Thank you #FBITampa for the invite to the 2023 Federal Teen Academy!

#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil, can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW

Learn more
https://www.dea.gov/fentanylawareness

#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW

https://www.dea.gov/fentanylawareness

Mark Your Calendars! On September 12 and 13, #DEA will host listening sessions to receive public comments on telemedicine regulations. Registration begins on August 7.

Stay tuned for more information starting next week.

ASAC James Catalano: “Let me be clear, Drug Enforcement Administration - DEA will continue to aggressively pursue these and other organizations responsible for bringing these dangerous drugs into the communities of southern New Mexico.”
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<td>PSA</td>
<td>#DYK that it’s now easier to electronically transfer a schedule II-V controlled substance Rx from one pharmacy to another? Pharmacists can now transfer these meds when a pharmacy cannot fill the Rx for a patient. Pharmacists learn more: <a href="https://www.deadiversion.usdoj.gov/eRx/index.html">https://www.deadiversion.usdoj.gov/eRx/index.html</a> #DEADIVERSION</td>
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<td>PSA</td>
<td>#FugitiveFriday: #DEAPhiladelphia is looking for Gabriel Diaz, wanted for Conspiracy to distribute Heroin). Learn more about this fugitive and find out about submitting a tip to the United States Marshals Service at <a href="https://www.dea.gov/fugitives/gabriel-diaz">https://www.dea.gov/fugitives/gabriel-diaz</a></td>
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<td>Graphic WW Live Photo</td>
<td>Today we take a moment to honor Mary P. Sullivan, a Clerk-Typist in the #DEAMIAMI who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallOfHonor page: <a href="https://museum.dea.gov/wall-honor/mary-p-sullivan">https://museum.dea.gov/wall-honor/mary-p-sullivan</a> #NeverToBeForgotten</td>
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<td>Graphic WW Live Photo</td>
<td>Today we take a moment to honor Martha D. Skeels, a Supervisory Clerk-Typist in the #DEAMIAMI who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallOfHonor page: <a href="https://museum.dea.gov/wall-honor/martha-d-skeels">https://museum.dea.gov/wall-honor/martha-d-skeels</a> #NeverToBeForgotten</td>
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<td>Graphic WW Live Photo</td>
<td>Today we take a moment to honor Anna J. Pope, a fiscal assistant in the #DEAMIAMI who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallOfHonor page: <a href="https://museum.dea.gov/wall-honor/anna-j-pope">https://museum.dea.gov/wall-honor/anna-j-pope</a> #NeverToBeForgotten</td>
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<td>Anna J. Pope</td>
<td>Today we take a moment to honor Anna Y. Mounger, a Secretary in the DEAMIAMI who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/anna-j-pope">https://museum.dea.gov/wall-honor/anna-j-pope</a> #NeverToBeForgotten</td>
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<td>Mary M. Keehan</td>
<td>Today we take a moment to honor Mary M. Keehan, a Secretary in the DEAMIAMIDiv who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/mary-m-keehan">https://museum.dea.gov/wall-honor/mary-m-keehan</a> #NeverToBeForgotten</td>
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<td>Special Agent Fragos</td>
<td>Today we take a moment to honor Special Agent Nickolas Fragos who lost his life in the collapse of the DEAMIAMIDiv office building on August 5, 1974. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/nickolas-fragos">https://museum.dea.gov/wall-honor/nickolas-fragos</a> #NeverToBeForgotten</td>
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<td>Employees</td>
<td>Today we take a moment to honor the seven employees we lost on August 5, 1974 in the collapse of the DEAMIAMIDiv office building. They are memorialized on DEA’s #WallofHonor and are #NeverToBeForgotten. Read about this tragic event in DEA’s history at: <a href="https://www.dea.gov/.../2021-04/1970-1975_p_30-39_0.pdf">https://www.dea.gov/.../2021-04/1970-1975_p_30-39_0.pdf</a>...</td>
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<td>Today we take a moment to honor Washington State Patrol Detective and #DEASEATTLEDiv Task Force Officer Brent L. Hanger who lost his life in the line of duty on August 6, 2015. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/brent-l-hanger">https://museum.dea.gov/wall-honor/brent-l-hanger</a> #NeverToBeForgotten</td>
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<td>It's been a full week, and we've enjoyed visiting with members of our community about the dangers and consequences of drug use. Help us raise awareness to the threat of #fentanyl. Need more information? Visit <a href="http://dea.gov/fentanylawareness">http://dea.gov/fentanylawareness</a></td>
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<td>PSA</td>
<td>In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills &amp; 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>PSA</td>
<td>#MakingTheCase Monday: A successful joint operation by #DEASANFRANCISCO Sacramento County Sheriff’s Office Tulare County Sheriff's Office #Sccgovf and other law enforcement resulted in the seizure of 1,000 pounds of methamphetamine in Tulare &amp; Kings County. This significant drug bust demonstrates our unwavering commitment to combat drug trafficking and keeping our communities safe. Learn more: <a href="https://www.dea.gov/.../nearly-1000-pounds-meth-seized">https://www.dea.gov/.../nearly-1000-pounds-meth-seized</a>...</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02DeQg2LYdEtAjMfnzfPEMEETPGUfQXT8zfa55CGhMA2HbJ3cGsCpgc833LiryRbF">https://www.facebook.com/DEAHQ/posts/pbid02DeQg2LYdEtAjMfnzfPEMEETPGUfQXT8zfa55CGhMA2HbJ3cGsCpgc833LiryRbF</a></td>
<td>Group</td>
<td>#NewJersey Drug Enforcement</td>
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<td>Live Photo</td>
<td>Administration - DEA visited the Fair Lawn Police Department Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA50</td>
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<td>Group Live Photo</td>
<td>#NewJersey Drug Enforcement Administration - DEA visited the Fair Lawn Police Department Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA51</td>
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<td>Group Live Photo</td>
<td>#NewJersey Drug Enforcement Administration - DEA visited the Fair Lawn Police Department Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA52</td>
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<td>Graphic Live Photo</td>
<td>#NewJersey Drug Enforcement Administration - DEA visited the Fair Lawn Police Department Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA53</td>
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<td>Live Photo</td>
<td>A 46-year-old Mexican citizen is in federal custody charged with possession of controlled substances with intent to deliver, for some 30,000 fentanyl pills found in his pick-up truck in Tukwila. Seattle Police Department #HSISeattle &gt;&gt; <a href="https://www.dea.gov/.../border-enforcement-security-task">https://www.dea.gov/.../border-enforcement-security-task</a>...</td>
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<td>Live Photo</td>
<td>A 46-year-old Mexican citizen is in federal custody charged with possession of controlled substances with intent to deliver, for some 30,000 fentanyl pills found in his pick-up truck in Tukwila. Seattle Police Department #HSISeattle &gt;&gt; <a href="https://www.dea.gov/.../border-enforcement-security-task">https://www.dea.gov/.../border-enforcement-security-task</a>...</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic Stock</td>
<td>社交媒体可以显著影响药物使用趋势。保持警惕并密切监控孩子的在线活动。与他们讨论药物相关内容可能带来的潜在危险，并鼓励他们做出明智的选择。#TipTuesday 学习更多：<a href="https://www.getsmartaboutdrugs.gov/.../drug-use-internet">https://www.getsmartaboutdrugs.gov/.../drug-use-internet</a>...</td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>WM WW Graphic</td>
<td>🎥 Don't miss the latest episode of our webinar series! 🎥, 🎥 在第五期，我们将深入探讨项目管理，这是一个预防酒精和药物滥用的关键方面。了解监督、联盟建设，以及如何与校园主要个人和群体进行实际预防努力。现在就观看！<a href="https://www.campusdrugprevention.gov/.../enhancing">https://www.campusdrugprevention.gov/.../enhancing</a>...</td>
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<td>Graphic</td>
<td>Xylazine, a veterinary sedative, poses a new threat to opioid overdose response efforts. Learn about the risks it presents when combined with Fentanyl and why Naloxone may not combat signs of an overdose: <a href="https://www.getsmartaboutdrugs.gov/.../xylazine-drug">https://www.getsmartaboutdrugs.gov/.../xylazine-drug</a>... #WellnessWednesday</td>
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<td>MOC Graphic</td>
<td>Today we take a moment to honor Special Agent Emir Benitez who lost his life in the line of duty on August 9, 1973. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/emir-benitez">https://museum.dea.gov/wall-honor/emir-benitez</a> #NeverToBeForgotten #DEAMIAMIDiv</td>
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<td>PSA</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>WOC Live</td>
<td>#DEAMIAMIDiv was honored to present One Pill Can Kill &amp; Operation Prevention at Miami Dade Schools Health Connection Conference Florida Memorial University - Official-FMU Together with The Children’s Trust Florida's Poison Control Centers &amp; Project Opioid we are raising awareness on the dangers of fake pills &amp; fentanyl 🍀</td>
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<td>PSA</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>PSA MOC</td>
<td>#FugitiveFriday: #DEALosAngeles is looking for Francis Williams, wanted for Possession with intent to distribute crystal methamphetamine. Learn more about this</td>
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<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW Learn more <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic</td>
<td>SAVE THE DATE! August 21 is National Fentanyl Prevention &amp; Awareness Day, and you're invited to visit the DEA Faces of Fentanyl Exhibit at #DEAHQ: 700 Army Navy Drive, Arlington, VA. Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit, tour the DEA Museum &amp; learn more! <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a> #justKNOW #facingfentanylnow</td>
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<td>Graphic</td>
<td>#MakingTheCase Monday: A successful narcotics investigation by #DEASANFRANCISCO Kern County Sheriff's Office and KC-HIDTA Task Force Office seized 150,000 (M-30) fentanyl pills hidden in a vehicle, ensuring the safety of our community. Learn more: <a href="https://www.desertnews.com/.../article_f6b945e2-226a-11ee">https://www.desertnews.com/.../article_f6b945e2-226a-11ee</a>...</td>
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<td>WM Graphic</td>
<td>Today we take a moment to honor Special Agent Pilot Alan H. Winn, who lost his life in the line of duty on August 13, 1991. Find out more about this fallen hero on his #DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/alan-h-winn">https://museum.dea.gov/wall-honor/alan-h-winn</a> #NeverToBeForgotten #DEAPHOENIXDiv #DEASANDIEGODiv</td>
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<td>Ad WW Live</td>
<td>Supporting your child through substance use or addiction requires open communication and understanding. Be a source of strength and encouragement as you help them navigate the path to recovery. Together can make a difference in their lives. #TipTuesday Learn more: <a href="https://www.getsmartaboutdrugs.gov/how-encourage-your">https://www.getsmartaboutdrugs.gov/how-encourage-your</a>...</td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>Stay vigilant, and stay safe! It's essential to be aware of the signs that someone may have been roofied. Trust your instincts, look out for your friends, and report any suspicious activity to the authorities. #WellnessWednesday Learn more: <a href="https://www.justthinktwice.gov/.../these-are-signs">https://www.justthinktwice.gov/.../these-are-signs</a>...</td>
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<td>Graphic WW Live</td>
<td>Today we take a moment to honor Susan M. Hoefler, an Office Asst. in DEA’s Guadalajara, Mexico Resident Off., who lost her life in the line of duty on August 16, 1986. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/susan-m-hoefler">https://museum.dea.gov/wall-honor/susan-m-hoefler</a> #NeverToBeForgotten</td>
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<td><a href="https://www.facebook.com/">https://www.facebook.com/</a></td>
<td>Graphic</td>
<td>MONDAY! August 21 is National Fentanyl</td>
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Prevention & Awareness Day, and you're invited to visit DEA's Faces of Fentanyl Exhibit at 700 Army Navy Drive, Arlington, VA. Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit and tour the DEA Museum. Read more: https://www.dea.gov/.../dea-recognizes-national-fentanyl...

8/17/2023 https://www.facebook.com/DEAHQ/posts/pfbid02AyDpVahys6dx7RRiGL6kqVgsFrCyrihHaKWEPD8FmQWKv9b3fDtbmouilEHQ4l PSA #DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW https://www.dea.gov/fentanylawareness

8/17/2023 https://www.facebook.com/DEAHQ/posts/pfbid0wFjai7aVMnMrKypGSC7cF1QAL7WHS9VytujCnLmB8xdKwGC6rfKq9DfH5P36Pwl Graphic WW Live Photo Season 3 of #AwkwardConversations is back! Host #jodiesweetin and guest speakers tackle parenting advice, mental health, and substance misuse prevention topics. Join the hosts as they empower parents and communities with insights for a drug-free future. Watch now: http://www.getsmartaboutdrugs.gov/.../watch-awkward...

8/18/2023 https://www.facebook.com/DEAHQ/posts/pfbid02DGMAhQ69i3HWYC4okGR2pvZLdca1JdwczZHvcYnjPn6AcFssXesi3bFcX76tgS9l Graphic Join us for the latest episode of our webinar series! Learn about policy & environmental strategies that shape a safer campus environment. Discover how consistent policies & effective communication can make a difference in preventing drug misuse. WATCH NOW! https://www.campusdrugprevention.gov/.../enhancing...

8/18/2023 https://www.facebook.com/DEAHQ/posts/pfbid032yWnCbZejmLldCaw2Se5n5segGt2UMtPciL6wLcdMFRAJwo5 PSA In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills & 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to
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<td>PSA</td>
<td>#FugitiveFriday: #DEAOmaha is looking for Rigoberto Carmona-Rivas, wanted for CONSPIRACY TO DISTRIBUTE METHAMPHETAMINE. Learn more about this fugitive and find out about submitting a tip to the United States Marshals Service at <a href="https://www.dea.gov/fugitives/rigoberto-carmona-rivas">https://www.dea.gov/fugitives/rigoberto-carmona-rivas</a></td>
<td><a href="https://www.facebook.com/photo/?fbid=606876508300485&amp;set=a.152541677067306">https://www.facebook.com/photo/?fbid=606876508300485&amp;set=a.152541677067306</a></td>
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<td>Graphic</td>
<td><strong>Today is National Fentanyl Awareness Day.</strong> Illegal fentanyl is driving the recent increase in US drug overdose deaths. <strong>Know the facts</strong> 🔄️ <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a> #JustKNOW #NationalFentanylAwarenessDay</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>🌍 Today is #NationalFentanylAwarenessDay! #DYK that fentanyl is 50 to 100 times more potent than morphine? It's crucial to understand the risks associated with this powerful opioid. Empower yourself &amp; your loved ones with knowledge. #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02tEZVDp5qF8TquhUvxxeXv">https://www.facebook.com/DEAHQ/posts/pfbid02tEZVDp5qF8TquhUvxxeXv</a> bWKpS6BouYKVFxfkJfsk1z11XQgJaSv27wJ4XyniGm8l</td>
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<td>Graphic Live Photo</td>
<td>#MakingTheCase Monday: #DEASEATTLEDiv Immigration And Customs Enforcement (ICE) Seattle Police Department investigation leads to the seizure of 30K+ fentanyl pills intended for distribution. This effort stopped the sale of these potentially deadly pills &amp; sent a strong message to drug traffickers.</td>
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<td>Graphic</td>
<td>You're invited to visit #DEAMuseum Faces of Fentanyl Exhibit at #DEAHQ: 700 Army Navy Drive, Arlington, VA, <strong>TODAY</strong>, for #NationalFentanylAwarenessDay. Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit, tour the DEA Museum &amp; learn more! <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl.</td>
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<td>Live Photo Group</td>
<td>On 8/19/23, 26 AZ students graduated from the 1st #DEAPhoenixDiv Teen Academy! Students got a sneak peek of what DEA does &amp; why we do it, with some hands-on learning. SSA Michael Garbo's widow spoke to the class dedicated in his honor. <a href="mailto:DEAarizonacommunityoutreach@dea.gov">DEAarizonacommunityoutreach@dea.gov</a></td>
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<td>Live Photo</td>
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Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW https://www.dea.gov/fentanylawareness

Stay informed about the signs of opioid & prescription drug misuse. Recognizing the warning signs early can help prevent the progression of addiction & allow for timely intervention & support. #TipTuesday Learn more: https://www.operationprevention.com/opiod-and...

The nose knows! K9 Molly sniffed out a mere 1.5 grams of #methamphetamine from a suitcase at the airport. All in a day's work. #GoodGirl #DogDaysOfSummer

Explore the pivotal role of campus prevention personnel in shaping drug & alcohol misuse prevention efforts. Discover grounded strategies, engaged planning, & collaboration to orchestrate impactful change. Don't miss out on this essential discussion! https://www.campusdrugprevention.gov/.../enhancing...

#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW http://dea.gov/FentanylAwareness

Season 3 of #AwkwardConversations is out! The first episode explores the
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<td>Photo</td>
<td>Significance of parent-child bonds. Join host #jodiesweetin and #amymccarthylicw with guest expert Dr. Shefali, a clinical psychologist, as they discuss conscious parenting. <a href="https://www.getsmartaboutdrugs.gov/.../watch-awkward">https://www.getsmartaboutdrugs.gov/.../watch-awkward</a>...</td>
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<td>PSA</td>
<td>Now underway, Special Agent applicants are taking part in the Physical Fitness test. One component includes the number of sit-ups you can complete in one minute. #GulfportMAC #MAC</td>
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<td>WM WW Live Photo</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW Learn more <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Frank S. Wallace, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/frank-s-wallace-jr">https://museum.dea.gov/wall-honor/frank-s-wallace-jr</a> #NeverToBeForgotten #DEAHOUSTONDiv</td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Juan C. Vars, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/juan-c-vars">https://museum.dea.gov/wall-honor/juan-c-vars</a> #NeverToBeForgotten #DEAHOUSTONDiv</td>
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<td>WW Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Meredith Thompson, who lost her life in a plane crash during a recon mission in Peru, on August 27, 1994. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/meredith-thompson">https://museum.dea.gov/wall-honor/meredith-thompson</a> #NeverToBeForgotten #DEAMIAMI</td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Jay W. Seale, who lost his life in a plane crash during a reconnaissance mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/jay-w-seale">https://museum.dea.gov/wall-honor/jay-w-seale</a> #NeverToBeForgotten #DEALOSANGELES</td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Frank Fernandez Jr., who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/frank-fernandez-jr">https://museum.dea.gov/wall-honor/frank-fernandez-jr</a> #NeverToBeForgotten</td>
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<td>Graphic</td>
<td>Today we take a moment to honor five Special Agents we lost on August 27, 1994 in a plane crash during a recon mission in Peru. They are memorialized on DEA's #WallofHonor and are #NeverToBeForgotten. Read more about this tragic event in DEA's history: <a href="https://www.dea.gov/.../files/1994-1998%20p%2076-91.pdf">https://www.dea.gov/.../files/1994-1998%20p%2076-91.pdf</a>...</td>
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<td>WW WOC Graphic Stock</td>
<td>#DYK that it’s now easier to electronically transfer a schedule II-V controlled substance Rx from one pharmacy to another? Pharmacists can now transfer these meds when a pharmacy cannot fill the Rx for a patient. Pharmacists learn more: <a href="https://www.deadiversion.usdoj.gov/ecomm/e_rx/index.html">https://www.deadiversion.usdoj.gov/ecomm/e_rx/index.html</a> #DEADIVERSION</td>
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<td>PSA</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>Graphic</td>
<td>#MakingTheCase Monday: #DEAchicagodiv ATF Indiana State Police seized 19 pounds of crystal methamphetamine, fentanyl powder and pills, other drugs, ammunition and high-capacity magazines, including two AK-47 style rifles and other rifles during the operation. An Indiana man has been sentenced to life plus 25 years for drug and armed drug trafficking, curbing their distribution and protecting our</td>
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<td>Today, we take a moment to honor Special Agent Royce D. “Doug” Tramel, who lost his life</td>
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<td>in the line of duty on August 28, 2000. Find out more about this fallen hero on his DEA</td>
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<td>#WallofHonor page: <a href="https://museum.dea.gov/wall-honor/royced-tramel">https://museum.dea.gov/wall-honor/royced-tramel</a> #DEADALLAS #NeverToBeForgotten</td>
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<td>Group Live Photo</td>
<td>The DEA is hiring! Look for members of the #DEA at the Minnesota State Fair to answer all</td>
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<td>your questions about how you can join our team. Can’t make it out? Visit <a href="http://DEA.gov/careers">http://DEA.gov/careers</a></td>
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<td>Graphic WM Live Photo</td>
<td>WATCH #DEACampus latest episode of Prevention Profiles: Take Five! Our guest, Rick Birt,</td>
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<td>Director of DC Highway Safety Office, shares insights on his journey from national to</td>
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<td>local highway safety focus. Learn about tackling impaired driving among college students</td>
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<td>and DC’s initiatives for campuses.</td>
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<td>WATCH NOW:<a href="https://www.campusdrugprevention.gov/.../prevention">https://www.campusdrugprevention.gov/.../prevention</a>...</td>
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<td>Spotting the signs of drug misuse can be difficult, but knowing what to look for is</td>
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<td>important!👀ед #TipTuesday Check out these warning signs:</td>
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<td>Graphic</td>
<td>In honor of #nationaldogday, the</td>
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<td>Live Photo</td>
<td>In honor of #nationaldogday, the #NewJersey #DEA salutes our favorite and hardest working dog, Trouble.</td>
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<td>8/29/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=612662534388549&amp;set=pcb.61266261721874">https://www.facebook.com/photo/?fbid=612662534388549&amp;set=pcb.61266261721874</a></td>
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<td>In honor of #nationaldogday, the #NewJersey #DEA salutes our favorite and hardest working dog, Trouble.</td>
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<td>Live Photo</td>
<td>In honor of #nationaldogday, the #NewJersey #DEA salutes our favorite and hardest working dog, Trouble.</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>8/30/2023</td>
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<td>Graphic WW WM Live Photo</td>
<td>🕵️‍♂️ Don't miss the concluding episode of our webinar series! In this final installment, we delve into Communication and Advocacy strategies. Learn about effective messaging, campaign development, and engaging students. Explore the power of communications science, technology, and marketing specialists.</td>
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<td>WM Live Photo MDP</td>
<td>Do you have what it takes to join the country’s premier drug enforcement agency? #DEAROCKYMTNDiv is looking for exceptional candidates to join our team. Learn more at <a href="https://dea.gov/careers">https://dea.gov/careers</a> &amp;</td>
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<td>MDP Live Photo</td>
<td>Do you have what it takes to join the country’s premier drug enforcement agency? #DEAROCKYMTNDiv is looking for exceptional candidates to join our team. Learn more at <a href="https://dea.gov/careers">https://dea.gov/careers</a> &amp; <a href="https://dea.gov/divisions/rocky-mountain">https://dea.gov/divisions/rocky-mountain</a></td>
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<td>WM MDP Live Photo</td>
<td>#DEAPHILADELPHIA Community Outreach Specialists presented #USAO_EDPA Future AUSA Program, a week-long program for high school students to learn about the federal legal system.</td>
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<td>Graphic</td>
<td>#DEAPHILADELPHIA Community Outreach Specialists presented #USAO_EDPA Future AUSA Program, a week-long program for high school students to learn about the federal legal system.</td>
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<td>Graphic</td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOw <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Thomas J. Byrne, who lost his life in the line of duty on August 30, 2008. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/thomas-j-byrne">https://museum.dea.gov/wall-honor/thomas-j-byrne</a> #NeverToBeForgotten #DEAHOUSTON</td>
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<td>WM Graphic Live Photo</td>
<td>Today, we take a moment to honor Special Agent Thomas J. Byrne, who lost his life in the line of duty on August 30, 2008. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/thomas-j-byrne">https://museum.dea.gov/wall-honor/thomas-j-byrne</a> #NeverToBeForgotten #DEAHOUSTON</td>
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<td>Photo</td>
<td>potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic</td>
<td>#TBT to when 1.2 million ecstasy tablets were seized in New York inside a diamond cutting apparatus. #DEANEWYORK</td>
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<td>9/1/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid0vi2R6wVh9wQixot4fxAKG3LhLbn8DajnQ2AkzUXFsT8JacexFquuPuAdtKjZztzi">https://www.facebook.com/DEAHQ/posts/pfbid0vi2R6wVh9wQixot4fxAKG3LhLbn8DajnQ2AkzUXFsT8JacexFquuPuAdtKjZztzi</a></td>
<td>PSA</td>
<td>#FugitiveFriday: #DEANEWENGLAND is looking for Mihael Karner; wanted for conspiracy to distribute steroids; conspiracy to launder money; conspiracy to import steroids. Learn more about this fugitive and find out about submitting a tip to the United States Marshals Service at <a href="https://www.dea.gov/fugitives/mihael-karner">https://www.dea.gov/fugitives/mihael-karner</a></td>
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<td>Live Photo</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>9/1/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02xXVZ96cSmymc8D7RgjxWEiFLbRqEwcSfVSAvN">https://www.facebook.com/DEAHQ/posts/pfbid02xXVZ96cSmymc8D7RgjxWEiFLbRqEwcSfVSAvN</a></td>
<td>Episode 2 of #AwkwardConversations dives into steroids, opioids, and body image concerns among teens. Listen to hosts #jodiesweetin #amymccarthylicsw along with guests #DonaldHootonJr Taylor</td>
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<td>Text</td>
<td>Hooton Foundation and former Packers player #ryanrant on this new episode! <a href="https://www.getsmartaboutdrugs.gov/.../watch-awkward">https://www.getsmartaboutdrugs.gov/.../watch-awkward</a>...</td>
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<td>Graphic</td>
<td>Effective Now! Patients can request to have their electronic prescription be transferred to another pharmacy without having to go back to their doctor to initiate the request.</td>
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<td>9/4/2023</td>
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<td>Graphic</td>
<td>Happy Labor Day! Let's celebrate the great contributions workers have made to the well-being of our country. #LaborDay</td>
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<td>9/5/2023</td>
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<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>WM MDP Live Photo</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>Our youth is being exposed to an illicit drug supply that is more dangerous than ever before. It’s essential for parents, students, &amp; educators to understand the dangers of substance use and take measures to stay safe- SAC Forget. Interview- <a href="https://rb.gy/fyy63">https://rb.gy/fyy63</a> OnePillcanKill</td>
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<td>Graphic Stock</td>
<td>Tonya Jane is prepping for Red Ribbon Week. Find out how to get your group, school, and community involved with this free toolkit: <a href="http://dea.gov/redribbon">http://dea.gov/redribbon</a></td>
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<td>9/6/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid0EcBFWhiuTfb94m9ERRxjGuqfgBH1dLmX7KejmeBbXvNYbZetrGgkMqijJRXXwHFxFk">https://www.facebook.com/DEAHQ/posts/pfbid0EcBFWhiuTfb94m9ERRxjGuqfgBH1dLmX7KejmeBbXvNYbZetrGgkMqijJRXXwHFxFk</a></td>
<td>Stock Graphic</td>
<td>Schools are doubling down on drug prevention! From strict policies to education, they're committed to keeping campuses drug-free. Learn about the legal consequences of drug use and how schools are taking action. #WellnessWednesday</td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>Graphic Stock</td>
<td>Rx out of stock at your pharmacy? Pharmacists can now transfer your e-script 1x to another pharmacy. Learn more: <a href="https://www.dea.gov/.../revised-regulation-allows-dea">https://www.dea.gov/.../revised-regulation-allows-dea</a>... #DEADIVERSION #WellnessWednesday</td>
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<td>PSA</td>
<td>#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.</td>
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<td>Group</td>
<td>Calling all Scout leaders! Guide your Boy and Girl Scouts to earn their own DEA Red Ribbon Patch, promoting a drug-free lifestyle. The program is open till November 30. Check the link for details. #DEARedRibbon</td>
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<td>9/8/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid04Giss3XS1RBt6CakKo56NXt3VufFJr8t7Hjd5sRqcxFZUDR89QZ1kei5SBVPzQI">https://www.facebook.com/DEAHQ/posts/pfbid04Giss3XS1RBt6CakKo56NXt3VufFJr8t7Hjd5sRqcxFZUDR89QZ1kei5SBVPzQI</a></td>
<td>Graphic</td>
<td>DEA will hear from healthcare practitioners, advocates, patients, &amp; others during the Sept. 12-13 telemedicine listening sessions. Watch live: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening">https://www.deadiversion.usdoj.gov/Telemedicine_listening</a>... #DEADIVERSION</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>9/11/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02ctZvdi8i0tJvxzHdAKTJJsu">https://www.facebook.com/DEAHQ/posts/pbid02ctZvdi8i0tJvxzHdAKTJJsu</a> WP9d1SnfCNXyA2GsV5Qp4zCzma2F1BmbPnqAZpKnl</td>
<td>Graphic Stock</td>
<td>Tune in Sept. 12-13 to listen to DEA’s public listening sessions on telemedicine regulations. Hear what the public has to say: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening">https://www.deadiversion.usdoj.gov/Telemedicine_listening</a>... #DEADIVERSION</td>
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<td>9/12/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02UNwQSaVpVVXVMeLEq4x7WjsZ1jFclmyhDrxiDVDPxtnjeRS6VkNSFGQ41vvm1bl">https://www.facebook.com/DEAHQ/posts/pbid02UNwQSaVpVVXVMeLEq4x7WjsZ1jFclmyhDrxiDVDPxtnjeRS6VkNSFGQ41vvm1bl</a></td>
<td>Graphic Stock</td>
<td>Tune in today to watch DEA’s listening session to hear members of the public provide comments on telemedicine regulations. Watch live starting at 9 am: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening">https://www.deadiversion.usdoj.gov/Telemedicine_listening</a>... #DEADIVERSION</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pbid09GM94X5k3TVcuDzrz4yQXUsLrPECo2X23F5EUyky8QhaXgP3dpjzF1JDDDq4Gry5Al">https://www.facebook.com/DEAHQ/posts/pbid09GM94X5k3TVcuDzrz4yQXUsLrPECo2X23F5EUyky8QhaXgP3dpjzF1JDDDq4Gry5Al</a></td>
<td>Graphic Stock</td>
<td>#DYK #Naloxone can reverse opioid overdoses and #SaveLives? It’s available without a prescription in most states. Get the facts about Naloxone today and help keep your community safe and healthy. #TipTuesday</td>
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<td>9/12/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pbid026FBlTEBLwHfHEnfDxYqyrA7TnDeZMGCjhhEeQV1DWAuPVCi85rUXqg9vTdZYQl">https://www.facebook.com/DEAHQ/posts/pbid026FBlTEBLwHfHEnfDxYqyrA7TnDeZMGCjhhEeQV1DWAuPVCi85rUXqg9vTdZYQl</a></td>
<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>9/13/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pbid02UUCnM7">https://www.facebook.com/DEAHQ/posts/pbid02UUCnM7</a></td>
<td>Graphic Stock</td>
<td>Starting at 9 a.m., today, members of the public will provide live comments on DEA’s proposed telemedicine regulations.</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02xRx8uA">https://www.facebook.com/DEAHQ/posts/pfbid02xRx8uA</a></td>
<td>Graphic Stock</td>
<td>Myth: It's safer to use Rx drugs to get high. FACT: Any use of Rx drugs without being prescribed by your doctor can be as dangerous as using illegal drugs. Misusing Rx drugs can have serious health effects-including addiction and overdose.</td>
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<td>9/13/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02geDxeZ5">https://www.facebook.com/DEAHQ/posts/pfbid02geDxeZ5</a></td>
<td>PSA</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>9/13/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02gochZyz">https://www.facebook.com/DEAHQ/posts/pfbid02gochZyz</a></td>
<td>WW WDP Live Photo</td>
<td>Hosts #jodiesweetin and #amymccarthylicw take you through an emotional episode of #AwkwardConversations with special guest Deborah, who shares a heartbreaking story of her daughter Dana's battle with substance misuse that tragically ended her life.</td>
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<td>9/14/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02gochZyz">https://www.facebook.com/DEAHQ/posts/pfbid02gochZyz</a></td>
<td>WM MDP Live Photo</td>
<td>#TBT 4-Star General McKiernan joined DEA agents on a search warrant mission in Afghanistan! He was the first 4-star General to accompany DEA in the field. Together, they seized 900kg of morphine, strengthening our efforts against drug trafficking.</td>
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<td>9/14/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02oZTm59">https://www.facebook.com/DEAHQ/posts/pfbid02oZTm59</a></td>
<td>PSA</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>9/15/2023</td>
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<td>PSA</td>
<td>#FugitiveFriday: #DEAELPASODiv is looking for Roberto Jeff Bordier, wanted for conspiracy and distribution of methamphetamine. Learn more about this fugitive and find out about submitting a tip to the United States Marshals Service</td>
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<td>9/15/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02M92UzZBUkN9aypmwgJqfs989SbX8C2VJF8HXFJU27E4c1cTjDQ2BDiPprVqbAPKK7ql">https://www.facebook.com/DEAHQ/posts/pfbid02M92UzZBUkN9aypmwgJqfs989SbX8C2VJF8HXFJU27E4c1cTjDQ2BDiPprVqbAPKK7ql</a></td>
<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>9/18/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02mE9jDHWHP5t1j2fXWuQ6jHgFpi5a48yzhHgptzjfpJz95EfAiAGiRvk68Ti7aG9l">https://www.facebook.com/DEAHQ/posts/pfbid02mE9jDHWHP5t1j2fXWuQ6jHgFpi5a48yzhHgptzjfpJz95EfAiAGiRvk68Ti7aG9l</a></td>
<td>PSA</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>9/19/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02m55y1EDtVEGfdDV7VQkiF7xqYG5dm3xAfgrWWegeJFTuVTY93SL432uE2PE1yAkQl">https://www.facebook.com/DEAHQ/posts/pfbid02m55y1EDtVEGfdDV7VQkiF7xqYG5dm3xAfgrWWegeJFTuVTY93SL432uE2PE1yAkQl</a></td>
<td>Graphic Stock</td>
<td>Prevention professionals at colleges and universities! Looking for practical solutions to prevent substance abuse on campus? Dive into this prevention guide, packed with strategies to foster a culture of wellness and resilience among students. #TipTuesday</td>
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<td>9/19/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid038PZd7qLDVBA3uCH3s1KGDbHzTXg2DcSnEJ2y4idkqgUzu5JKqMCXhyiiZLLxdpFl">https://www.facebook.com/DEAHQ/posts/pfbid038PZd7qLDVBA3uCH3s1KGDbHzTXg2DcSnEJ2y4idkqgUzu5JKqMCXhyiiZLLxdpFl</a></td>
<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Live Photo Group</td>
<td>DEA Anchorage Diversion spent the day in Nome, Alaska, talking to pharmacists and meeting with our law enforcement partners. U.S. Attorney’s Office for the District of Alaska Drug Enforcement Administration -</td>
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<td>Group MDP WM WW Live Photo</td>
<td>DEA Anchorage Diversion spent the day in Nome, Alaska, talking to pharmacists and meeting with our law enforcement partners. U.S. Attorney's Office for the District of Alaska Drug Enforcement Administration - DEA #DEAAnchorage</td>
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<td>MDP Live Photo</td>
<td>Stay connected with your child's school community and stay informed about drug-related incidents or trends. Make sure you have a copy of the school's drug policy and procedures and go over it with your child. #WellnessWednesday Learn more: <a href="https://www.getsmartaboutdrugs.gov/.../whats-happening-in">https://www.getsmartaboutdrugs.gov/.../whats-happening-in</a>...</td>
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<td>PSA</td>
<td>#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America. These aircraft provide aviation support to operational and intelligence elements for DEA.</td>
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<td>Stock</td>
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<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America.</td>
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<td>Stock</td>
<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America. These aircraft provide aviation support to operational and intelligence elements for DEA.</td>
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<td>MOC MDP Live Photo</td>
<td>Excellent day with our law enforcement partners in #Kalamazoo for the regional citizens academy. #OpEngageMichigan</td>
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<td><a href="https://www.facebook.com/photo?fbid=624551986532937&amp;set=pcb.624552039866265">https://www.facebook.com/photo?fbid=624551986532937&amp;set=pcb.624552039866265</a></td>
<td>MOC MDP Live Photo</td>
<td>Excellent day with our law enforcement partners in #Kalamazoo for the regional citizens academy. #OpEngageMichigan</td>
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<td>Live Photo WM MDP</td>
<td>#TBT to 1972, when DEA Special Agents Don Strange and Howard Safir brought Timothy Leary to justice. Leary founded a drug trafficking ring known as the Brotherhood of Eternal Love that became the largest supplier of hashish and LSD in the United States.</td>
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<td>9/21/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02Wk79F8">https://www.facebook.com/DEAHQ/posts/pfbid02Wk79F8</a></td>
<td>PSA</td>
<td>In 2022 DEA seized 58.4M+ fentanyl-laced, fake Rx pills &amp; 13K+ lbs of fentanyl powder. That’s over 387M deadly doses of</td>
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<td>Graphic</td>
<td>Crime and Intelligence Analysts are vital to #DEA. We appreciate our intel analysts today and every day. Drug-related intelligence helps: Initiate new investigations, Develop info leading to arrests/seizures. Learn More: <a href="https://dea.gov/law-enforcement/intelligence">https://dea.gov/law-enforcement/intelligence</a></td>
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<td>WW WM MDP WDP Live Photo Graphic</td>
<td>DEA Special Agent Timothy McMahon joins #AwkwardConversations. In Episode #5, Timothy shares with hosts #jodiesweetin and #amymccarthylicw common ways kids hide drugs in plain sight and what signs to look for with changes to personality, involvement, or money use. <a href="https://www.getsmartaboutdrugs.gov/watch-awkward">https://www.getsmartaboutdrugs.gov/watch-awkward</a>...</td>
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<td>PSA</td>
<td>#FugitiveFriday: #DEAOmaha is looking for Antoine Jackson, wanted for conspiracy to distribute a controlled substance. Learn more about this fugitive and find out about submitting a tip to the United States Marshals Service at <a href="https://www.dea.gov/fugitives/antoine-jackson">https://www.dea.gov/fugitives/antoine-jackson</a></td>
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<td>Graphic</td>
<td>#NationalHispanicHeritageMonth <a href="https://www.whitehouse.gov/.../aproclamation-on.../">https://www.whitehouse.gov/.../aproclamation-on.../</a></td>
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<td>Graphic</td>
<td>#DYK the 2023 National Red Ribbon Week Photo Contest starts October 1st? Decorate your homes and schools to this year's theme, “Celebrate Life. Live Drug-Free” for</td>
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<td>Graphic</td>
<td>Scout leaders, let's support our youth with the DEA Red Ribbon Patch! Join the program till November 30 and help your Boy and Girl Scouts make a positive impact. Get all the information you need by following the link. #DEARedRibbon <a href="https://www.getsmartaboutdrugs.gov/.../red-ribbon-week">https://www.getsmartaboutdrugs.gov/.../red-ribbon-week</a>...</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>DEA and Department of Homeland Security have identified xylazine intended for illegal human use entering the U.S. in several ways—in solid form from China and other countries, in liquid form either diverted from veterinary supply chains or packaged to resemble a veterinary drug, and to a lesser degree, mixed with fentanyl seized at the southwest border. Read more: <a href="http://www.dea.gov/.../dea-and-dhs-issue-joint-update">http://www.dea.gov/.../dea-and-dhs-issue-joint-update</a>...</td>
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<td>WM Graphic</td>
<td>Today, we take a moment to honor Agent Andrew P. Sanderson, who lost his life in the line of duty on September 23, 1944. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/andrew-p-sanderson">https://museum.dea.gov/wall-honor/andrew-p-sanderson</a> #NeverToBeForgotten</td>
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<td><a href="https://www.facebook.com/photo/?fbid=626792739642195&amp;set=a.1525416770">https://www.facebook.com/photo/?fbid=626792739642195&amp;set=a.1525416770</a></td>
<td>WM Graphic</td>
<td>Today, we take a moment to honor Agent Anker M. Bangs, who lost his life in the line of duty on September 24, 1950. Find out more about this fallen hero on his DEA</td>
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a chance to win an iPad or $1,000 for your school! Learn more: https://www.redribbon.org/contest
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<td>WM Graphic</td>
<td>Today, we take a moment to honor Special Agent Thomas J. Devine, who lost his life in the line of duty on September 25, 1982. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/thomas-j-devine">https://museum.dea.gov/wall-honor/thomas-j-devine</a> #DEANEWJERSEYDiv #NeverToBeForgotten</td>
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<td>WM Graphic</td>
<td>Today, we take a moment to honor Lawrence Steilen, a Pilot Instructor who lost his life in the line of duty on September 25, 1998. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/larry-steilen">https://museum.dea.gov/wall-honor/larry-steilen</a> #NeverToBeForgotten</td>
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<td>Graphic</td>
<td>#MakingTheCase Monday: #ICYMI, a top source of supply in juvenile fentanyl case, that resulted in at least 14 juvenile ODs, was charged. “Street dealers, transporters, bulk suppliers should know #DEADallasdiv is committed to holding his organization accountable for selling fentanyl to our communities.” Dallas Police Department Carrollton Texas Police Department <a href="https://www.dea.gov/.../top-source-supply-juvenile">https://www.dea.gov/.../top-source-supply-juvenile</a>...</td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram to deliver remarks at DEA’s Second Annual Family Summit on Fentanyl TODAY at 10 AM EST. The United States Department of</td>
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<td>PSA</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic WOC Stock</td>
<td>Don't let school stress overwhelm you! Dive into these 8 strategies to tackle school stress head-on. Prioritize self-care, connect with friends, &amp; set achievable goals to create a healthier academic experience. #TipTuesday <a href="https://www.justthinktwice.gov/.../school-stress-8-ways-deal">https://www.justthinktwice.gov/.../school-stress-8-ways-deal</a></td>
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<td>WM MDP Live Photo</td>
<td>“This summit is a testament to the incredible momentum we’ve built collectively since our first gathering last year. After our inaugural summit, a wave of determination and partnership swept through our community,” said Associate Administrator DeLena at the 2023 DEA Family Summit on Fentanyl. Learn more about DEA's Family Summit at <a href="http://www.dea.gov/familysummit">www.dea.gov/familysummit</a> #FamilySummit</td>
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<td>WW WDP Live Photo Group</td>
<td>DEA Family Summit on Fentanyl Breakout Session #1: Advocacy, discussed how to advocate for laws and policies at the national, state, and local levels. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a></td>
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<td>DEA Family Summit on Fentanyl Session #2: Community Engagement discussed how to build relationships, engage local community &amp; connect to coalitions. #FamilySummit Learn more about DEA's</td>
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<td>WW WDP Live Photo Group</td>
<td>DEA Family Summit on Fentanyl Breakout Session #3: Youth Engagement, discussed how to build relationships, access schools, prevention ed &amp; youth messaging. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a></td>
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<td>Group Live Photo WW WDP</td>
<td>DEA Family Summit on Fentanyl Breakout Session #4: Media Engagement, discussed best approaches to get media interested through campaigns, social, and traditional media. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a></td>
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<td>Group LW DP Live Photo</td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic WDP</td>
<td>Episode 6 of #AwkardConversations focuses on addressing adolescent drug misuse. Hosts #jodiesweetin and #amymccarthylicw are joined by guests #TerrenceSpain, who introduces the 988 helpline, and #RobertVincent directs to online support resources. WATCH: <a href="https://www.getsmartaboutdrugs.gov/.../watch-awkward">https://www.getsmartaboutdrugs.gov/.../watch-awkward</a>...</td>
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<td>Group</td>
<td>#NewJersey #DEA Special Agent in Charge</td>
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<td>Live Photo WOC WW</td>
<td>Cheryl Ortiz visits Newark School of Data Science &amp; Information Technology to discuss the many ways the #DEA can assist the school as a Corporate Partner. #DEA50 #education #giveback #Mentoring #CommunityEngagement</td>
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<td>WW WM Group Live Photo</td>
<td>DEA Associate Administrator DeLena unveils the latest DEA mobile exhibit, a low-rider bicycle built by students from the Olathe Leadership Lowrider Bike Club and the Duke City Leadership Lowrider Bike Club to commemorate DEA’s 50th Anniversary. #DEA50 #OperationEngage</td>
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<td>Graphic</td>
<td>Due to the imminent hazard to public safety, DEA temporarily placed five synthetic benzodiazepine drugs in Schedule I, allowing for administrative, civil, &amp; criminal sanctions. #DEAVERSIFICATION #WellnessWednesday</td>
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**Additional Notes:**
- All links lead to Facebook posts with various content related to DEA's outreach and educational initiatives.
<p>| Date       | URL                                                                 | Type         | Description                                                                                                                                                                                                                                                                                                                                 |
|------------|----------------------------------------------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------reur                                                                   |
| 9/28/2023  | <a href="https://www.facebook.com/DEAHQ/posts/pfbid0y6HUJHMGdXUm1GRXSikF5UhrKEynprS4NZQRFYNuTrLgnqFCg2DzHcLm6vaoggbcl">Link</a> | WW WDP Live Photo | Administrator Milgram on DEA #FamilySummit on Fentanyl: “I'm inspired every day by families who have turned their grief &amp; pain into action, working tirelessly to prevent other families from suffering the unimaginable loss of a loved one to drug poisoning.” |
| 9/28/2023  | <a href="https://www.facebook.com/DEAHQ/posts/pfbid0h4aYUyHRsRM21wDkcV1jiciFvRukL488g6mLL5swq53nrMLr9DiqrZLL1gCSnaf1rl">Link</a> | WW WDP Live Photo | Administrator Milgram cuts the ribbon to a new exhibit in the #DEAMuseum that features the document Reorganization Plan No. 2, signed in 1973 by President Richard Nixon, which established DEA, a single federal agency created to consolidate and coordinate the government’s drug control activities. #DEA50 |
| 9/28/2023  | <a href="https://www.facebook.com/DEAHQ/posts/pfbid0jzqrrP6y7ZEFOQaXd1EWh76nAWnBhHdUz27Kuoze1gtPVEDoHSAAKNwrUhr5Fsztul">Link</a> | WW WDP Live Photo | Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram lay a wreath to remember DEA's fallen. #DEA50 #NeverToBeForgotten |
| 9/28/2023  | <a href="https://www.facebook.com/DEAHQ/posts/pfbid02FDLkSH">Link</a> | Group Live Photo | DEA holds a commemorative event today to celebrate 50 years. |</p>
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<td>9/28/2023</td>
<td>&quot;Technology certainly has changed the landscape of our work, and because of that, our 23 domestic field divisions are able to take part in today’s event virtually. It’s wonderful to have you all involved,” said DEA Associate Administrator DeLena. #DEA50</td>
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<td>MDP</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02sK7o15Aann2uBwbwAvukyBpWws8tAJMGDU6Ht3Q12P9zgW1N4JK6qz9GhgX74jG9fJl">https://www.facebook.com/DEAHQ/posts/pfbid02sK7o15Aann2uBwbwAvukyBpWws8tAJMGDU6Ht3Q12P9zgW1N4JK6qz9GhgX74jG9fJl</a></td>
<td>Group Photo</td>
<td>Former DEA Administrators delivered encouraging words and inspiring messages in recognition of DEA's 50th Anniversary. #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid02eq491PGzwWnzHH4iB6X7zB9BzbMkY42YbzbBU4YwMLuUSs9fG">https://www.facebook.com/DEAHQ/posts/pfbid02eq491PGzwWnzHH4iB6X7zB9BzbMkY42YbzbBU4YwMLuUSs9fG</a> A8JwzzpA5wL8coEe</td>
<td>WW WM Live Photo</td>
<td>Exhibit by DEA's Office of Intelligence, which came into being on July 1, 1973, upon implementation of Presidential Reorganization Plan No. 2. #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid0s5FQrZDZZRsc6AbRxCVmqHGMokXzeThhz5jL3wsUAchLaPN5U46tGKo8sNXQNpqf">https://www.facebook.com/DEAHQ/posts/pfbid0s5FQrZDZZRsc6AbRxCVmqHGMokXzeThhz5jL3wsUAchLaPN5U46tGKo8sNXQNpqf</a></td>
<td>Live Photo</td>
<td>An exhibit of low-rider bicycle built by students from the Olathe Leadership Lowrider Bike Club and the Duke City Leadership Lowrider Bike Club to commemorate DEA’s 50th Anniversary. #DEA50 #OperationEngage</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid021riPe14CQNuFNcNazVowvT4ka2vG4rxBwom1T8tb5RNTcmmRyS4zrs5g4BYe4Sd7t">https://www.facebook.com/DEAHQ/posts/pfbid021riPe14CQNuFNcNazVowvT4ka2vG4rxBwom1T8tb5RNTcmmRyS4zrs5g4BYe4Sd7t</a></td>
<td>Live Photo</td>
<td>An exhibit of the National Red Ribbon campaign that occurs October 21-31, and is a symbol of support for the DEA’s efforts to reduce demand for drugs through prevention and education programs. #DEA50</td>
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<td>9/29/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=629490219372447&amp;set=a.152541677067306">https://www.facebook.com/photo/?fbid=629490219372447&amp;set=a.152541677067306</a></td>
<td>PSA</td>
<td>#FugitiveFriday: #DEARockyMTN is looking for Aaron Mahanaim Orozco Sandoval, wanted for Conspiracy to distribute and to possess with intent to distribute heroin. Knowingly distribute and</td>
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<td>PSA</td>
<td>#DYK According to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid0QKNdCeS7RtssALTj3NaVtbWZ7FXNuDKJFzPjXW3Mmj47DUTAN3HgsvdRCxe8h7Lzl">https://www.facebook.com/DEAHQ/posts/pfbid0QKNdCeS7RtssALTj3NaVtbWZ7FXNuDKJFzPjXW3Mmj47DUTAN3HgsvdRCxe8h7Lzl</a></td>
<td>PSA Graphic</td>
<td>#DYK 26% of fentanyl powder seized and analyzed by DEA contains xylazine? Fentanyl is deadly, mixed with xylazine even deadlier. #DEADIVERSION Learn more: <a href="https://www.deadiversion.usdoj.gov/.../xylazine/index.html">https://www.deadiversion.usdoj.gov/.../xylazine/index.html</a></td>
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<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid0Jxf84DJDg82vNiSVHHTWdy4djksSwPaScpvXdxT5unnxMnWp3i164NU9JUeaqwK3I">https://www.facebook.com/DEAHQ/posts/pfbid0Jxf84DJDg82vNiSVHHTWdy4djksSwPaScpvXdxT5unnxMnWp3i164NU9JUeaqwK3I</a></td>
<td>WW WDP Live Photo</td>
<td>The #DEA is hiring! Forensic #chemists analyze evidence, provide expert testimony, support DEA investigators and develop intelligence data used to determine trends in local and international #drug trafficking. Learn more and apply today: <a href="https://dea.gov/careers/forensic-sciences">https://dea.gov/careers/forensic-sciences</a> #Careers</td>
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<td>9/29/2023</td>
<td><a href="https://www.facebook.com/DEAHQ/posts/pfbid033b5UQG1z4KBWP9XPAGAYZkkGJhHeqPw3YRghkYqBuGQ6C7UiF8MBiyTxJoRXH1XDY1">https://www.facebook.com/DEAHQ/posts/pfbid033b5UQG1z4KBWP9XPAGAYZkkGJhHeqPw3YRghkYqBuGQ6C7UiF8MBiyTxJoRXH1XDY1</a></td>
<td>Live Photo</td>
<td>It’s #BacktoSchool night at #bound_brook High School. The #NewJersey #DEA is in the auditorium teaching #parents about #drugprevention through our #HiddenInPlainSight display. Stop by tonight to see if you can spot all the hidden places. #DEA50 #BoundToAstound #BoundBrookNJ</td>
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DEA Instagram
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<td>8/1/2023</td>
<td><a href="https://www.instagram.com/p/CvakDf">https://www.instagram.com/p/CvakDf</a>_ Og_Q/</td>
<td>Graphic</td>
<td>DEA will join communities and law enforcement across the U.S. for #NationalNighOut, an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie. Together, we are all working to make communities safer and healthier places to live. Join your neighbors and law enforcement this evening at events in your area. For more information on how you can get involved locally with National Night Out, visit <a href="https://natw.org/">https://natw.org/</a></td>
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<td>8/1/2023</td>
<td><a href="https://www.instagram.com/p/CvadD5D">https://www.instagram.com/p/CvadD5D</a> Mci9/</td>
<td>WM Live Photo</td>
<td>PUBLIC ANNOUNCEMENT: @deahq and @fda issued a joint letter updating the public on the ongoing prescription stimulant shortages impacting patients across the United States and actions to resolve these shortages. The DEA and FDA are committed to working together on this issue and providing up-to-date information to the public. We will continue to do all we can to prevent stimulant drug shortages, limit their impact, and resolve them as quickly as possible. READ NOW: <a href="https://www.dea.gov/documents/2023/2023-08/2023-08-01/dea-and-fda-issue-joint-letter-public-actions-address-shortages">https://www.dea.gov/documents/2023/2023-08/2023-08-01/dea-and-fda-issue-joint-letter-public-actions-address-shortages</a></td>
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<td>8/1/2023</td>
<td><a href="https://www.instagram.com/p/Cvaba2jr">https://www.instagram.com/p/Cvaba2jr</a> 1rH/?img_index=1</td>
<td>WW Live Photo</td>
<td>#NewJersey #DEA Special Agent in Charge Cheryl Ortiz welcomes @DEAHQ Administrator Anne Milgram, who stopped by her home state of New Jersey to say hello. Thank You for stopping by. Administrator, welcome home! #DEA50 #NewJersey</td>
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<td>8/1/2023</td>
<td><a href="https://www.instagram.com/p/Cvaba2jr">https://www.instagram.com/p/Cvaba2jr</a> 1rH/?img_index=2</td>
<td>WW Live Photo</td>
<td>#NewJersey #DEA Special Agent in Charge Cheryl Ortiz welcomes @DEAHQ Administrator Anne Milgram, who stopped by her home state of New Jersey to say hello. Thank You for stopping by. Administrator, welcome home! #DEA50</td>
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| 8/1/2023   | https://www.instagram.com/p/CvaNsijMzLF/        | PSA          | #DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW
|            |                                                |              | Learn more                                                            |
|            |                                                |              | http://dea.gov/FentanylAwareness                                       |
| 8/1/2023   | https://www.instagram.com/p/CvaAepcWQB/         | Graphic      | 🚨 Scam Alert! ⚠️ Beware of fraudulent calls from scammers posing as DEA agents. They may demand money or personal information and threaten legal action. Remember, the DEA will never contact you for payment or personal information. #TipTuesday Learn more: https://www.dea.gov/scam-alert |
| 8/2/2023   | https://www.instagram.com/p/CvcygjNuMz7/        | PSA          | #DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning & overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW
|            |                                                |              | http://dea.gov/FentanylAwareness                                       |
| 8/2/2023   | https://www.instagram.com/p/CvckyhrO9VQ/        | WW Live Photo| Join our webinar series on Campus Drug Prevention! 📺 📸 In the fourth episode, we delve into "Needs Assessment, Evaluation, Research"- a core area for locally-appropriate prevention efforts. 
<p>|            |                                                |              | Discover how we use quantitative and qualitative measures to monitor outcomes and employ logic models for continuous improvement. |
|            |                                                |              | Learn more                                                            |
|            |                                                |              | <a href="https://www.campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-">https://www.campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-</a> |</p>
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| 8/2/2023   | https://www.instagram.com/p/CvchmphOyKh/                               | Stock   | Using drugs during your teen years can negatively impact your memory and attention span. Protect your brain and learn about the dangers of drug misuse. #WellnessWednesday
| 8/3/2023   | https://www.instagram.com/p/CvfeNuXLo2l/?img_index=1                   | WM WM   | This week, over 100 #Tampa high school students got a first-hand look at the federal law enforcement partnerships working to keep America safe. Thank you #FBITampa for the invite to the 2023 Federal Teen Academy! |
|            |                                                                      | Group   |                                                                                                                                                                                                          |
| 8/3/2023   | https://www.instagram.com/p/CvfeNuXLo2l/?img_index=2                   | WM WM   | This week, over 100 #Tampa high school students got a first-hand look at the federal law enforcement partnerships working to keep America safe. Thank you #FBITampa for the invite to the 2023 Federal Teen Academy! |
|            |                                                                      | Group   |                                                                                                                                                                                                          |
| 8/3/2023   | https://www.instagram.com/p/CvfXSQVpiIK/                               | PSA     | #DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil, can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more
|            |                                                                      |         | https://www.dea.gov/fentanylawareness                                                                                                              |
| 8/4/2023   | https://www.instagram.com/p/CvUB_HSWH2/                                | PSA     | #DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW
<p>|            |                                                                      |         | <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a>                                                                                                              |
| 8/4/2023   | <a href="https://www.instagram.com/p/CviPzARBaEO/">https://www.instagram.com/p/CviPzARBaEO/</a>                               | Graphic | Mark Your Calendars! On September 12 and 13, #DEA will host listening sessions to receive public comments on telemedicine regulations. Registration begins on August 7. |
|            |                                                                      |         |                                                                                                                                                                                                          |</p>
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<td>MDP WM Live Photo</td>
<td>ASAC James Catalano: “Let me be clear, @DEAHQ will continue to aggressively pursue these and other organizations responsible for bringing these dangerous drugs into the communities of southern New Mexico.”</td>
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<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/CviDA71r9uy/">https://www.instagram.com/p/CviDA71r9uy/</a></td>
<td>MOC Live Photo</td>
<td>Considering a #career with @DEAHQ Want some insight into what the job entails? Meet Dave. &quot;It was a good feeling to know that I was a part of making the communities we police a little bit safer.” <a href="https://www.justthinktwice.gov/meet-special-agent-dave">https://www.justthinktwice.gov/meet-special-agent-dave</a></td>
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<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/CvhuY6puS7h/">https://www.instagram.com/p/CvhuY6puS7h/</a></td>
<td>WW Live Photo</td>
<td>#DYK that it’s now easier to electronically transfer a schedule II-V controlled substance Rx from one pharmacy to another? Pharmacists can now transfer these meds when a pharmacy cannot fill the Rx for a patient. Pharmacists learn more: <a href="https://www.deadiversion.usdoj.gov/ecomm/e_rx/index.html">https://www.deadiversion.usdoj.gov/ecomm/e_rx/index.html</a> #DEADIVERSION</td>
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<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/CvhnzmhMIJR/">https://www.instagram.com/p/CvhnzmhMIJR/</a></td>
<td>PSA</td>
<td>#FugitiveFriday: #DEAPhiladelphia is looking for Gabriel Diaz, wanted for Conspiracy to distribute Heroin. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://www.dea.gov/fugitives/gabriel-diaz">https://www.dea.gov/fugitives/gabriel-diaz</a></td>
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<td>8/5/2023</td>
<td><a href="https://www.instagram.com/p/Cvkg0N-MSqQ/">https://www.instagram.com/p/Cvkg0N-MSqQ/</a></td>
<td>Graphic WW Live Photo</td>
<td>Today we take a moment to honor Mary P. Sullivan, a Clerk-Typist in the #DEAMIAMI who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/mary-p-sullivan">https://museum.dea.gov/wall-honor/mary-p-sullivan</a> #NeverToBeForgotten</td>
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<td>Graphic WW Live Photo</td>
<td>Today we take a moment to honor Martha D. Skeels, a Supervisory Clerk-Typist in the #DEAMIAMI who lost her life in the</td>
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<td>8/6/2023</td>
<td><a href="https://www.instagram.com/p/CvmxC1rMXwc/">https://www.instagram.com/p/CvmxC1rMXwc/</a></td>
<td>Graphic WM Live Photo</td>
<td>Today we take a moment to honor @wastatepatrol Detective and #DEASEATTLEDiv Task Force Officer Brent L. Hanger who lost his life in the line of duty on August 6, 2015. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/brent-l-hanger">https://museum.dea.gov/wall-honor/brent-l-hanger</a> #NeverToBeForgotten</td>
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<td>8/7/2023</td>
<td><a href="https://www.instagram.com/p/CvpxSaNjrjt/?img_index=1">https://www.instagram.com/p/CvpxSaNjrjt/?img_index=1</a></td>
<td>WDP WOC Live Photo</td>
<td>It's been a full week, and we've enjoyed visiting with members of our community about the dangers and consequences of drug use. Help us raise awareness to the threat of #fentanyl. Need more information? Visit <a href="http://dea.gov/fentanylawareness">http://dea.gov/fentanylawareness</a></td>
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<td><a href="https://www.instagram.com/p/CvpxSaNjrjt/?img_index=2">https://www.instagram.com/p/CvpxSaNjrjt/?img_index=2</a></td>
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<td>PSA</td>
<td>In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills &amp; 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td><a href="https://www.instagram.com/p/Cvpm840MPXR/">https://www.instagram.com/p/Cvpm840MPXR/</a></td>
<td>PSA Live Photo</td>
<td>#MakingTheCase Monday: A successful join operation by @DEASANFRANCISCO @SacSheriff @TulareSheriff @Sccgovf</td>
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and other law enforcement resulted in the seizure of 1,000 pounds of methamphetamine in Tulare & Kings County. This significant drug bust demonstrates our unwavering commitment to combat drug trafficking and keeping our communities safe.


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<td>Graphic</td>
<td>On September 12 &amp; 13, #DEA will host listening sessions to receive public comments on telemedicine regulations, and is accepting requests to make limited oral presentations. Registration requests must be submitted by August 21st.</td>
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<td>Click linktr.ee/deahq in profile and tap on “DEA Listening Session Registration Application”</td>
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<td>8/8/2023</td>
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<td>Live Photo Group</td>
<td>#NewJersey @DEAHQ recently visited the @fairlawnpolice Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA50</td>
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<td>Live Photo Group</td>
<td>#NewJersey @DEAHQ recently visited the @fairlawnpolice Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA51</td>
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<td><a href="https://www.instagram.com/p/Cvsj8KDrr8Hy/?img_index=3">https://www.instagram.com/p/Cvsj8KDrr8Hy/?img_index=3</a></td>
<td>Live Photo Group</td>
<td>#NewJersey @DEAHQ recently visited the @fairlawnpolice Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA52</td>
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<td>8/8/2023</td>
<td><a href="https://www.instagram.com/p/Cvsj8KDr8Hy/?img_index=4">https://www.instagram.com/p/Cvsj8KDr8Hy/?img_index=4</a></td>
<td>Live Photo Group</td>
<td>#NewJersey @DEAHQ recently visited the @fairlawnpolice Jr. Police Academy to teach its young “recruits” about the various divisions of the #DEA and learn the importance of #onepill and #drugprevention. #NewJersey #FLPD #DEA53</td>
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<td>8/8/2023</td>
<td><a href="https://www.instagram.com/p/CvsWL1OLyfQ/?img_index=1">https://www.instagram.com/p/CvsWL1OLyfQ/?img_index=1</a></td>
<td>Live Photo</td>
<td>A 46-year-old Mexican citizen is in federal custody charged with possession of controlled substances with intent to deliver for some 30,000 fentanyl pills found in his pick-up truck in Tukwila. @SeattlePD @HSISeattle</td>
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<td>8/8/2023</td>
<td><a href="https://www.instagram.com/p/CvsWL1OLyfQ/?img_index=2">https://www.instagram.com/p/CvsWL1OLyfQ/?img_index=2</a></td>
<td>Live Photo</td>
<td>A 46-year-old Mexican citizen is in federal custody charged with possession of controlled substances with intent to deliver for some 30,000 fentanyl pills found in his pick-up truck in Tukwila. @SeattlePD @HSISeattle</td>
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<td><a href="https://www.instagram.com/p/CvsPSQduHJt/">https://www.instagram.com/p/CvsPSQduHJt/</a></td>
<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>8/8/2023</td>
<td><a href="https://www.instagram.com/p/Cvr6un0ODY2/">https://www.instagram.com/p/Cvr6un0ODY2/</a></td>
<td>Stock</td>
<td>Social media can significantly influence drug use trends. Be vigilant &amp; monitor your child's online activities. Talk to them about the potential dangers of engaging with drug-related content &amp; encourage them to make smart choices. #TipTuesday Learn more: <a href="https://www.getsmartaboutdrugs.gov/family/drug-use-internet-social-media">https://www.getsmartaboutdrugs.gov/family/drug-use-internet-social-media</a></td>
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<td>8/9/2023</td>
<td><a href="https://www.instagram.com/p/Cvu0FFJrFXw/">https://www.instagram.com/p/Cvu0FFJrFXw/</a></td>
<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from</td>
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<td><a href="https://www.instagram.com/p/CvumQzlubkf/">https://www.instagram.com/p/CvumQzlubkf/</a></td>
<td>WM WW Graphic</td>
<td>Don't miss the latest episode of our webinar series! 🎬 📺 In the fifth episode, we're diving deep into Program Management, a crucial aspect of preventing alcohol and drug misuse on campuses. Learn about oversight, coalition building, and how to engage key campus individuals and groups for practical prevention efforts. WATCH NOW! <a href="http://www.campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-among-college-5">http://www.campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-among-college-5</a></td>
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<td>8/9/2023</td>
<td><a href="https://www.instagram.com/p/CvuYlynslww/">https://www.instagram.com/p/CvuYlynslww/</a></td>
<td>WM Graphic</td>
<td>Today we take a moment to honor Special Agent Emir Benitez who lost his life in the line of duty on August 9, 1973. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/emir-benitez">https://museum.dea.gov/wall-honor/emir-benitez</a> #NeverToBeForgotten #DEAMIAMIDiv</td>
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<td>8/10/2023</td>
<td><a href="https://www.instagram.com/p/CvxgG12LuIA/?img_index=1">https://www.instagram.com/p/CvxgG12LuIA/?img_index=1</a></td>
<td>Live Photo Group</td>
<td>What a fun and active day at DEA’s Operation Engage Youth Martial Arts Program in Spokane. Master Kim was our instructor, teaching our youth about discipline, respect, sportsmanship, and to remain drug free. #OpEngageSpokane</td>
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<td>Live Photo</td>
<td>What a fun and active day at DEA’s Operation Engage Youth Martial Arts Program in Spokane. Master Kim was our instructor, teaching our youth about discipline, respect, sportsmanship, and to remain drug free. #OpEngageSpokane #SpokanePD @DEAHQ</td>
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<td><a href="https://www.instagram.com/p/CvxgG12LuIA/?img_index=3">https://www.instagram.com/p/CvxgG12LuIA/?img_index=3</a></td>
<td>MOC Live Photo</td>
<td>What a fun and active day at DEA’s Operation Engage Youth Martial Arts Program in Spokane. Master Kim was our instructor, teaching our youth about discipline, respect, sportsmanship, and to remain drug free. #OpEngageSpokane #SpokanePD @DEAHQ</td>
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<td><a href="https://www.instagram.com/p/CvxgG12LuIA/?img_index=4">https://www.instagram.com/p/CvxgG12LuIA/?img_index=4</a></td>
<td>Live Photo</td>
<td>What a fun and active day at DEA’s Operation Engage Youth Martial Arts Program in Spokane. Master Kim was our instructor, teaching our youth about discipline, respect, sportsmanship, and to remain drug free. #OpEngageSpokane #SpokanePD @DEAHQ</td>
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<td>8/10/2023</td>
<td><a href="https://www.instagram.com/p/CvxY27-rDQF/">https://www.instagram.com/p/CvxY27-rDQF/</a></td>
<td>PSA</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>8/11/2023</td>
<td><a href="https://www.instagram.com/p/Cv0LZK1Lvqi/?img_index=1">https://www.instagram.com/p/Cv0LZK1Lvqi/?img_index=1</a></td>
<td>WOC Live Photo</td>
<td>#DEAMIAMIDiv was honored to present One Pill Can Kill &amp; Operation Prevention at Miami Dade Schools Health Connection Conference @fmu_official. Together with @thechildrenstrust @floridapoisoncontrol &amp; Project Opioid, we are raising awareness on the dangers of fake pills &amp; fentanyl 🍊</td>
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<td><a href="https://www.instagram.com/p/Cv0LZK1Lvqi/?img_index=2">https://www.instagram.com/p/Cv0LZK1Lvqi/?img_index=2</a></td>
<td>WW Live Photo</td>
<td>#DEAMIAMIDiv was honored to present One Pill Can Kill &amp; Operation Prevention at Miami Dade Schools Health Connection Conference @fmu_official. Together with @thechildrenstrust @floridapoisoncontrol &amp; Project Opioid, we are raising awareness on the dangers of fake pills &amp; fentanyl 🍊</td>
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<td><a href="https://www.instagram.com/p/Cvz9qesAUFt7/">https://www.instagram.com/p/Cvz9qesAUFt7/</a></td>
<td>PSA</td>
<td>&amp; Project Opioid, we are raising awareness on the dangers of fake pills &amp; fentanyl 🌻</td>
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<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td><a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td><a href="https://www.instagram.com/p/CvzpLzjs1M_/">https://www.instagram.com/p/CvzpLzjs1M_/</a></td>
<td>PSA MOC</td>
<td>#FugitiveFriday: @DEALosAngeles is looking for Francis Williams, wanted for Possession with intent to distribute crystal methamphetamine. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://www.dea.gov/fugitives/">https://www.dea.gov/fugitives/</a> francis-williams</td>
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<td>8/14/2023</td>
<td><a href="https://www.instagram.com/p/Cv7sCmGLor0/">https://www.instagram.com/p/Cv7sCmGLor0/</a></td>
<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>Learn more</td>
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<td><a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>8/14/2023</td>
<td><a href="https://www.instagram.com/p/Cv7eRHxMQa8/">https://www.instagram.com/p/Cv7eRHxMQa8/</a></td>
<td>Graphic</td>
<td>SAVE THE DATE! August 21 is National Fentanyl Prevention &amp; Awareness Day, and you’re invited to visit the DEA Faces of Fentanyl Exhibit at #DEAHQ: 700 Army Navy Drive, Arlington, VA.</td>
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<td>Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit, tour the DEA Museum &amp; learn more!</td>
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<td><a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>#justKNOW #facingfentanylnow</td>
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<td>8/14/2023</td>
<td><a href="https://www.instagram.com/p/Cv7a_qzOifN/">https://www.instagram.com/p/Cv7a_qzOifN/</a></td>
<td>Graphic</td>
<td>#MakingTheCase Monday: A successful narcotics investigation by #DEASANFRANCISCO @kernsheriff and</td>
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<td><a href="https://www.instagram.com/p/Cv7QhNzuqGl/">https://www.instagram.com/p/Cv7QhNzuqGl/</a></td>
<td>WM Live Photo</td>
<td>KC-HIDTA Task Force Office seized 150,000 (M-30) fentanyl pills hidden in a vehicle, ensuring the safety of our community. Learn more: <a href="https://www.desertnews.com/news/article_f6b945e2-226a-11ee-b690-6f01624fcf80.html">https://www.desertnews.com/news/article_f6b945e2-226a-11ee-b690-6f01624fcf80.html</a></td>
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<td>8/15/2023</td>
<td><a href="https://www.instagram.com/p/Cv-92jnr5tF/">https://www.instagram.com/p/Cv-92jnr5tF/</a></td>
<td>PSA</td>
<td>Today we take a moment to honor Special Agent Pilot Alan H. Winn, who lost his life in the line of duty on August 13, 1991. Find out more about this fallen hero on his #DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/alan-h-winn">https://museum.dea.gov/wall-honor/alan-h-winn</a> #NeverToBeForgotten #DEAPHOENIXDiv #DEASANDIEGODiv</td>
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<td>8/15/2023</td>
<td><a href="https://www.instagram.com/p/Cv98RxFMBkW/">https://www.instagram.com/p/Cv98RxFMBkW/</a></td>
<td>PSA</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>8/16/2023</td>
<td><a href="https://www.instagram.com/p/CwBF0P3L0qc/">https://www.instagram.com/p/CwBF0P3L0qc/</a></td>
<td>PSA</td>
<td>Supporting your child through substance use or addiction requires open communication and understanding. Be a source of strength and encouragement as you help them navigate the path to recovery. Together can make a difference in their lives. #TipTuesday Learn more: <a href="https://www.getsmartaboutdrugs.gov/family/how-encourage-your-child-get-help-their-substance-use-or-addiction">https://www.getsmartaboutdrugs.gov/family/how-encourage-your-child-get-help-their-substance-use-or-addiction</a></td>
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<td>WW Live Photo</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a</td>
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<td>8/16/2023</td>
<td><a href="https://www.instagram.com/p/CwA8HdOr2Vp/">https://www.instagram.com/p/CwA8HdOr2Vp/</a></td>
<td>PSA</td>
<td>Stay vigilant, and stay safe! It's essential to be aware of the signs that someone may have been roofied. Trust your instincts, look out for your friends, and report any suspicious activity to the authorities. #WellnessWednesday</td>
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<td>8/16/2023</td>
<td><a href="https://www.instagram.com/p/CwAaJ_GM3w9/">https://www.instagram.com/p/CwAaJ_GM3w9/</a></td>
<td>WW Live</td>
<td>Today we take a moment to honor Susan M. Hoefler, an Office Asst. in DEA's Guadalajara, Mexico Resident Off., who lost her life in the line of duty on August 16, 1986. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/susan-m-hoefer">https://museum.dea.gov/wall-honor/susan-m-hoefer</a> #NeverToBe Forgotten</td>
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<td>8/17/2023</td>
<td><a href="https://www.instagram.com/p/CwDyS4jMRKU/">https://www.instagram.com/p/CwDyS4jMRKU/</a></td>
<td>Graphic</td>
<td>MONDAY! August 21 is National Fentanyl Prevention &amp; Awareness Day, and you're invited to visit DEA's Faces of Fentanyl Exhibit at 700 Army Navy Drive, Arlington, VA.</td>
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<td>Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit and tour the DEA Museum.</td>
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<td>8/17/2023</td>
<td><a href="https://www.instagram.com/p/CwDagxfPt8B/">https://www.instagram.com/p/CwDagxfPt8B/</a></td>
<td>PSA</td>
<td>#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>8/17/2023</td>
<td><a href="https://www.instagram.com/p/CwDOGp_sPN1/">https://www.instagram.com/p/CwDOGp_sPN1/</a></td>
<td>Graphic WW</td>
<td>Season 3 of #AwkwardConversations is here! Host @jodiesweetin and guest speakers tackle parenting advice, mental health, and substance misuse prevention topics. Join the hosts as they empower parents and communities with insights for a drug-free future.</td>
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<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwF_NKStlxV/">https://www.instagram.com/p/CwF_NKStlxV/</a></td>
<td>PSA</td>
<td>In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills &amp; 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwFqsrGM1cn/">https://www.instagram.com/p/CwFqsrGM1cn/</a></td>
<td>PSA</td>
<td>#FugitiveFriday: #DEAOmaha is looking for Rigoberto Carmona-Rivas, wanted for CONSPIRACY TO DISTRIBUTE METHAMPHETAMINE. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://www.dea.gov/fugitives/igoberto-carmona-rivas">https://www.dea.gov/fugitives/igoberto-carmona-rivas</a></td>
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<td>8/21/2023</td>
<td><a href="https://www.instagram.com/p/CwNw9HCrgpC/">https://www.instagram.com/p/CwNw9HCrgpC/</a></td>
<td>Graphic</td>
<td>Today is National Fentanyl Awareness Day. Illegal fentanyl is driving the recent increase in US drug overdose deaths.</td>
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<td>PSA</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td><a href="https://www.instagram.com/p/CwNf1cGuYFH/">https://www.instagram.com/p/CwNf1cGuYFH/</a></td>
<td>Graphic</td>
<td>Today is #NationalFentanylAwarenessDay! #DYK that fentanyl is 50 to 100 times more potent than morphine? It's crucial to understand the risks associated with this powerful opioid. Empower yourself &amp; your loved ones with knowledge. #JustKNOW</td>
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<td><a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td><a href="https://www.instagram.com/p/CwNY_GCuHa5/">https://www.instagram.com/p/CwNY_GCuHa5/</a></td>
<td>Graphic</td>
<td>#MakingTheCase Monday: In a remarkable display of teamwork, #DEASEATTLEDiv @icegov @SPDInthecommunity successfully arrested a Mexican citizen with over 30,000 fentanyl pills intended for distribution. This unified effort highlights their dedication to keeping our communities safe. Learn more: <a href="https://www.dea.gov/press-releases/2023/08/04/border-enforcement-security-task-force-seizes-30000-fentanyl-pills">https://www.dea.gov/press-releases/2023/08/04/border-enforcement-security-task-force-seizes-30000-fentanyl-pills</a></td>
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<td>Live Photo</td>
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<td>8/21/2023</td>
<td><a href="https://www.instagram.com/p/CwNLPpyO-EF/">https://www.instagram.com/p/CwNLPpyO-EF/</a></td>
<td>Graphic</td>
<td>You're invited to visit #DEAMuseum Faces of Fentanyl Exhibit at #DEAHQ: 700 Army Navy Drive, Arlington, VA, TODAY, for #NationalFentanylAwarenessDay. Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit, tour the DEA Museum &amp;</td>
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<td>Live Photo Group</td>
<td>On 8/19/23, 26 AZ students graduated from the 1st #DEAPhoenixDiv Teen Academy! Students got a sneak peek of what DEA does &amp; why we do it, with some hands-on learning. SSA Michael Garbo's widow spoke to the class dedicated in his honor. <a href="mailto:DEAarizonacommunityoutreach@dea.gov">DEAarizonacommunityoutreach@dea.gov</a></td>
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<td>Live Photo</td>
<td>On 8/19/23, 26 AZ students graduated from the 1st #DEAPhoenixDiv Teen Academy! Students got a sneak peek of what DEA does &amp; why we do it, with some hands-on learning. SSA Michael Garbo's widow spoke to the class dedicated in his honor. <a href="mailto:DEAarizonacommunityoutreach@dea.gov">DEAarizonacommunityoutreach@dea.gov</a></td>
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<td>WW WM Live Photo</td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://www.dea.gov/fentanylawareness">https://www.dea.gov/fentanylawareness</a></td>
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<td>Graphic</td>
<td>Stay informed about the signs of opioid &amp; prescription drug misuse. Recognizing the warning signs early can help prevent the</td>
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<td>Live Photo</td>
<td>The nose knows! K9 Molly sniffed out a mere 1.5 grams of #methamphetamine from a suitcase at the airport. All in a day's work. #GoodGirl #DogDaysOfSummer</td>
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<td>8/23/2023</td>
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<td>WM WW Live Photo</td>
<td>Explore the pivotal role of campus prevention personnel in shaping drug &amp; alcohol misuse prevention efforts. Discover grounded strategies, engaged planning, &amp; collaboration to orchestrate impactful change. Don't miss out on this essential discussion!</td>
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<td>PSA</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td><a href="https://www.instagram.com/p/CwSf5EE">https://www.instagram.com/p/CwSf5EE</a> MM4/-</td>
<td>WW</td>
<td>Season 3 of #AwkwardConversations is out! The first episode explores the significance of parent-child bonds. Join host @jodiesweetin and @amymcarthylvicew with guest expert @doctorshefali, a clinical psychologist, as they discuss conscious parenting. <a href="http://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">http://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>8/24/2023</td>
<td><a href="https://www.instagram.com/p/CwVjDK">https://www.instagram.com/p/CwVjDK</a></td>
<td>MOC Live Photo</td>
<td>Now underway, Special Agent applicants are taking part in the Physical Fitness test.</td>
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<td>WM Live Photo</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>WM WW Live Photo</td>
<td>#tbt to April 1995 when 109 individuals were arrested and agents seized 13,882 pounds of cocaine, 16 pounds of heroin, and $15.6 million in cash.</td>
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<td><a href="https://www.instagram.com/p/CwXsUFtMAIG/">https://www.instagram.com/p/CwXsUFtMAIG/</a></td>
<td>WM Graphic</td>
<td>#FugitiveFriday: #DEANewOrleans is looking for Frederick Anthony Jr. Pou, wanted for Distribution of Cocaine. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://www.dea.gov/fugitives/frederick-anthony-jr-pou">https://www.dea.gov/fugitives/frederick-anthony-jr-pou</a></td>
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<td><a href="https://www.instagram.com/p/CwdRNOVLJ4f/">https://www.instagram.com/p/CwdRNOVLJ4f/</a></td>
<td>WM Graphic</td>
<td>Today, we take a moment to honor Special Agent Frank S. Wallace, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WalHonor page: <a href="https://museum.dea.gov/wall-honor/frank-s-wallace-jr">https://museum.dea.gov/wall-honor/frank-s-wallace-jr</a> #NeverToBeForgotten #DEAHOUSTONDiv</td>
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<td><a href="https://www.instagram.com/p/CwdKUc/">https://www.instagram.com/p/CwdKUc/</a></td>
<td>WM Graphic</td>
<td>Today, we take a moment to honor Special Agent Juan C. Vars, who lost his life in a</td>
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<td><a href="https://www.instagram.com/p/CwfvLBWpp0q/">https://www.instagram.com/p/CwfvLBWpp0q/</a></td>
<td>PSA WW</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>8/28/2023</td>
<td><a href="https://www.instagram.com/p/CwfavqrsVNB/">https://www.instagram.com/p/CwfavqrsVNB/</a></td>
<td>Graphic</td>
<td>#MakingTheCase Monday: #DEAChicagodiv @atfhq #IndianaStatePolice seized 19 pounds of crystal methamphetamine, fentanyl powder and pills, other drugs, ammunition and high-capacity magazines, including two AK-47 style rifles and other rifles during the operation. An Indiana man has been sentenced to life plus 25 years for drug and armed drug trafficking, curbing their distribution and protecting our neighborhoods.</td>
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<td>8/28/2023</td>
<td><a href="https://www.instagram.com/p/CwfT7x-ODL5/">https://www.instagram.com/p/CwfT7x-ODL5/</a></td>
<td>WM Graphic</td>
<td>Today, we take a moment to honor Special Agent Royce D. “Doug” Tramel, who lost his life in the line of duty on August 28, 2000. Find out more about this fallen hero on his DEA #WallOfHonor page: <a href="https://museum.dea.gov/wall-honor/royce-d-tramel">https://museum.dea.gov/wall-honor/royce-d-tramel</a> #DEADALLAS #NeverToBeForgotten</td>
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<td><a href="https://www.instagram.com/p/CwihtN_rIr3/?img_index=1">https://www.instagram.com/p/CwihtN_rIr3/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>The DEA is hiring! Look for members of the #DEA at the @mnstatefair to answer all your questions about how you can join our team. Can’t make it out? Visit <a href="http://DEA.gov/careers">http://DEA.gov/careers</a></td>
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<td>Live Photo WM</td>
<td>The DEA is hiring! Look for members of the #DEA at the @mnstatefair to answer all your questions about how you can join our team. Can’t make it out? Visit <a href="http://DEA.gov/careers">http://DEA.gov/careers</a></td>
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<td>Graphic WM Live Photo</td>
<td>WATCH #DEACampus latest episode of Prevention Profiles: Take Five! Our guest, Rick Birt, Director of DC Highway Safety Office, shares insights on his journey from national to local highway safety focus.</td>
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<td><a href="https://www.instagram.com/p/CwieLSHuTbH/">https://www.instagram.com/p/CwieLSHuTbH/</a></td>
<td>Graphic</td>
<td>Learn about tackling impaired driving among college students and DC’s initiatives for campuses.</td>
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<td>🚦 WATCH NOW: <a href="https://www.campusdrugprevention.gov/podcast/prevention-profiles-take-five-rick-birt">https://www.campusdrugprevention.gov/podcast/prevention-profiles-take-five-rick-birt</a></td>
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<td>Live Photo</td>
<td>Spotting the signs of drug misuse can be difficult, but knowing what to look for is important! 🥵 🍀 #TipTuesday</td>
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<td>Check out these warning signs: <a href="https://www.justthinktwice.gov/facts/what-are-signs-having-problem-drugs">https://www.justthinktwice.gov/facts/what-are-signs-having-problem-drugs</a></td>
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<td>Live Photo</td>
<td>In honor of #nationaldogday, the #NewJersey #DEA salutes our favorite and hardest working dog, Trouble. 🐶 🚗</td>
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<td>PSA WW</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>Graphic WW WM</td>
<td>Don't miss the concluding episode of our webinar series! In this final installment, we delve into Communication and Advocacy strategies. Learn about effective messaging, campaign development, and engaging students. Explore the power of</td>
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<td>Graphic</td>
<td>#DEAPHILADELPHIA Community Outreach Specialists presented #USAO_EDPA Future AUSA Program, a week-long program for high school students to learn about the federal legal system.</td>
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<td><a href="https://www.instagram.com/p/CwqcAegrnsk/">https://www.instagram.com/p/CwqcAegrnsk/</a></td>
<td>Live Photo</td>
<td>DEA recognizes International Overdose Awareness Day. #EndOverdose</td>
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<td>9/1/2023</td>
<td><a href="https://www.instagram.com/p/CwqdIw_rF">https://www.instagram.com/p/CwqdIw_rF</a> AZ/</td>
<td>WW WOC Stock Graphic</td>
<td>Effective Now! Patients can request to have their electronic prescription be transferred to another pharmacy without having to go back to their doctor to initiate the request.</td>
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<td>9/4/2023</td>
<td><a href="https://www.instagram.com/p/CwxcTERtbvV/">https://www.instagram.com/p/CwxcTERtbvV/</a></td>
<td>Graphic</td>
<td>Happy Labor Day! Let's celebrate the great contributions workers have made to the well-being of our country. #LaborDay</td>
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<td>9/5/2023</td>
<td><a href="https://www.instagram.com/p/Cw0fwLTLwTz/">https://www.instagram.com/p/Cw0fwLTLwTz/</a></td>
<td>WM MDP Live Photo</td>
<td>Our youth is being exposed to an illicit drug supply that is more dangerous than ever before. It’s essential for parents, students, &amp; educators to understand the dangers of substance use and take measures to stay</td>
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<td>Graphic</td>
<td>Tonya Jane is prepping for Red Ribbon Week. Find out how to get your group, school, and community involved with this free toolkit: <a href="http://dea.gov/redribbon">http://dea.gov/redribbon</a></td>
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<td><a href="https://www.instagram.com/p/Cw2l4OVME8k/">https://www.instagram.com/p/Cw2l4OVME8k/</a></td>
<td>Stock</td>
<td>Schools are doubling down on drug prevention! From strict policies to education, they're committed to keeping campuses drug-free. Learn about the legal consequences of drug use and how schools are taking action. #WellnessWednesday <a href="https://www.justthinktwice.gov/consequences/legal-consequences-using-drugs">https://www.justthinktwice.gov/consequences/legal-consequences-using-drugs</a></td>
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<td>9/6/2023</td>
<td><a href="https://www.instagram.com/p/Cw3BQdymU2a/">https://www.instagram.com/p/Cw3BQdymU2a/</a></td>
<td>Graphic</td>
<td>Rx out of stock at your pharmacy? Pharmacists can now transfer your e-script 1x to another pharmacy. Learn more: <a href="https://www.dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-registered-pharmacies-transfer">https://www.dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-registered-pharmacies-transfer</a> #DEADIVERSION #WellnessWednesday</td>
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<td><a href="https://www.instagram.com/p/Cw3IDFuR5-N/">https://www.instagram.com/p/Cw3IDFuR5-N/</a></td>
<td>WW WDP</td>
<td>#AwkwardConversations continues - Not Just a Game: Student Athletes &amp; Opioids. Expert guest Dr. Averill Sutchar of Physio Project HQ, sheds light on this critical topic with hosts @jodiesweetin and @amymccarthylicw. Watch now! <a href="https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>Group</td>
<td>Calling all Scout leaders! Guide your Boy and Girl Scouts to earn their own DEA Red Ribbon Patch, promoting a drug-free lifestyle. The program is open till November 30. Check the link for details. #DEARedRibbon <a href="https://www.getsmartaboutdrugs.gov/get-involved/red-ribbon-week-patch-program">https://www.getsmartaboutdrugs.gov/get-involved/red-ribbon-week-patch-program</a></td>
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<td>Graphic</td>
<td>DEA will hear from healthcare practitioners, advocates, patients, &amp; others during the Sept. 12-13 telemedicine</td>
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<td>Graphic Stock</td>
<td>#MakingTheCase Monday: #DEASEATTLEDiv and @OSPsocial led to a substantial drug seizure on I-5 in Oregon. Over 11 pounds of fentanyl powder, 1,000 fentanyl pills, and 4 pounds of meth were intercepted. Together, we are working tirelessly to keep our communities safe. Learn more: <a href="https://www.dea.gov/press-releases/2023/05/01/federal-charges-filed-against-washington-state-man-caught-trafficking">https://www.dea.gov/press-releases/2023/05/01/federal-charges-filed-against-washington-state-man-caught-trafficking</a></td>
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<td>9/12/2023</td>
<td><a href="https://www.instagram.com/p/CxF01ustNAm/">https://www.instagram.com/p/CxF01ustNAm/</a></td>
<td>Graphic Stock</td>
<td>Tune in Sept. 12-13 to listen to DEA’s public listening sessions on telemedicine regulations. Hear what the public has to say: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html">https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html</a> #DEADIVERSION</td>
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<td><a href="https://www.instagram.com/p/CxGCqJ7MR-Z/">https://www.instagram.com/p/CxGCqJ7MR-Z/</a></td>
<td>Graphic Stock</td>
<td>Tune in today to watch DEA’s listening session to hear members of the public provide comments on telemedicine regulations. Watch live starting at 9 am: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html">https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html</a> #DEADIVERSION</td>
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<td><a href="https://www.instagram.com/p/CxIZnOrOhiJ/">https://www.instagram.com/p/CxIZnOrOhiJ/</a></td>
<td>Graphic Stock</td>
<td>#DYK #Naloxone can reverse opioid overdoses and #SaveLives? It's available without a prescription in most states. Get the facts about Naloxone today and help keep your community safe and healthy. #TipTuesday Learn more: <a href="https://www.justthinktwice.gov/facts/whats-naloxone">https://www.justthinktwice.gov/facts/whats-naloxone</a></td>
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<td>9/13/2023</td>
<td><a href="https://www.instagram.com/p/CxIznOrOhiJ/">https://www.instagram.com/p/CxIznOrOhiJ/</a></td>
<td>Graphic Stock</td>
<td>Starting at 9 a.m. today, members of the public will provide live comments on DEA’s proposed telemedicine regulations. Tune in to watch live: <a href="https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html">https://www.deadiversion.usdoj.gov/Telemedicine_listening_session.html</a> #DEADIVERSION</td>
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<td>Graphic Stock</td>
<td>Myth: It's safer to use Rx drugs to get high. FACT: Any use of Rx drugs without being prescribed by your doctor can be as dangerous as using illegal drugs. Misusing Rx drugs can have serious health effects-including addiction and overdose. <a href="https://www.getsmartaboutdrugs.gov/content/prescription-drug-abuse">https://www.getsmartaboutdrugs.gov/content/prescription-drug-abuse</a></td>
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<td>WW WDP Live Photo</td>
<td>Hosts @jodiesweetin and @amymccarthylicw take you through an emotional episode of #AwkwardConversations with special guest Deborah, who shares a heartbreaking story of her daughter Dana's battle with substance misuse that tragically ended her life. Watch here: <a href="https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>WM MDP Live Photo</td>
<td>#TBT 4-Star General McKiernan joined DEA agents on a search warrant mission in Afghanistan! He was the first 4-star General to accompany DEA in the field. Together, they seized 900kg of morphine, strengthening our efforts against drug trafficking.</td>
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<td>9/19/2023</td>
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<td>Graphic Stock</td>
<td>Prevention professionals at colleges and universities! Looking for practical solutions to prevent substance abuse on campus? Dive into this prevention guide, packed with strategies to foster a culture of wellness and resilience among students. #TipTuesday Learn more: <a href="https://www.campusdrugprevention.gov/preventionguide">https://www.campusdrugprevention.gov/preventionguide</a></td>
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<td>Live Photo Group</td>
<td>DEA Anchorage Diversion spent the day in Nome, Alaska, talking to pharmacists and meeting with our law enforcement partners.</td>
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<td>Group MDP WM WW Live Photo</td>
<td>DEA Anchorage Diversion spent the day in Nome, Alaska, talking to pharmacists and meeting with our law enforcement partners. #USAO_AK @DEAHQ #DEAAnchorage</td>
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<td>MDP Live Photo</td>
<td>Stay connected with your child's school community and stay informed about drug-related incidents or trends. Make sure you have a copy of the school's drug policy and procedures and go over it with your child. #WellnessWednesday Learn more: <a href="https://www.getsmartaboutdrugs.gov/family/whats-happening-in-your-childs-school">https://www.getsmartaboutdrugs.gov/family/whats-happening-in-your-childs-school</a></td>
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<td>Graphic</td>
<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America. These aircraft provide aviation support to operational and intelligence elements for DEA.</td>
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<td>9/20/2023</td>
<td><a href="https://www.instagram.com/p/CxbEuOzrkmv/?img_index=3">https://www.instagram.com/p/CxbEuOzrkmv/?img_index=3</a></td>
<td>Stock</td>
<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America. These aircraft provide aviation support to operational and intelligence elements for DEA.</td>
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<td>The DEA Aviation Division employs a fleet of airplanes and helicopters that are strategically located throughout the US, the Caribbean, Central and South America. These aircraft provide aviation support to operational and intelligence elements for DEA.</td>
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<td>Live Photo</td>
<td>Excellent day with our law enforcement partners in #Kalamazoo for the regional citizens academy. #OpEngageMichigan</td>
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<td>MOC MDP Live Photo</td>
<td>Excellent day with our law enforcement partners in #Kalamazoo for the regional citizens academy. #OpEngageMichigan</td>
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<td>WM WW MDP Live Photo</td>
<td>Excellent day with our law enforcement partners in #Kalamazoo for the regional citizens academy. #OpEngageMichigan</td>
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<td>Live Photo WM MDP</td>
<td>#TBT to 1972, when DEA Special Agents Don Strange and Howard Safir brought Timothy Leary to justice. Leary founded a drug trafficking ring known as the Brotherhood of Eternal Love that became the largest supplier of hashish and LSD in the United States.</td>
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<td><a href="https://www.instagram.com/p/CxdpUrGr3KI/">https://www.instagram.com/p/CxdpUrGr3KI/</a></td>
<td>Stock Graphic</td>
<td>Crime and Intelligence Analysts are vital to #DEA. We appreciate our intel analysts today and every day. Drug-related intelligence helps: Initiate new investigations, Develop info leading to arrests/seizures, More: <a href="https://dea.gov/law-enforcement/intelligence">https://dea.gov/law-enforcement/intelligence</a></td>
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<td>9/22/2023</td>
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<td>WW WM MDP Live Photo Graphic</td>
<td>DEA Special Agent Timothy McMahon joins #AwkwardConversations. In Episode #5, Timothy shares with hosts @jodiesweetin and @amymccarthylicw common ways kids hide drugs in plain sight and what signs to look for with changes to personality, involvement, or money use. <a href="https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://www.getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td><a href="https://www.instagram.com/p/Cxf5XkrMoOF/">https://www.instagram.com/p/Cxf5XkrMoOF/</a></td>
<td>Graphic</td>
<td>#DYK the 2023 National Red Ribbon Week Photo Contest starts October 1st? Decorate your homes and schools to this year's theme, “Celebrate Life. Live Drug-Free” for a chance to win an iPad or $1,000 for your</td>
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| 9/22/2023 | https://www.instagram.com/p/Cxf8r76MUfZ/                            | Graphic| Scout leaders, let's support our youth with the DEA Red Ribbon Patch! Join the program till November 30 and help your Boy and Girl Scouts make a positive impact. Get all the information you need by following the link. #DEARedRibbon
https://www.getsmartaboutdrugs.gov/get-involved/red-ribbon-week-patch-program |
<p>| 9/22/2023 | <a href="https://www.instagram.com/p/CxgcgShsKSN/">https://www.instagram.com/p/CxgcgShsKSN/</a>                            | Graphic| DEA and @dhsgov have identified xylazine intended for illegal human use entering the U.S. in several ways—in solid form from China and other countries, in liquid form either diverted from veterinary supply chains or packaged to resemble a veterinary drug, and to a lesser degree, mixed with fentanyl seized at the southwest border. Read more: <a href="http://www.dea.gov/stories/2023/2023-09-22/dea-and-dhs-issue-joint-update-sources-illicit-xylazine">www.dea.gov/stories/2023/2023-09-22/dea-and-dhs-issue-joint-update-sources-illicit-xylazine</a> |
| 9/24/2023 | <a href="https://www.instagram.com/p/CxlP3yZvtcm/">https://www.instagram.com/p/CxlP3yZvtcm/</a>                            | Graphic| Today, we take a moment to honor Agent Andrew P. Sanderson, who lost his life in the line of duty on September 23, 1944. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/andrew-p-sanderson">https://museum.dea.gov/wall-honor/andrew-p-sanderson</a> #NeverToBeForgotten |
| 9/24/2023 | <a href="https://www.instagram.com/p/CxlYjc4Mvic/">https://www.instagram.com/p/CxlYjc4Mvic/</a>                            | Graphic| Today, we take a moment to honor Agent Anker M. Bangs, who lost his life in the line of duty on September 24, 1950. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/anker-m-bangs">https://museum.dea.gov/wall-honor/anker-m-bangs</a> #NeverToBeForgotten |
| 9/25/2023 | <a href="https://www.instagram.com/p/CxnTNJu5ntV/">https://www.instagram.com/p/CxnTNJu5ntV/</a>                            | Graphic| Today, we take a moment to honor Special Agent Thomas J. Devine, who lost his life in the line of duty on September 25, 1982. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/thomas-">https://museum.dea.gov/wall-honor/thomas-</a> |</p>
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<td>Graphic WM</td>
<td>Today, we take a moment to honor Lawrence Steilen, a Pilot Instructor who lost his life in the line of duty on September 25, 1998. Find out more about this fallen hero on his DEA #WallOfHonor page: <a href="https://museum.dea.gov/wall-honor/larry-steilen">https://museum.dea.gov/wall-honor/larry-steilen</a> #NeverToBeForgotten</td>
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<td><a href="https://www.instagram.com/p/CxnnLahMfeH/">https://www.instagram.com/p/CxnnLahMfeH/</a></td>
<td>Graphic</td>
<td>#MakingTheCase Monday: #ICYMI, a top source of supply in juvenile fentanyl case, that resulted in at least 14 juvenile ODs, was charged. “Street dealers, transporters, bulk suppliers should know #DEADallasdiv is committed to holding his organization accountable for selling fentanyl to our communities.” @dallaspd @carrolltontx <a href="http://www.dea.gov/press-releases/2023/07/21/top-source-supply-juvenile-fentanyl-case-charged-thousands-pills-found">www.dea.gov/press-releases/2023/07/21/top-source-supply-juvenile-fentanyl-case-charged-thousands-pills-found</a></td>
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<td>Graphic</td>
<td>Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram to deliver remarks at DEA’s Second Annual Family Summit on Fentanyl TODAY at 10 AM EST. @thejusticedept Watch livestream at <a href="http://www.dea.gov">www.dea.gov</a></td>
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<td>WOC Stock Graphic</td>
<td>Don't let school stress overwhelm you! Dive into these 8 strategies to tackle school stress head-on. Prioritize self-care, connect with friends, &amp; set achievable goals to create a healthier academic experience. #TipTuesday <a href="https://www.justthinktwice.gov/article/school-stress-8-ways-deal">https://www.justthinktwice.gov/article/school-stress-8-ways-deal</a></td>
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<td>WM MDP Live Photo</td>
<td>“This summit is a testament to the incredible momentum we’ve built collectively since our first gathering last year. After our inaugural summit, a wave of determination and partnership swept through our community,” said Associate Administrator DeLena at the 2023 DEA</td>
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<td>WW WDP Live Photo Group</td>
<td>DEA Family Summit on Fentanyl Breakout Session #1: Advocacy, discussed how to advocate for laws and policies at the national, state, and local levels. Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a> #FamilySummit</td>
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<td>WW WDP Live Photo Group</td>
<td>DEA Family Summit on Fentanyl Breakout Session #2: Community Engagement discussed how to build relationships, engage local community &amp; connect to coalitions. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a></td>
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<td>WW WDP Live Photo Group</td>
<td>DEA Family Summit on Fentanyl Breakout Session #4: Media Engagement, discussed best approaches to get media interested through campaigns, social, and traditional media. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://www.dea.gov/familysummit">https://www.dea.gov/familysummit</a></td>
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<td>Graphic WDP</td>
<td>Episode 6 of #AwkwardConversations focuses on addressing adolescent drug misuse. Hosts @jodiesweetin and @amymccarthylicw are joined by guests #TerrenceSpain, who introduces the 988 helpline, and #RobertVincent directs to online support resources. <a href="https://www.getsmartaboutdrugs.gov/media">https://www.getsmartaboutdrugs.gov/media</a></td>
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<td>Live Photo</td>
<td>WW WOC                                                                                           #NewJersey #DEA Special Agent in Charge Cheryl Ortiz visits Newark’s @nps_data science to discuss the many ways the #DEA can assist the school as a Corporate Partner. #DEA50 #education #giveback #Mentoring #CommunityEngagement</td>
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<td>9/27/2023</td>
<td><a href="https://www.instagram.com/p/CxtjoapL65/-">https://www.instagram.com/p/CxtjoapL65/-</a></td>
<td>Live Photo</td>
<td>WM WW                                                                                           DEA Associate Administrator DeLena unveils the latest DEA mobile exhibit, a low-rider bicycle built by students from the Olathe Leadership Lowrider Bike Club and the Duke City Leadership Lowrider Bike Club to commemorate DEA’s 50th Anniversary. #DEA50 #OperationEngage</td>
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<td>9/28/2023</td>
<td><a href="https://www.instagram.com/p/CxumEXDOv6J/?img_index=1">https://www.instagram.com/p/CxumEXDOv6J/?img_index=1</a></td>
<td>Live Photo</td>
<td>WM MDP                                                                                           Our trip in Alaska last week gave us a chance to warn high school students about fentanyl at the Alaska Native Science and Engineering Program (ANSEP) Acceleration Academy in Kotzebue. <a href="http://DEA.gov/OnePill">http://DEA.gov/OnePill</a> #USAO_AK @FBI</td>
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<td>9/28/2023</td>
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<td>Live Photo</td>
<td>WW WM                                                                                           Administrator Milgram on DEA #FamilySummit on Fentanyl: “I'm inspired every day by families who have turned their grief &amp; pain into action, working tirelessly to prevent other families from suffering the unimaginable loss of a loved one to drug poisoning.” <a href="https://www.dea.gov/press-releases/2023/09/28/dea-holds-second-annual-family-summit-fentanyl">https://www.dea.gov/press-releases/2023/09/28/dea-holds-second-annual-family-summit-fentanyl</a></td>
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<td>Graphic</td>
<td>DEA Commemorates its 50th Anniversary. Administrator Milgram cuts the ribbon to a new exhibit in the #DEAMuseum that features the document Reorganization Plan No. 2, signed in 1973 by President Richard Nixon, which established DEA, a single federal agency created to consolidate and coordinate the government’s drug control activities. #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://www.instagram.com/p/CxvRafIOvb/">https://www.instagram.com/p/CxvRafIOvb/</a></td>
<td>WM WW Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram lay a wreath to remember DEA's fallen. #DEA50 #NeverToBeForgotten</td>
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<td>MOC MDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. DEA holds a commemorative event today to celebrate 50 years.</td>
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<td>WM MDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. &quot;Technology certainly has changed the landscape of our work, and because of that, our 23 domestic field divisions are able to take part in today’s event virtually. It’s wonderful to have you all involved,&quot; said DEA Associate Administrator DeLena. #DEA50</td>
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<td>WM MDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Associate Administrator DeLena led #DEA's commemorative event recognizing DEA's retired, longest-serving and newest employees. #DEA50</td>
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<td><a href="https://www.instagram.com/p/CxvcSWdM8kX/">https://www.instagram.com/p/CxvcSWdM8kX/</a></td>
<td>WM MDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. &quot;I have been impressed and inspired by the professionalism of the DEA,&quot; remarks Attorney General Merrick B. Garland at the DEA's commemorative 50th event. #DEA50</td>
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<td><a href="https://www.instagram.com/p/Cxf2XoJ7cO/">https://www.instagram.com/p/Cxf2XoJ7cO/</a></td>
<td>WW WDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. &quot;Every decade has brought new challenges, from heroin and cocaine trafficking in the 1970s, to today when the Sinaloa and</td>
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<td><a href="https://www.instagram.com/p/CxviAuosHwZ/">https://www.instagram.com/p/CxviAuosHwZ/</a></td>
<td>WW WM MDP WDP</td>
<td>Associate Administrator DeLena is presented with a resolution honoring DEA’s 50th from Ms. Peggy Sapp, President of the National Family Partnership, one of DEA’s oldest community outreach partners, going back to the founding of Red Ribbon Week. @redribboncampaign #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://www.instagram.com/p/CxvuhO5rrGG/">https://www.instagram.com/p/CxvuhO5rrGG/</a></td>
<td>Group Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Former DEA Administrators delivered encouraging words and inspiring messages in recognition of DEA's 50th Anniversary. #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://www.instagram.com/p/Cxv4fRVj_t/">https://www.instagram.com/p/Cxv4fRVj_t/</a></td>
<td>WM WW Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Exhibit by DEA’s Office of Intelligence, which came into being on July 1, 1973, upon implementation of Presidential Reorganization Plan No. 2. #DEA50</td>
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<td><a href="https://www.instagram.com/p/CxyNGhcgw-p/">https://www.instagram.com/p/CxyNGhcgw-p/</a></td>
<td>PSA Graphic</td>
<td>#DYK 26% of fentanyl powder seized and analyzed by DEA contains xylazine? Fentanyl is deadly, mixed with xylazine even deadlier. #DEADIVERSION Learn more: <a href="https://www.deadiversion.usdoj.gov/drug_chem_info/xylazine/index.html">https://www.deadiversion.usdoj.gov/drug_chem_info/xylazine/index.html</a></td>
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<td><a href="https://www.instagram.com/p/CxyPlfaLJ9Z/">https://www.instagram.com/p/CxyPlfaLJ9Z/</a></td>
<td>WW WDP Live Photo</td>
<td>The #DEA is hiring! Forensic #chemists analyze evidence, provide expert testimony, support DEA investigators and develop intelligence data used to determine trends in local and international #drug trafficking. Learn more and apply today:</td>
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## DEA Twitter (X)

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<tr>
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<td>Graphic</td>
<td>DEA will join communities &amp; law enforcement across the U.S. for #NationalNighOut an annual community-building campaign. Together we are working to make communities safer &amp; healthier Join your neighbors &amp; law enforcement this evening at events in your area <a href="https://natw.org">https://natw.org</a></td>
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<td>8/1/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1686454310043795464/photo/1">https://twitter.com/DEAHQ/status/1686454310043795464/photo/1</a></td>
<td>MOC Live Photo</td>
<td>#DEA &amp; @US_FDA issued a joint letter about the Rx stimulant shortages impacting patients across the U.S. &amp; actions to resolve these shortages. DEA &amp; FDA are working together &amp; will do all we can to prevent stimulant drug shortages, limit impact &amp; resolve. <a href="https://dea.gov/documents/2023/2023-08/2023-08-01/dea-and-fda-issue-joint-letter-public-actions-address-shortages">https://dea.gov/documents/2023/2023-08/2023-08-01/dea-and-fda-issue-joint-letter-public-actions-address-shortages</a></td>
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<td>Graphic WM Live Photo</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.</td>
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<td>8/1/2023</td>
<td>Advertisem</td>
<td>Scam Alert! Beware of fraudulent calls from scammers posing as DEA agents. They may demand money or personal information and threaten legal action. Remember, the DEA will never contact you for payment or personal information. #TipTuesday Learn more: <a href="https://dea.gov/scam-alert">https://dea.gov/scam-alert</a></td>
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| 8/2/2023   | Graphic WM | #DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning & overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW  
http://dea.gov/FentanylAwareness |
| 8/2/2023   | Graphic WM | Join our webinar series on Campus Drug Prevention! In the 4 episode, we delve into "Needs Assessment, Evaluation, Research," a core area for locally-appropriate prevention efforts. Discover how we use quantitative & qualitative measures for improvement.  
| 8/2/2023   | Graphic    | Using drugs during your teen years can negatively impact your memory and attention span. Protect your brain and learn about the dangers of drug misuse.  
#WellnessWednesday  
<p>| 8/3/2023   | Graphic WW | #DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil, can |</p>
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| 8/4/2023   | https://twitter.com/DEAHQ/status/1687561589795311616/phto/1          | Photo      | #DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW
                                                     |            | Learn more https://dea.gov/fentanylawareness                                            |
| 8/4/2023   | https://twitter.com/DEAHQ/status/1687552275860897792/phto/1          | Graphic    | Mark Your Calendars! On September 12 and 13, #DEA will host listening sessions to receive public comments on telemedicine regulations. Registration begins on August 7.
<pre><code>                                                 |            | Stay tuned for more information starting next week.                                    |
</code></pre>
<p>| 8/4/2023   | <a href="https://twitter.com/DEAHQ/status/1687478824890515461/phto/1">https://twitter.com/DEAHQ/status/1687478824890515461/phto/1</a>           | Graphic    | #DYK that it’s now easier to electronically transfer a schedule II-V controlled substance Rx from one pharmacy to another? Pharmacists can now transfer these meds when a pharmacy cannot fill the Rx for a patient. Pharmacists learn more: <a href="https://deadiversion.usdoj.gov/ecomm/e_rx/index.html">https://deadiversion.usdoj.gov/ecomm/e_rx/index.html</a> #DEADIVERSION |
| 8/4/2023   | <a href="https://twitter.com/DEAHQ/status/1687463919344836608/phto/1">https://twitter.com/DEAHQ/status/1687463919344836608/phto/1</a>           | Graphic    | #FugitiveFriday: @DEAPHILADELPHIA is looking for Gabriel Diaz, wanted for Conspiracy to distribute Heroin. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/gabriel-diaz">https://dea.gov/fugitives/gabriel-diaz</a> |
| 8/5/2023   | <a href="https://twitter.com/DEAHQ/status/1687871207738073088/phto/1">https://twitter.com/DEAHQ/status/1687871207738073088/phto/1</a>           | Graphic    | Today we take a moment to honor Mary P. Sullivan, a Clerk-Typist in the @DEAMIAMIIDiv |
| 8/5/2023   | <a href="https://twitter.com/DEAHQ/status/1687871207738073088/phto/1">https://twitter.com/DEAHQ/status/1687871207738073088/phto/1</a>           | Graphic    | Today we take a moment to honor Mary P. Sullivan, a Clerk-Typist in the @DEAMIAMIIDiv |
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<td>Today we take a moment to honor Martha D. Skeels, a Supy Clerk-Typist in the @DEAMIAMIDiv who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/martha-d-skeels">https://museum.dea.gov/wall-honor/martha-d-skeels</a> #NeverToBeForgotten</td>
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<td>Today we take a moment to honor Anna J. Pope, a fiscal assistant in the @DEAMIAMIDiv who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/anna-j-pope">https://museum.dea.gov/wall-honor/anna-j-pope</a> #NeverToBeForgotten</td>
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<td>Today we take a moment to honor Anna Y. Mounger, a Secretary in the @DEAMIAMIDiv who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/anna-y-mounger">https://museum.dea.gov/wall-honor/anna-y-mounger</a> #NeverToBeForgotten</td>
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<td>Today we take a moment to honor Mary M. Keehan, a Secretary in the @DEAMIAMIDiv who lost her life in the collapse of the office building on August 5, 1974. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/mary-p-sullivan">https://museum.dea.gov/wall-honor/mary-p-sullivan</a> #NeverToBeForgotten</td>
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<td>Graphic WM Live Photo</td>
<td>Today we take a moment to honor Special Agent Nickolas Fragos who lost his life in the collapse of the @DEAMIAMIDiv office building on August 5, 1974. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/nickolas-fragos">https://museum.dea.gov/wall-honor/nickolas-fragos</a> #NeverToBeForgotten</td>
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<td>Graphic WM Live Photo</td>
<td>Today we take a moment to honor the seven employees we lost on August 5, 1974 in the collapse of the @DEAMIAMIDiv office building. They are memorialized on DEA's #WallofHonor and are #NeverToBeForgotten. Read about this tragic event in DEA’s history at: <a href="https://dea.gov/sites/default/files/2021-04/1970-1975_p_30-39_0.pdf#page=7">https://dea.gov/sites/default/files/2021-04/1970-1975_p_30-39_0.pdf#page=7</a></td>
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<td>Graphic WM Live Photo</td>
<td>Today we take a moment to honor @wastatepatrol Detective and @DEASEATTLEDiv Task Force Officer Brent L. Hanger who lost his life in the line of duty on August 6, 2015. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/brent-l-hanger">https://museum.dea.gov/wall-honor/brent-l-hanger</a> #NeverToBeForgotten</td>
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<td>Graphic Live Photo</td>
<td>In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills &amp; 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>Live Photo</td>
<td>#MakingtheCase Monday: @DEASANFRANCISCO @sacsheriff @TulareSheriff #Sacgovf seized nearly 1K lbs of meth in Tulare &amp; Kings County, disrupting a significant drug operation. This accomplishment is a testament to the dedication of our law enforcement community. <a href="https://dea.gov/press-releases/2023/05/19/nearly-1000-pounds-meth-seized-tulare-and-kings-county">https://dea.gov/press-releases/2023/05/19/nearly-1000-pounds-meth-seized-tulare-and-kings-county</a></td>
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<td>Advertisement</td>
<td>On September 12 &amp; 13, #DEA will host listening sessions to receive public comments on telemedicine regulations, and is accepting requests to make limited oral presentations. Registration requests must be submitted by August 21st.</td>
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<td>Graphic WW Live Photo</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td><a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Social media can significantly influence drug use trends. Be vigilant &amp; monitor your child's online activities. Talk to them about the potential dangers of engaging with drug-related content &amp; encourage them to make smart choices. #TipTuesday</td>
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<td>Learn more: <a href="https://getsmartaboutdrugs.gov/family/drug-use-internet-social-media">https://getsmartaboutdrugs.gov/family/drug-use-internet-social-media</a></td>
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<td>Graphic WW Live Photo</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly be exposed to fentanyl.</td>
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| 8/9/2023   | [https://twitter.com/DEAHQ/status/1689290534056071168/photo/1](https://twitter.com/DEAHQ/status/1689290534056071168/photo/1) | Graphic  | WW WM Live Photo          | Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW  
https://dea.gov/fentanylawareness                                                                 |
#WellnessWednesday                                                                 |
| 8/9/2023   | [https://twitter.com/DEAHQ/status/1689260466009247744/photo/1](https://twitter.com/DEAHQ/status/1689260466009247744/photo/1) | Graphic  | MOC Live Photo            | Today we take a moment to honor Special Agent Emir Benitez who lost his life in the line of duty on August 9, 1973. Find out more about this fallen hero on his DEA #WallofHonor page: [https://museum.dea.gov/wall-honor/emir-benitez](https://museum.dea.gov/wall-honor/emir-benitez)  
#NeverToBeForgotten  
@DEAMIAMIDiv                                                                 |
| 8/10/2023  | [https://twitter.com/DEAHQ/status/1689668348747927553/photo/1](https://twitter.com/DEAHQ/status/1689668348747927553/photo/1) | Graphic  | WW Live Photo             | #DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.  
#JustKNOW  
http://dea.gov/FentanylAwareness…                                                                 |
<p>| 8/11/2023  | <a href="https://twitter.com/">https://twitter.com/</a>                          | Graphic  |                           | #DYK on average the US loses 295 people                                                                                               |</p>
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<td>a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic MOC Live Photo</td>
<td>#FugitiveFriday: @DEALOSANGELES is looking for Francis Williams, wanted for Possession with intent to distribute crystal methamphetamine. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/francis-williams">https://dea.gov/fugitives/francis-williams</a></td>
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<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW Learn more <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic</td>
<td>SAVE THE DATE! August 21 is National Fentanyl Prevention &amp; Awareness Day, and you’re invited to visit DEA's Faces of Fentanyl Exhibit at 700 Army Navy Drive, Arlington, VA. Extended Hrs: 6am to 6pm ET. Stop by to view the exhibit and tour the DEA Museum. <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Live Photo</td>
<td>#MakingTheCase Monday: @DEASANFRANCISCO &amp; KC-HIDTA, Task Force Office, join forces in an undercover investigation. The operation seized 150K (M-30) fentanyl pills hidden in a vehicle, ensuring the safety of</td>
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<td>Graphic WM</td>
<td>Today we take a moment to honor Special Agent Pilot Alan H. Winn, who lost his life in the line of duty on August 13, 1991. Find out more about this fallen hero on his #DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/alan-h-winn">https://museum.dea.gov/wall-honor/alan-h-winn</a> #NeverToBeForgotten @DEAPHOENIXDiv @DEASANDIEGODiv</td>
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<td>Graphic WM Live Photo</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Advertisem ent WW WM Live Photo</td>
<td>💙 Supporting your child through substance use or addiction requires open communication and understanding. Be a source of strength and encouragement as you help them navigate the path to recovery. Together can make a difference in their lives. #TipTuesday <a href="https://getsmartaboutdrugs.gov/family/how-encourage-your-child-get-help-their-substance-use-or-addiction">https://getsmartaboutdrugs.gov/family/how-encourage-your-child-get-help-their-substance-use-or-addiction</a></td>
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<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more</td>
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<td>Graphic</td>
<td>Stay vigilant, and stay safe! It's essential to be aware of the signs that someone may have been roofied. Trust your instincts, look out for your friends, and report any suspicious activity to the authorities. #WellnessWednesday Learn more: <a href="https://justthinktwice.gov/news-statistics/2023/03/21/these-are-signs-someone-has-been-roofied">https://justthinktwice.gov/news-statistics/2023/03/21/these-are-signs-someone-has-been-roofied</a></td>
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<td>Today we take a moment to honor Susan M. Hoefler, an Office Asst. in DEA’s Guadalajara, Mexico Resident Off., who lost her life in the line of duty on August 16, 1986. Find out more about this fallen hero on her DEA #WalHonor page: <a href="https://museum.dea.gov/wall-honor/susan-m-hoefler">https://museum.dea.gov/wall-honor/susan-m-hoefler</a> #NeverToBeForgotten</td>
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<td>#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Season 3 of #AwkwardConversations is here! Host #JodieSweetin &amp; guest speakers tackle parenting advice, mental health, &amp; substance misuse prevention topics. Join the</td>
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<td>Graphic WM WW Live Photo</td>
<td>Join us for the latest episode of our webinar series! Learn about policy &amp; environmental strategies that shape a safer campus environment. Discover how consistent policies &amp; effective communication can make a difference in preventing drug misuse. WATCH NOW  <a href="https://campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-among-college-6">https://campusdrugprevention.gov/media/enhancing-professional-competencies-preventing-drug-and-alcohol-misuse-among-college-6</a></td>
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<td>In 2022 DEA seized 50.6M+ fentanyl-laced, fake Rx pills &amp; 10K+ lbs of fentanyl powder. That’s over 379M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW  <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>#FugitiveFriday: @DEAOmahaDiv is looking for Rigoberto Carmona-Rivas, wanted for CONSPIRACY TO DISTRIBUTE METHAMPHETAMINE. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/triberto-carmona-rivas">https://dea.gov/fugitives/triberto-carmona-rivas</a></td>
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<td><strong>Today is National Fentanyl Awareness Day.</strong> Illegal fentanyl is driving the recent increase in US drug overdose deaths. <strong>Know the facts ➡️</strong>  <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Today is #NationalFentanylAwarenessDay! #DYK that fentanyl is 50 to 100 times more potent than morphine? It's crucial to understand the risks associated with this powerful opioid. Empower yourself &amp; your loved ones with knowledge. #JustKNOW <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Graphic Live Photo</td>
<td>#MakingTheCase Monday: @DEASEATTLEDiv @ICEgov @SeattlePD investigation leads to the seizure of 30K+ fentanyl pills intended for distribution. This effort stopped the sale of these potentially deadly pills &amp; sent a strong message to drug traffickers. <a href="https://dea.gov/press-releases/2023/08/04/border-enforcement-security-task-force-seizes-30000-fentanyl-pills">https://dea.gov/press-releases/2023/08/04/border-enforcement-security-task-force-seizes-30000-fentanyl-pills</a></td>
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<td>Graphic</td>
<td>You're invited to visit #DEAMuseum Faces of Fentanyl Exhibit at #DEAHQ: 700 Army Navy Drive, Arlington, VA, TODAY, for #NationalFentanylAwarenessDay.</td>
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<td>Stay informed about the signs of opioid &amp; prescription drug misuse. Recognizing the warning signs early can help prevent the progression of addiction &amp; allow for timely intervention &amp; support. #TipTuesday Learn more: <a href="https://operationprevention.com/opioid-and-prescription-drugs">https://operationprevention.com/opioid-and-prescription-drugs</a></td>
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<td>Season 3 of #AwkwardConversations is</td>
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<td>Graphic WW Photo</td>
<td>WW Live Photo out! The first episode explores the significance of parent-child bonds. Join host #jodiesweetin and #amymccarthylicw with guest expert #doctorshefali, a clinical psychologist, as they discuss conscious parenting. <a href="https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">Visit</a></td>
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<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">Visit</a></td>
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<td>#FugitiveFriday: @DEANEWORLEANS is looking for Frederick Anthony Jr. Pou, wanted for Distribution of Cocaine. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/frederick-anthony-jr-pou">Visit</a></td>
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<td>Today we take a moment to honor Special Agent Arthur L. Cash who lost his life in the line of duty on August 25, 1987. Find out more about this fallen hero on his DEA</td>
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<td>Today, we take a moment to honor Special Agent Frank S. Wallace, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/frank-s-wallace-jr">https://museum.dea.gov/wall-honor/frank-s-wallace-jr</a> #NeverToBeForgotten @DEAHOUSTONDiv</td>
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<td>Today, we take a moment to honor Special Agent Juan C. Vars, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/juan-c-vars">https://museum.dea.gov/wall-honor/juan-c-vars</a> #NeverToBeForgotten @DEAHOUSTONDiv</td>
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<td>Today, we take a moment to honor Special Agent Meredith Thompson, who lost her life in a plane crash during a recon mission in Peru, on August 27, 1994. Find out more about this fallen hero on her DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/meredith-thompson">https://museum.dea.gov/wall-honor/meredith-thompson</a> #NeverToBeForgotten @DEAMIAMIDiv</td>
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<td>Today, we take a moment to honor Special Agent Jay W. Seale, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/jay-w-seale">https://museum.dea.gov/wall-honor/jay-w-seale</a> #NeverToBeForgotten @DEALOSANGELES</td>
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<td>Today, we take a moment to honor Special Agent Arthur L. Cash, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/arthur-l-cash">https://museum.dea.gov/wall-honor/arthur-l-cash</a> #NeverToBeForgotten @DEAPHENIXDiv</td>
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<td>Today, we take a moment to honor Special Agent Arthur L. Cash, who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/arthur-l-cash">https://museum.dea.gov/wall-honor/arthur-l-cash</a> #NeverToBeForgotten @DEAPHENIXDiv</td>
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<td>WM Live</td>
<td>Agent Frank Fernandez Jr., who lost his life in a plane crash during a recon mission in Peru, on August 27, 1994. Learn more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/frank-fernandez-jr">https://museum.dea.gov/wall-honor/frank-fernandez-jr</a> #NeverToBeForgotten</td>
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<td>Graphic</td>
<td>Today we take a moment to honor five Special Agents we lost on August 27, 1994 in a plane crash during a recon mission in Peru. They are memorialized on DEA's #WallofHonor and are #NeverToBeForgotten. Read more about this tragic event in DEA's history: <a href="https://dea.gov/sites/default/files/1994-1998%20p%2076-91.pdf#page=2">https://dea.gov/sites/default/files/1994-1998%20p%2076-91.pdf#page=2</a></td>
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<td>Graphic</td>
<td>#DYK that it’s now easier to electronically transfer a schedule II-V controlled substance Rx from one pharmacy to another? Pharmacists can now transfer these meds when a pharmacy cannot fill the Rx for a patient. Pharmacists learn more: <a href="https://deadiversion.usdoj.gov/ecomme_rx/index.html">https://deadiversion.usdoj.gov/ecomme_rx/index.html</a> #DEADIVERSION</td>
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<td>Graphic</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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| 8/28/2023  | https://twitter.com/DEAHQ/status/1696161342552436751/photo/1               | Graphic  | #MakingTheCase Monday: @DEACHICAGODiv @ATFHQ #IndianaStatePolice investigation led to the seizure of 19lbs of crystal meth, fentanyl powder & pills, & other drugs. Indiana drug trafficker was sentenced to life +25 yrs for armed drug trafficking Learn more: https://dea.gov/press-releases/2023/06/21/indiana-man-
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<td>Graphic</td>
<td>Today, we take a moment to honor Special Agent Royce D. “Doug” Tramel, who lost his life in the line of duty on August 28, 2000. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/royce-d-tramel">https://museum.dea.gov/wall-honor/royce-d-tramel</a> @DEADALLASDiv #NeverToBeForgotten</td>
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<td>Graphic</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>8/29/2023</td>
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<td>Graphic</td>
<td>#DEACampus new episode of Prevention Profiles: Take Five! Our guest, Rick Birt, Director of DC Highway Safety Office, shares insights on his journey from national to local highway safety focus. Learn about tackling impaired driving among college students!</td>
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<td>8/29/2023</td>
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<td>Graphic</td>
<td>Spotting the signs of drug misuse can be difficult, but knowing what to look for is important! 😮 🔴 #TipTuesday</td>
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<td>8/30/2023</td>
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<td>Graphic</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a> <a href="https://pic.twitter.com/HicGSaIy8i">https://pic.twitter.com/HicGSaIy8i</a></td>
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<td>Graphic</td>
<td>Today, we take a moment to honor Special Agent Thomas J. Byrne, who lost his life in the line of duty on August 30, 2008. Find sentenced-life-plus-25-years-drug-and-armed-drug-trafficking</td>
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<td>8/31/2023</td>
<td>@DEAHQ</td>
<td>Graphic WM</td>
<td>out more about this fallen hero on his DEA #WallofHonor page:</td>
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<td>Live Photo</td>
<td><a href="https://museum.dea.gov/wall-honor/thomas-j-byrne">https://museum.dea.gov/wall-honor/thomas-j-byrne</a></td>
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<td>#NeverToBeForgotten</td>
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<td>8/31/2023</td>
<td>@DEAHQ</td>
<td>Graphic WM</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>Live Photo</td>
<td><a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td><a href="https://pic.twitter.com/03Kjcjv6zJ">https://pic.twitter.com/03Kjcjv6zJ</a></td>
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<td>8/31/2023</td>
<td>@DEAHQ</td>
<td>Graphic WM</td>
<td>#TBT to when 1.2 million ecstasy tablets were seized in New York inside a diamond cutting apparatus. @DEANEWYORKDiv</td>
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<td>Live Photo</td>
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<td>8/31/2023</td>
<td>@DEAHQ</td>
<td>Graphic WM</td>
<td>DEA recognizes International Overdose Awareness Day.</td>
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<td>Live Photo</td>
<td>#EndOverdose</td>
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<td><a href="https://pic.twitter.com/Rxywm0as2d">https://pic.twitter.com/Rxywm0as2d</a></td>
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<td>8/31/2023</td>
<td>@DEAHQ</td>
<td>Graphic WM</td>
<td>Don't miss the concluding episode of our webinar series! We delve into Communication and Advocacy strategies. Learn about effective messaging, campaign development, &amp; engaging students. Explore the power of communications science &amp; marketing specialists.</td>
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<td>Live Photo</td>
<td><a href="https://campusdrugprevention.gov/podcast/prevention-profiles-take-five-rick-birt">https://campusdrugprevention.gov/podcast/prevention-profiles-take-five-rick-birt</a></td>
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<td><a href="https://pic.twitter.com/vaAM3LAeRj">https://pic.twitter.com/vaAM3LAeRj</a></td>
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<td>9/1/2023</td>
<td>@DEAHQ</td>
<td>WW WOC Stock</td>
<td>EFFECTIVE NOW! Patients can request to have their electronic prescription be transferred to another pharmacy without having to go back to their doctor to initiate the request. Read more</td>
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<td>Graphic</td>
<td><a href="https://dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-">https://dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-</a></td>
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<td>Live Photo</td>
<td>Episode 2 of #AwkwardConversations dives into steroids, opioids, and body image concerns among teens. Listen to hosts #jodiesweetin #amymccarthylicsw along with guests #DonaldHootonJr @TheTHF and former Packers player #ryangrant on this new episode! <a href="https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>PSA</td>
<td>#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>9/1/2023</td>
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<td>PSA</td>
<td>#FugitiveFriday: @DEANEWENGLAND is looking for Mihael Karner wanted for conspiracy to distribute steroids, conspiracy to launder money, conspiracy to import steroids. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/mihael-karner">https://dea.gov/fugitives/mihael-karner</a></td>
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<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW Learn more <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>Graphic</td>
<td>Happy Labor Day! Let’s celebrate the great contributions workers have made to the well-being of our country. #LaborDay</td>
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<td>PSA</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a</td>
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<td>WM MDP Live Photo</td>
<td>#AwkwardConversations continues - Not Just a Game: Student Athletes &amp; Opioids. Expert guest Dr. Averill Sutchar of Physio Project HQ sheds light on this critical topic with hosts #jodiesweetin and #amymccarthylc. Watch now! <a href="https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>Graphic Stock</td>
<td>Rx out of stock at your pharmacy? Pharmacists can now transfer your e-script 1x to another pharmacy. Learn more: <a href="https://dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-registered-pharmacies-transfer">https://dea.gov/stories/2023/2023-09/2023-09-01/revised-regulation-allows-dea-registered-pharmacies-transfer</a> #DEADIVERSION #WellnessWednesday</td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW Learn more <a href="https://dea.gov/fentanylawareness">https://dea.gov/fentanylawareness</a></td>
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<td>Stock Graphic</td>
<td>❎ Schools are doubling down on drug prevention! From strict policies to education, they're committed to keeping campuses drug-free. Learn about the legal consequences of drug use and how schools are taking action. #WellnessWednesday <a href="https://justthinktwice.gov/consequences/legal-consequences-using-drugs">https://justthinktwice.gov/consequences/legal-consequences-using-drugs</a></td>
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<td>Group Graphic</td>
<td>Calling all Scout leaders! ✨ Guide your Boy and Girl Scouts to earn their own DEA Red Ribbon Patch, promoting a drug-free</td>
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| 9/7/2023 | [https://twitter.com/DEAHQ/status/1699815361007260029/photo/1](https://twitter.com/DEAHQ/status/1699815361007260029/photo/1) | PSA    | #DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW  
https://dea.gov/fentanylawareness |
| 9/8/2023 | [https://twitter.com/DEAHQ/status/1700177738609443094/photo/1](https://twitter.com/DEAHQ/status/1700177738609443094/photo/1) | PSA    | In 2022 DEA seized 58.4M+ fentanyl-laced, fake Rx pills & 13K+ lbs of fentanyl powder. That’s over 387M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW  
http://dea.gov/FentanylAwareness |
<p>| 9/8/2023 | <a href="https://twitter.com/DEAHQ/status/1700162462396420560/photo/1">https://twitter.com/DEAHQ/status/1700162462396420560/photo/1</a> | PSA    | #FugitiveFriday: @DEALOSANGELES looking for Alberto Rivera Bustos, wanted for conspiracy to distribute and possess with intent to distribute fentanyl. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ at <a href="https://dea.gov/fugitives/alberto-rivera-bustos">https://dea.gov/fugitives/alberto-rivera-bustos</a> |
| 9/8/2023 | <a href="https://twitter.com/DEAHQ/status/1700152360666837154/photo/1">https://twitter.com/DEAHQ/status/1700152360666837154/photo/1</a> | Graphic | DEA will hear from healthcare practitioners, advocates, patients, &amp; others during the Sept. 12-13 telemedicine listening sessions. Watch live: <a href="https://deadiversion.usdoj.gov/Telemedicine_listening_session.html">https://deadiversion.usdoj.gov/Telemedicine_listening_session.html</a> #DEADIVERSION |
| 9/11/2023 | <a href="https://twitter.com/DEAHQ/status/1701287075494973586/photo/1">https://twitter.com/DEAHQ/status/1701287075494973586/photo/1</a> | Graphic Stock | Tune in Sept. 12-13 to listen to DEA’s public listening sessions on telemedicine regulations. Hear what the public has to say: <a href="https://deadiversion.usdoj.gov/Telemedicine_listening_session.html">https://deadiversion.usdoj.gov/Telemedicine_listening_session.html</a> #DEADIVERSION |
| 9/11/2023 | <a href="https://twitter.com/">https://twitter.com/</a> | PSA    | #DYK Sinaloa &amp; CJNG cartels in Mexico |</p>
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| 9/11/2023  | https://twitter.com/DEAHQ/status/1701234794070147080/photo/1         | Graphic Stock | #MakingTheCase Monday:  
@DEADALLASDiv  
@ORStatePolice  
seized over 11lbs of fentanyl powder, 1K fentanyl pills, & 4lbs of meth during a traffic stop on I-5 in Oregon. This collaborative effort shows DEA Dallas's commitment to the safety of our communities  
| 9/12/2023  | https://twitter.com/DEAHQ/status/1701627328311271819/photo/1          | PSA        | #DYK Drug traffickers are mixing cocaine, heroin, & meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW  
https://dea.gov/fentanylawareness |
| 9/12/2023  | https://twitter.com/DEAHQ/status/1701597182137336309/photo/1          | Graphic Stock | #DYK #Naloxone can reverse opioid overdoses and #SaveLives? It's available without a prescription in most states. Get the facts about Naloxone today and help keep your community safe and healthy. #TipTuesday  
Learn more:  
https://justthinktwice.gov/facts/whats-naloxone |
| 9/12/2023  | https://twitter.com/DEAHQ/status/1701                              | Graphic Stock | Tune in today to watch DEA’s listening session to hear members of the public |
provide comments on telemedicine regulations. Watch live starting at 9 am: https://deadiversion.usdoj.gov/Telemedicine_listening_session.html #DEADIVERSION

9/13/2023  https://twitter.com/DEAHQ/status/1702020447846416418/photo/1

WW WDP Live Photo Graphic

Hosts #jodiesweetin and #amymccarthylicw take you through an emotional episode of #AwkwardConversations with special guest Deborah, who shares a heartbreaking story of her daughter Dana’s battle with substance misuse that tragically ended her life. https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3

9/13/2023  https://twitter.com/DEAHQ/status/1701989721692315994/photo/1

PSA

#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW http://dea.gov/FentanylAwareness

9/13/2023  https://twitter.com/DEAHQ/status/1701959584238207339/photo/1

Graphic Stock

⚠️ Myth: It's safer to use Rx drugs to get high.

✅ FACT: Any use of Rx drugs without being prescribed by your doctor can be as dangerous as using illegal drugs.

Misusing Rx drugs can have serious health effects-including addiction and overdose.

https://getsmartaboutdrugs.gov/content/prescription-drug-abuse

9/13/2023  https://twitter.com/DEAHQ/status/1701929090020745460/photo/1

Graphic Stock

Starting at 9 a.m. today, members of the public will provide live comments on DEA’s proposed telemedicine regulations. Tune in to watch live: https://deadiversion.usdoj.gov/Telemedicine_listening_session.html #DEADIVERSION

9/14/2023  https://twitter.com/DEAHQ/status/1702352074770448471/photo/1

PSA

#DYK on average the US loses 295 people a day to a drug poisoning. Join DEA’s efforts to remember the lives lost from fentanyl by submitting a photo of a loved
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<td>WM MDP</td>
<td>#TBT 4-Star General McKiernan joined DEA agents on a search warrant mission in Afghanistan! He was the first 4-star General to accompany DEA in the field. Together, they seized 900kg of morphine, strengthening our efforts against drug trafficking. 💔</td>
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<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW Learn more <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>PSA</td>
<td>#DYK according to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a></td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW</td>
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one lost to fentanyl #JustKNOW
http://dea.gov/FentanylAwareness
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<td>Graphic</td>
<td>🔄 Prevention professionals at colleges and universities! Looking for practical solutions to prevent substance abuse on campus? Dive into this prevention guide, packed with strategies to foster a culture of wellness &amp; resilience among students. #TipTuesday <a href="https://campusdrugprevention.gov/preventionguide">https://campusdrugprevention.gov/preventionguide</a></td>
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<td>9/20/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1704526529303126346/photo/1">https://twitter.com/DEAHQ/status/1704526529303126346/photo/1</a></td>
<td>PSA</td>
<td>#DYK Fentanyl is 50x more potent than heroin. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>9/20/2023</td>
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<td>MDP Live</td>
<td>🔄 Stay connected with your child's school community and stay informed about drug-related incidents or trends. Make sure you have a copy of the school's drug policy and procedures and go over it with your child. #WellnessWednesday</td>
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| 9/21/2023  | https://twitter.com/DEAHQ/status/1704919127897293101/photo/1           | Graphic    | Crime and Intelligence Analysts are vital to #DEA. We appreciate our intel analysts today and every day. Drug-related intelligence helps:  

☑️ Initiate new investigations,  
☑️ Develop info leading to arrests/seizures,  
☑️ More: https://dea.gov/law-enforcement/intelligence |
<p>| 9/21/2023  | <a href="https://twitter.com/DEAHQ/status/1704888962983031014/photo/1">https://twitter.com/DEAHQ/status/1704888962983031014/photo/1</a>           | PSA        | In 2022 DEA seized 58.4M+ fentanyl-laced, fake Rx pills &amp; 13K+ lbs of fentanyl powder. That’s over 387M deadly doses of fentanyl! Join DEA in remembering the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl.#JustKNOW <a href="http://dea.gov/FentanylAwareness">http://dea.gov/FentanylAwareness</a> |
| 9/22/2023  | <a href="https://twitter.com/DEAHQ/status/1705">https://twitter.com/DEAHQ/status/1705</a>                                 | Graphic    | DEA &amp; @DHSgov                                                        |</p>
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<td>PSA</td>
<td>have ID'd xylazine intended for illegal human use entering the US in solid form from China &amp; other countries, in liquid form diverted from veterinary supply or packaged to resemble a veterinary drug &amp; mixed w/fentanyl seized at the SW border. <a href="http://dea.gov/stories/2023/2023-09-22/dea-and-dhs-issue-joint-update-sources-illicit-xylazine">DEA.gov</a></td>
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<td>Graphic</td>
<td>#DYK Sinaloa &amp; CJNG cartels in Mexico are producing fentanyl &amp; fentanyl-laced fake Rx pills w/chemicals from China. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td>Graphic</td>
<td>Scout leaders, let's support our youth with the DEA Red Ribbon Patch! 🌟 Join the program till November 30 and help your Boy and Girl Scouts make a positive impact. Get all the information you need by following the link. ✨ #DEARedRibbon</td>
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<td>Graphic</td>
<td>#DYK the 2023 National Red Ribbon Week Photo Contest starts October 1st? Decorate your homes and schools to this year's theme, “Celebrate Life. Live Drug-Free” for a chance to win an iPad or $1,000 for your school!</td>
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<td>Graphic</td>
<td><strong>DEA Celebrates National Hispanic Heritage Month!</strong> #NationalHispanicHeritageMonth <a href="https://whitehouse.gov/briefing-room/presidential-actions/2023/09/14/a-proclamation-on-national-hispanic-heritage-month-2023/">Whitehouse.gov</a></td>
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<td>PSA</td>
<td>#FugitiveFriday: @DEAOmahaDiv is looking for Antoine Jackson, wanted for conspiracy to distribute a controlled substance. Learn more about this fugitive and find out about submitting a tip to the</td>
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<td>WM WW Graphic</td>
<td>DEA Special Agent Timothy McMahon joins #AwkwardConversations. In Episode #5, Timothy shares w/ hosts jodiesweetin &amp; amymccarthylicw common ways kids hide drugs in plain sight &amp; what signs to look for w/ changes to personality, involvement, or money use. <a href="https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3">https://getsmartaboutdrugs.gov/media/watch-awkward-conversations-podcast-season-3</a></td>
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<td>Graphic WM</td>
<td>Today, we take a moment to honor Agent Andrew P. Sanderson, who lost his life in the line of duty on September 23, 1944. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/andrew-p-sanderson">https://museum.dea.gov/wall-honor/andrew-p-sanderson</a> #NeverToBeForgotten</td>
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<td>Graphic WM</td>
<td>Today, we take a moment to honor Agent Anker M. Bangs, who lost his life in the line of duty on September 24, 1950. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/anker-m-bangs">https://museum.dea.gov/wall-honor/anker-m-bangs</a> #NeverToBeForgotten</td>
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<td>PSA</td>
<td>#DYK Drug traffickers are mixing cocaine, heroin, &amp; meth with fentanyl? Users can unknowingly being exposed to fentanyl. Join DEA in remembering those lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>Graphic WM</td>
<td>#MakingTheCase Monday: #ICYMI, a top source of supply in juvenile fentanyl case, that resulted in at least 14 juvenile ODs, was charged.</td>
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<td>Graphic WM</td>
<td>Today, we take a moment to honor Special Agent Thomas J. Devine, who lost his life in the line of duty on September 25, 1982. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/thomas-">https://museum.dea.gov/wall-honor/thomas-</a></td>
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<td>Graphic WM</td>
<td>Today, we take a moment to honor Lawrence Steilen, a Pilot Instructor who lost his life in the line of duty on September 25, 1998. Find out more about this fallen hero on his DEA #WallofHonor page: <a href="https://museum.dea.gov/wall-honor/larry-steilen">https://museum.dea.gov/wall-honor/larry-steilen</a> #NeverToBeForgotten</td>
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<td>Group Live Photo</td>
<td>DEA Family Summit on Fentanyl Breakout Session #4: Media Engagement, discussed best approaches to get media interested through campaigns, social, and traditional media. #FamilySummit</td>
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<td>WW WDP</td>
<td>Learn more about DEA’s Family Summit on Fentanyl at <a href="https://dea.gov/familysummit">https://dea.gov/familysummit</a></td>
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<td>Group Live Photo</td>
<td>DEA Family Summit on Fentanyl Breakout Session #2: Community Engagement discussed how to build relationships, engage local community &amp; connect to coalitions. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://dea.gov/familysummit">https://dea.gov/familysummit</a></td>
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<td>WW WDP</td>
<td>DEA Family Summit on Fentanyl Breakout Session #3: Youth Engagement, discussed how to build relationships, access schools, prevention ed &amp; youth messaging. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://dea.gov/familysummit">https://dea.gov/familysummit</a></td>
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<td>DEA Family Summit on Fentanyl Breakout Session #3: Youth Engagement, discussed how to build relationships, access schools, prevention ed &amp; youth messaging. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://dea.gov/familysummit">https://dea.gov/familysummit</a></td>
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<td>Live Photo Group</td>
<td>Session #1: Advocacy, discussed how to advocate for laws and policies at the national, state, and local levels. #FamilySummit Learn more about DEA’s Family Summit on Fentanyl at <a href="https://dea.gov/familysummit">https://dea.gov/familysummit</a></td>
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<td><a href="https://twitter.com/DEAHQ/status/1706773964205297850">https://twitter.com/DEAHQ/status/1706773964205297850</a></td>
<td>WM MDP Live Photo</td>
<td>“This summit is a testament to the incredible momentum we’ve built... After our inaugural summit, a wave of determination and partnership swept through our community,” said Associate Administrator DeLena at the 2023 DEA #FamilySummit on Fentanyl. <a href="http://dea.gov/familysummit">http://dea.gov/familysummit</a></td>
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<td>WOC Graphic Stock Photo</td>
<td>Don't let school stress overwhelm you! Dive into these 8 strategies to tackle school stress head-on. Prioritize self-care, connect with friends, &amp; set achievable goals to create a healthier academic experience. #TipTuesday</td>
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<td><a href="https://twitter.com/DEAHQ/status/1706700847596331034">https://twitter.com/DEAHQ/status/1706700847596331034</a></td>
<td>PSA Graphic Stock Photo</td>
<td>#DYK that DEA Labs revealed that 6 out of 10 fentanyl-laced fake Rx pills contain a potentially lethal dose of fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKnow</td>
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<td><a href="https://twitter.com/DEAHQ/status/1706640230319604084">https://twitter.com/DEAHQ/status/1706640230319604084</a></td>
<td>Graphic</td>
<td>Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram to deliver remarks at DEA’s Second Annual Family Summit on Fentanyl TODAY at 10 AM EST.</td>
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<td>Graphic</td>
<td>Due to the imminent hazard to public safety, DEA temporarily placed five synthetic benzodiazepine drugs in Schedule I, allowing for administrative, civil, &amp; criminal sanctions. #DEADIVERSION #WellnessWednesday</td>
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<td>WW WM Group Live Photo</td>
<td>DEA Associate Administrator DeLena unveils the latest DEA mobile exhibit, a low-rider bicycle built by students from the...</td>
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<td>Graphic</td>
<td>Episode 6 of #AwkardConversations focuses on addressing adolescent drug misuse. Hosts #jodiesweetin and #amymccarthylicw are joined by guests #TerrenceSpain, who introduces the 988 helpline, and #RobertVincent directs to online support resources.</td>
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<td>PSA</td>
<td>#DYK two milligrams of fentanyl, the small amount that fits on the tip of a pencil can be deadly. Join DEA’s efforts to remember the lives lost from fentanyl poisoning, submit a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td><a href="https://twitter.com/DEAHQ/status/1707492953000640516">https://twitter.com/DEAHQ/status/1707492953000640516</a></td>
<td>Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. An exhibit of the National Red Ribbon campaign that occurs October 21-31, and is a symbol of support for the DEA’s efforts to reduce demand for drugs through prevention and education programs. #DEA50</td>
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<td>Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. An exhibit of low-rider bicycle built by students from the Olathe Leadership Lowrider Bike Club and the Duke City Leadership Lowrider Bike Club to commemorate DEA’s 50th Anniversary. @OLL_BikeClub #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1707485696439558203">https://twitter.com/DEAHQ/status/1707485696439558203</a></td>
<td>WW WM Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Exhibit by DEA’s Office of Intelligence, which came into being on July 1, 1973, upon implementation of Presidential Reorganization Plan No. 2. #DEA50</td>
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<td>WW WMDP</td>
<td>Associate Administrator DeLena is presented with a resolution honoring DEA’s 50th from Ms. Peggy Sapp, President of the National Family Partnership, one of DEA’s oldest community outreach partners, going back to the founding of Red Ribbon Week.</td>
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<td>WW WDP</td>
<td>DEA Commemorates its 50th Anniversary. &quot;Every decade has brought new challenges, from heroin &amp; cocaine trafficking in the 1970s to today when the Sinaloa &amp; Jalisco cartels are poisoning &amp; killing Americans at catastrophic &amp; record rates,&quot; said DEA Administrator Milgram.</td>
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<td><a href="https://twitter.com/DEAHQ/status/1707425760435175865">https://twitter.com/DEAHQ/status/1707425760435175865</a></td>
<td>PSA</td>
<td>#DYK 68% of overdose deaths involved synthetic opioids, primarily fentanyl. Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl #JustKNOW</td>
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<td><a href="https://twitter.com/DEAHQ/status/1707423743545319532">https://twitter.com/DEAHQ/status/1707423743545319532</a></td>
<td>WM MDP</td>
<td>DEA Commemorates its 50th Anniversary. &quot;I have been impressed and inspired by the professionalism of the DEA,&quot; remarks Attorney General Merrick B. Garland at the DEA’s commemorative 50th event. #DEA50</td>
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<td>9/28/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1707421230448377948">https://twitter.com/DEAHQ/status/1707421230448377948</a></td>
<td>MDP Group</td>
<td>DEA Commemorates its 50th Anniversary. Associate Administrator DeLena led #DEA's commemorative event recognizing DEA’s retired, longest-serving and newest employees. #DEA50</td>
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<td>WM MDP</td>
<td>&quot;Technology certainly has changed the landscape of our work, &amp; because of that, our 23 domestic field divisions are able to take part in today’s event virtually. It’s wonderful to have you all involved,&quot; said DEA Associate Administrator DeLena. #DEA50</td>
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<td><a href="https://twitter.com/DEAHQ/status/1707">https://twitter.com/DEAHQ/status/1707</a></td>
<td>Group</td>
<td>DEA Commemorates its 50th Anniversary. DEA holds a commemorative event today.</td>
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<td>WW WDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Attorney General Merrick B. Garland and #DEA Administrator Anne Milgram lay a wreath to remember DEA's fallen. #DEA50 #NeverToBeForgotten</td>
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<td>WW WDP Live Photo</td>
<td>DEA Commemorates its 50th Anniversary. Administrator Milgram cuts the ribbon to a new exhibit in the #DEAMuseum that features the document Reorganization Plan No. 2, signed by President Richard Nixon to establish DEA. #DEA50</td>
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<td>WW WDP Live Photo</td>
<td>Administrator Milgram on DEA #FamilySummit on Fentanyl: “I'm inspired every day by families who have turned their grief &amp; pain into action, working tirelessly to prevent other families from suffering the unimaginable loss of a loved one to drug poisoning.”</td>
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<td>9/29/2023</td>
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<td>PSA Graphic</td>
<td>#DYK 26% of fentanyl powder seized and analyzed by DEA contains xylazine? Fentanyl is deadly, mixed with xylazine even deadlier. #DEADIVERSION</td>
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<td>9/29/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1707788025625821687">https://twitter.com/DEAHQ/status/1707788025625821687</a></td>
<td>PSA</td>
<td>#DYK According to the CDC, the leading cause of death for people ages 18–45 in the US is drug poisoning &amp; overdose? Join DEA’s efforts to remember the lives lost from fentanyl poisoning by submitting a photo of a loved one lost to fentanyl. #JustKNOW</td>
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<td>9/29/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1707757853056843841">https://twitter.com/DEAHQ/status/1707757853056843841</a></td>
<td>PSA</td>
<td>#FugitiveFriday: @DEAROCKYMTNDiv is looking for Aaron Mahanaim Orozco Sandoval, wanted for conspiracy to distribute/ to possess w/intent to distribute heroin &amp; more. Learn more about this fugitive and find out about submitting a tip to the @USMarshalsHQ</td>
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<td>Graphic</td>
<td>Through Operation Cross Country, the #FBI and partners achieved significant milestones in recovering victims, apprehending offenders, and raising public awareness about sex trafficking during a nationwide campaign. Learn more: <a href="https://fbi.gov/.../press.../operation-cross-country-2023">https://fbi.gov/.../press.../operation-cross-country-2023</a></td>
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<td>8/1/2023</td>
<td><a href="https://www.facebook.com/FBI/posts/pf8d0iBi26dbuov24UhrYCdTG5dq6tAiAy6ACpwYiHcHSYtnpWg2vDcU575evyomdsNjl">https://www.facebook.com/FBI/posts/pf8d0iBi26dbuov24UhrYCdTG5dq6tAiAy6ACpwYiHcHSYtnpWg2vDcU575evyomdsNjl</a></td>
<td>Live Photo WDP</td>
<td>The #FBI and partner's collaborative efforts on Operation Cross Country have led to the identification or arrest of 126 suspects and 59 victims of child sexual exploitation and human trafficking offenses. Learn more: <a href="https://fbi.gov/.../press.../operation-cross-country-2023">https://fbi.gov/.../press.../operation-cross-country-2023</a></td>
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<td>Graphic</td>
<td>Jury Recommends Sentence of Death for Pennsylvanina Man Convicted for Tree of Life Synagoge Shooting. Read: <a href="https://www.fbi.gov/.../jury-recommends-sentence-of-death">https://www.fbi.gov/.../jury-recommends-sentence-of-death</a>...</td>
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<td>Graphic</td>
<td>The #FBI and domestic and international partners released a joint #CybersecurityAdvisory (CSA) listing the most frequently exploited vulnerabilities by malicious cyber actors in 2022. Click to learn more about cyber trends and recommended mitigations: <a href="https://www.ic3.gov/Media/News/2023/230803.pdf">https://www.ic3.gov/Media/News/2023/230803.pdf</a></td>
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<td>Live Photo</td>
<td>#DYK that 2023 is the 15-year anniversary of the founding of the National Cyber Investigative Joint Task Force? Established in 2008, the NCITJTF is made up of over 30 agencies, including the #FBI, and helps coordinate #cyber investigations. Learn more here: <a href="https://www.fbi.gov/.../national-cyber-investigative">https://www.fbi.gov/.../national-cyber-investigative</a>...</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://www.fbi.gov/news/blog">https://www.fbi.gov/news/blog</a>...</td>
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<td>Live Photo</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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| 8/6/2023   | https://www.facebook.com/FBI/posts/pf                                  | Graphic    | #DYK The #FBI is the lead federal agency for responding to threats from weapons of
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<td>Live Photo</td>
<td>Today the #FBI remembers the 224 people killed and the thousands injured in the East African Embassy Bombings #OTD in 1998. This attack heightened the Bureau's anti-terror efforts and expanded our presence overseas. Read more here: <a href="https://www.fbi.gov/.../east-african-embassy-bombings">https://www.fbi.gov/.../east-african-embassy-bombings</a></td>
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<td>Graphic</td>
<td>#FBI Cyber Deputy Assistant Director Cynthia Kaiser was featured on a CyberWire podcast, where she discussed our successful technical operations, such as Operation Medusa, and how those operations impact malicious cyber actors. Listen here: <a href="https://thecyberwire.com/podcasts/daily-podcast/1859/notes">https://thecyberwire.com/podcasts/daily-podcast/1859/notes</a></td>
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<td>Live Photo WM MDP</td>
<td>In a visit to the FBI Springfield Field Office, #FBI Director Christopher Wray expressed gratitude to law enforcement partners for their dedication to public service, affirming the Bureau's commitment to work together to combat crime in the Springfield area and around the country.</td>
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<td>WM MDP</td>
<td>The FBI Wall of Honor remembers Special Agent Johnnie L. Oliver, who was killed pursuing a fugitive in Cleveland, Ohio on August 9, 1979.</td>
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<td>WM MDP</td>
<td>The FBI Wall of Honor remembers Special Agent Charles W. Elmore, who was shot and killed by an assailant at the FBI office in El Centro, California on August 9, 1979.</td>
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<td>WM MDP</td>
<td>The FBI Wall of Honor remembers Special Agent J. Robert Porter, who was shot and killed by an assailant at the FBI office in El Centro, California on August 9, 1979.</td>
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<td>Graphic</td>
<td>Today, the Director of National Intelligence released the 2023 National Intelligence Strategy, which provides strategic direction for the Intelligence Community over the next four years. Read more at: <a href="https://www.dni.gov/.../2403-director-of-national">https://www.dni.gov/.../2403-director-of-national</a>...</td>
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<td>Graphic</td>
<td>#DYK about the #FBI’s #StopRansomware effort? #StopRansomware takes you to the US Government’s one-stop location for...</td>
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ransomware resources. Visit stopransomware.gov to learn more.

The FBI Wall of Honor remembers Special Agent Paul E. Reynolds, who died from a gunshot wound to the heart under mysterious circumstances in August 1929.

Man Pleads Guilty to Sending Bomb Threat to Arizona State Election Official. Read: https://www.justice.gov/.../man-pleads-guilty-sending...

The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: https://www.fbi.gov/news/blog...

The #FBI’s Law Enforcement Officers Killed and Assaulted Data Collection monthly preliminary statistics have been released. It contains statistics on law enforcement officers killed in the line of duty so far in 2023. #LEOKA https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/le/leoka

In 2022, The #FBI was the only government agency to attend AfroTech, the largest Black #technology conference, and hosted FBI x AfroTech: Major Case. Learn more about the event and the Bureau’s involvement with AfroTech here: https://www.fbi.gov/.../the.../the-outreach-winter-2023
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<td>Stock Photo</td>
<td>#DYK, the #FBI doesn’t just investigate crimes? The Bureau also has a unit dedicated to helping victims navigate the aftermath of a crime with dignity and resilience. Learn more about our Victims Services Division: <a href="https://www.fbi.gov/how-we-can-help-you/victim-services">https://www.fbi.gov/how-we-can-help-you/victim-services</a></td>
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<td>Advertisement</td>
<td>Basic #CyberHygiene protects against 98% of cyber attacks. The #FBI and EPA Water (EPA) want you to learn how to protect yourself and your business at:</td>
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<td>Graphic</td>
<td>Former Special Agent in Charge of the New York FBI Counterintelligence Division Pleads Guilty to Conspiring to Violate U.S. Sanctions on Russia. Read: <a href="https://www.fbi.gov/.../former-special-agent-in-charge-of">https://www.fbi.gov/.../former-special-agent-in-charge-of</a>...</td>
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<td>PSA</td>
<td>The #FBI is warning the public that #cybercriminals are embedding malicious code in mobile beta-testing applications to defraud potential victims. Beta-testing apps are online services for testing mobile apps before their official release, typically not subject to mobile operating systems' review processes. These malicious apps enable theft of personally identifiable information (PII), financial account access, or device takeover. Read this #PSA to learn how to protect yourself and your organization, and</td>
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<td>Stock</td>
<td>These charred alarm clocks were part of a car bomb that was supposed to detonate in Times Square in 2010. Luckily, the plan failed, and the #FBI caught the perpetrator. Learn more about the bomb, and the arrest, here: <a href="https://www.fbi.gov/.../alarm-clocks-from-2010-times">https://www.fbi.gov/.../alarm-clocks-from-2010-times</a>...</td>
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<td>Live Photo MOC</td>
<td>Last week, Cliff’s Crew, a group of youth mentored by retired NFL player Cliff Avril, visited the #FBI Headquarters to meet with various Black male role models, including Associate Deputy Director Brian Turner. <a href="https://www.fbi.gov/.../outreach-and-mentorship-cliffs">https://www.fbi.gov/.../outreach-and-mentorship-cliffs</a>...</td>
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<td>PSA</td>
<td>#DYK that the IC3 has seen an increase of losses within the past two years due to business email compromise (BEC) targeting the real estate sector? Read this #PSA to learn how to protect your organization from BEC, and report to IC3.gov if you fall victim: <a href="https://www.ic3.gov/Media/Y2023/PSA230609">https://www.ic3.gov/Media/Y2023/PSA230609</a></td>
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<td>Graphic</td>
<td>Tornado Cash Founders Charged with Money Laundering and Sanctions Violations. Learn more: <a href="https://www.fbi.gov/.../tornado-cash-founders-charged">https://www.fbi.gov/.../tornado-cash-founders-charged</a>...</td>
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<td>Graphic</td>
<td>Former Federal Correctional Officer Sentenced to Prison for Sexual Abuse of an Inmate. Read at: <a href="https://www.fbi.gov/.../former-federal-correctional">https://www.fbi.gov/.../former-federal-correctional</a>...</td>
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<td>Stock Photo</td>
<td>The #FBI recommends not using free charging stations in public places. Bad actors have figured out ways to use public USB ports to introduce malware onto phones and other devices. Carry your own charger and use an electrical outlet instead. Read more here: <a href="https://www.fbi.gov/.../scams-and-safety/on-the-internet">https://www.fbi.gov/.../scams-and-safety/on-the-internet</a></td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://www.fbi.gov/news/blog">https://www.fbi.gov/news/blog</a>...</td>
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<td>Graphic</td>
<td>The #FBI compiled a validated list for the county of #Maui with the names of individuals who remain unaccounted for following the Lahaina wildfire disaster. Learn more and view the list here: <a href="https://www.fbi.gov/.../county-of-maui-releases-validated">https://www.fbi.gov/.../county-of-maui-releases-validated</a>...</td>
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<td>WM MDP Live Photo</td>
<td>The FBI Wall of Honor remembers Special Agent Trenwith S. Basford, who was killed in a northern Minnesota plane crash on August 25, 1977.</td>
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<td><a href="https://www.facebook.com/photo/?fbid">https://www.facebook.com/photo/?fbid</a></td>
<td>Live Photo</td>
<td>Join the #FBI in celebrating #NationalDogDay. Today, we honor the</td>
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<td>Graphic</td>
<td>Director Christopher Wray, Associate Deputy Director Brian Turner, and other FBI officials led a national partner call today that included various community and law enforcement partners to discuss the tragic shooting in Jacksonville, Florida. Read more at: <a href="https://www.fbi.gov/.../statement-on-the-fbi-response-to">https://www.fbi.gov/.../statement-on-the-fbi-response-to</a>...</td>
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<td>Graphic</td>
<td>Hurricanes can rob survivors of their homes, possessions, and inner peace. Don't let a scammer take more. Learn how to protect yourself at fbi.gov/disasterfraud, and report suspected hurricane-related fraud to tips.fbi.gov.</td>
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<td>Graphic</td>
<td>The #FBI and Cybersecurity and Infrastructure Security Agency released a joint #CybersecurityAdvisory (CSA) on the identification and disruption of QakBot infrastructure. Click to learn more: <a href="https://www.ic3.gov/Media/News/2023/230830.pdf">https://www.ic3.gov/Media/News/2023/230830.pdf</a></td>
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<td>Graphic</td>
<td>Qakbot Malware Disrupted in International Cyber Takedown #FBIlosAngeles Read Director Wray's quote below: <a href="https://www.fbi.gov/.../qakbot-malware-disrupted-in">https://www.fbi.gov/.../qakbot-malware-disrupted-in</a>...</td>
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<td>Graphic</td>
<td>On this #InternationalOverdoseAwarenessDay, we remember the lives lost and families impacted by drug poisoning or overdose death. The #FBI remains focused on working with partners like the Drug Enforcement Administration - DEA to counter illegal activities and the flow of illicit drugs. #EndOverdose</td>
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<td>8/31/2023</td>
<td><a href="https://www.facebook.com/FBI/posts/pf8d02Bb9mSG1qJP793arfuzuCuM6Z6YzrdApRDKBFKmgulSeEtax3WNuEnA7q8bd7ZxBl">https://www.facebook.com/FBI/posts/pf8d02Bb9mSG1qJP793arfuzuCuM6Z6YzrdApRDKBFKmgulSeEtax3WNuEnA7q8bd7ZxBl</a></td>
<td>Graphic</td>
<td>Russian-German National Arrested for Illegally Exporting to Russia Sensitive U.S.-Sourced Microelectronics with Military Applications in Violation of U.S. Export Controls <a href="https://www.justice.gov/.../russian-german-national">https://www.justice.gov/.../russian-german-national</a>...</td>
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<td>Live Photo Group WW WM WDP</td>
<td>#FBI Cyber Division Assistant Director Bryan Vorndran sat on a panel at the Financial Times Cyber Resilience Summit, where he highlighted recent operational successes, the lessons learned, and how the FBI’s impact reduced financial losses for victims.</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://www.fbi.gov/news/blog%E2%80%A6">https://www.fbi.gov/news/blog…</a></td>
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<td>Graphic</td>
<td>Five #FBI field offices executed 70 arrests and 82 search warrants, resulting in the Bureau and our partners seizing 225 firearms, 15.5 kg of methamphetamine, and 3.28 kg of fentanyl, helping safeguard and curb violence in our communities nationwide. <a href="https://www.fbi.gov/.../fbi-conducts-multiple-nationwide">https://www.fbi.gov/.../fbi-conducts-multiple-nationwide</a>...</td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent Paul A. LeVeille, who was killed in an aircraft accident during a training course in Colorado Springs, Colorado on September 1, 1999. Read more: #WallOfHonor</td>
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<td>WM MDP Live Photo</td>
<td>This week, Director Wray and the Director for the National Anti-Corruption Bureau of Ukraine discussed opportunities to collaborate on corruption and other...</td>
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<td>WM MDP Live Photo</td>
<td>This week, Director Wray and the Director for the National Anti-Corruption Bureau of Ukraine discussed opportunities to collaborate on corruption and other transnational threats. The #FBI and NABU signed an MOU to work together to combat these global issues.</td>
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<td>Graphic</td>
<td>After a disaster, scammers try to re-victimize people whose homes or businesses need repairs. Learn how to protect yourself - visit fbi.gov/disasterfraud and report suspected hurricane-related fraud to tips.fbi.gov.</td>
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<td>MDP WM Live Photo</td>
<td>If your studies are taking you abroad this fall, the #FBI Counterintelligence Division wants you to stay safe and secure. Students can read this brochure for helpful study-abroad tips: <a href="https://www.fbi.gov/.../student-travel-brochure-pdf.pdf/view">https://www.fbi.gov/.../student-travel-brochure-pdf.pdf/view</a></td>
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<td>WM Stock Photo</td>
<td>Many skilled technology professionals join the #FBI to advance our investigative work and safeguard information across the globe. In fact, FBI Cyber personnel have won or placed highly at several “capture the flag” cybersecurity competitions. Click to learn more about applying your technical knowledge at the FBI: <a href="https://fbijobs.gov/stem/technology">https://fbijobs.gov/stem/technology</a></td>
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<td>Graphic</td>
<td>Parents and guardians, the #FBI’s Safe Online Surfing Internet Challenge teaches third through eighth graders about #cybersafety. You and your child can</td>
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<td>PSA</td>
<td>As part of its Endangered Child Alert Program (ECAP), the FBI seeks to identify an unknown individual known only as John Doe 47. He may have critical information about the identity of a child victim in a sexual exploitation investigation: <a href="https://www.fbi.gov/.../unknown-individual---john-doe-47">https://www.fbi.gov/.../unknown-individual---john-doe-47</a></td>
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<td>9/7/2023</td>
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<td>WM MDP Live Photo</td>
<td>#FBI Deputy Director Paul Abbate recently spoke at a cybersecurity summit for K-12 schools. He said a partnership with the FBI before a cyberattack is critical to a quick recovery. Contact an FBI field office to learn about cyber partnerships: <a href="https://www.fbi.gov/contact-us/field-offices">https://www.fbi.gov/contact-us/field-offices</a></td>
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<td>9/8/2023</td>
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<td>Graphic</td>
<td>The #FBI, Cybersecurity and Infrastructure Security Agency and United States Cyber Command released a joint CybersecurityAdvisory (CSA) warning that nation-state threat actors have exploited certain vulnerabilities to compromise an organization in the aeronautics sector. Learn how to protect against similar activity: <a href="https://www.ic3.gov/Media/News/2023/230907.pdf">https://www.ic3.gov/Media/News/2023/230907.pdf</a></td>
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<td>WM MDP Live Photo</td>
<td>Last night, #FBI Director Christopher Wray participated in Spy Chat, a discussion series presented by the International Spy Museum. Hosted by Chris Costa, Director Wray discussed intelligence, national security, and terrorism issues.</td>
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<td>9/9/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid">https://www.facebook.com/photo/?fbid</a></td>
<td>Group Live Photo</td>
<td>This week, the #FBI conducted cyber investigation training with 40 inspectors</td>
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<td>Live Photo</td>
<td>With the solemn anniversary of the 9/11 terrorist attacks right around the corner, we examine the 9/11 hijacker’s car used to transport one or more hijackers to Dulles International Airport on Sept. 11, 2001. Learn more about the car here: <a href="https://www.fbi.gov/history/artifacts/911-hijackers-car">https://www.fbi.gov/history/artifacts/911-hijackers-car</a></td>
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<td>WM MDP</td>
<td>Earlier this week, #FBI Director Christopher Wray discussed national security threats at the International Spy Museum. <a href="https://www.fbi.gov/.../director-wray-discusses-national">https://www.fbi.gov/.../director-wray-discusses-national</a>...</td>
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<td>Graphic</td>
<td>On this solemn anniversary, the #FBI remembers those who lost their lives as a result of the 9/11 terror attacks. We also honor the memories and sacrifices of those who died from illnesses connected to their work at the crash sites.</td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Police Officer Robert Garten. He served with the Hartford Police Department in Connecticut for eight years.</td>
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<td>9/11/2023</td>
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<td>Live Photo</td>
<td>This morning, the #FBI held a ceremony in remembrance of the 2,977 victims who lost their lives on September 11, 2001, and the 30 FBI employees who passed as a result of their work on a 9/11 crash site. We rang a ceremonial bell 30 times in honor of each of these Bureau employees. Their names are as follows: Leonard W. Hatton John O’Neill Paul H. Wilson Robert Martin Roth</td>
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Read more about their service: [https://www.fbi.gov/history/wall-of-honor](https://www.fbi.gov/history/wall-of-honor)
This morning, the #FBI held a ceremony in remembrance of the 2,977 victims who lost their lives on September 11, 2001, and the 30 FBI employees who passed as a result of their work on a 9/11 crash site. We rang a ceremonial bell 30 times in honor of each of these Bureau employees. Their names are as follows:

Leonard W. Hatton
John O'Neill
Paul H. Wilson
Robert Martin Roth
Laurie Fournier
Jerry D. Jobe
Gerard D. Senatore
William Robert Craig
Mark Joseph Mikulski
Steven A. Carr
Gladys Lee
Wesley J. Yoo
Rex Aaron Stockham
Dennis Bonello
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<td>Group</td>
<td>#ICYMI on Saturday, in appreciation for our dedicated #FBI workforce, the Bureau celebrated with a night out at Nationals</td>
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<td>Group Live Photo</td>
<td>#ICYMI on Saturday, in appreciation for our dedicated #FBI workforce, the Bureau celebrated with a night out at Nationals Park! Deputy Director Paul Abbate threw out the first pitch of the game.</td>
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<td>MDP WM Live Photo</td>
<td>#FBI Director Christopher Wray recently delivered a keynote address at the 2023 FBI Atlanta Cyber Threat Summit. He spoke about emerging technologies like AI and described the nation-state #cyber threats the FBI focuses on. Watch his speech here: <a href="https://www.fbi.gov/.../wray-atlanta-cyber-threats.../view">https://www.fbi.gov/.../wray-atlanta-cyber-threats.../view</a></td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Supervisory Special Agent Mark Johnston, who died on September 12, 2017 from an illness incurred as a result of his response to the 9/11 attacks in New York. Read more: <a href="https://www.FBI.gov/history/wall-of-honor/mark-johnston">https://www.FBI.gov/history/wall-of-honor/mark-johnston</a> #WallOfHonor</td>
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<td>Graphic</td>
<td>The #FBI, NSA - National Security Agency and Cybersecurity and Infrastructure Security Agency published an information sheet on “deepfake” threats, techniques and trends. Organizations can take various steps to identify, defend against, and respond to deepfake threats. Read about our recommended mitigations: <a href="https://media.defense.gov/.../-1/0/CSI-DEEPFAKE-THREATS.PDF">https://media.defense.gov/.../-1/0/CSI-DEEPFAKE-THREATS.PDF</a></td>
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<td>WW WDP</td>
<td>This week, FBI - Kansas City partnered with the Kansas City Missouri Police Department and Missouri State Highway Patrol to host a Youth and Law Enforcement Night. Over 200 community members gathered to learn about law enforcement practices and see demonstrations like how the #FBI dusts and pulls fingerprints off surfaces. Learn more: <a href="https://www.fbi.gov/how-we-can-help-you/outreach#Programs">https://www.fbi.gov/how-we-can-help-you/outreach#Programs</a></td>
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<td>Graphic</td>
<td>The #FBI’s Safe Online Surfing Internet Challenge teaches students how to stay safe online and be good cyber citizens through a game-driven, age-appropriate curriculum. Learn more at fbi.gov/sos.</td>
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<td>Graphic</td>
<td>At the #mWise 2023 Cybersecurity Conference, #FBI Director Christopher Wray delivered remarks on the emerging threats in the cybersecurity landscape, including those from adversarial nations. Read his remarks in full at: <a href="https://fbi.gov/.../director-wrays-remarks-at-the">https://fbi.gov/.../director-wrays-remarks-at-the</a>..</td>
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<td>Graphic</td>
<td>At the #mWise 2023 Conference, #FBI Director Christopher Wray stressed the importance of companies building partnerships before a cyberattack occurs so that the FBI's Cyber Division can help companies recover more quickly.</td>
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https://www.fbi.gov/.../russian-international-money… |
| 9/18/2023  | https://www.facebook.com/photo/?fbid=700788478761388 &set=pb.100064907 | Live Photo | This National Forensic Science Week, the #FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as |
cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more https://www.fbi.gov/.../how-we.../laboratory-division

9/18/2023
https://www.facebook.com/photo/?fbid=70078485428054 &set=pb.100064907 253444.-2207520000
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This National Forensic Science Week, the #FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more https://www.fbi.gov/.../how-we.../laboratory-division

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Graphic
West Virginia Man Admits to Obstructing Tree of Life Trial https://www.fbi.gov/.../west-virginia-man-admits-to…

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WM MD P Live Photo
#FBI Cyber Assistant Director Bryan Vorndran spoke on an Inside the FBI podcast episode about securing artificial intelligence (AI) systems from sophisticated attempts to disrupt or degrade their performance.

9/20/2023
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Graphic
#Teachers, as students return to school, the #FBI’s Safe Online Surfing Internet Challenge is reopening to teach third through eighth graders about #cybersafety. Register your in-person or remote class at sos.fbi.gov.

9/21/2023
https://www.facebook.com/photo/?fbid=702486771924892 &set=pb.100064907 253444.-2207520000
Graphic
The #FBI and the Cybersecurity and Infrastructure Security Agency (CISA) released a joint #CyberSecurityAdvisory to publicize indicators of compromise (IOCIs) and tactics, techniques, and procedures (TTPs) associated with the Snatch ransomware variant, which has targeted a wide range of critical infrastructure sectors, including the defense industrial base, food and agriculture, and information technology. Frequently, Snatch threat actors conduct ransomware operations involving
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<td>Graphic</td>
<td>#DYK that in 2022, the #FBI's Internet Crime Complaint Center (IC3) received approximately 800,000 complaints with over $10 billion in reported losses? Learn more about #cyber crime trends by reading IC3's Annual Reports, and notify IC3 if you fall victim:</td>
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<td>WM MDP Live Photo</td>
<td>#FBI Director Christopher Wray spoke to counterintelligence task forces from all 56 field offices about combating threats from the People’s Republic of China, which include stealing sensitive U.S. technology &amp; innovation at the cost of American jobs and intimidating dissidents.</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://www.fbi.gov/news/blog">https://www.fbi.gov/news/blog</a>...</td>
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<td>Graphic</td>
<td>Director Wray Honors FBI Employees and</td>
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Data exfiltration and double extortion. To make more money off a single attack, these cybercriminals will not only lock up data and demand a ransom; they will also seek additional payment by threatening to post a victim’s data on Snatch’s extortion blog. This joint #CSA is part of an ongoing #StopRansomware effort to give network defenders the information they need to protect against the most prolific ransomware variants and threat actors. Click to read about Snatch ransomware and recommended mitigations: https://www.ic3.gov/Media/News/2023/230920.pdf
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<td>When is a toy more than just a toy? A German spy used this doll to smuggle secret photos from Mexico to Nazi Germany. Learn more about the #FBI’s role during World War II: <a href="https://www.fbi.gov/history/artifacts/microdot-doll">https://www.fbi.gov/history/artifacts/microdot-doll</a></td>
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<td>Graphic</td>
<td>Today, the #FBI announces the results of a nationwide effort to combat violent crime during the summer of 2023. Read more at: <a href="https://www.fbi.gov/...results-from-nationwide-takedown%E2%80%A6%E2%80%A6">https://www.fbi.gov/...results-from-nationwide-takedown……</a>.</td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent J. Brady Murphy, who died September 26, 1953, following a gun battle in Baltimore, Maryland, one day earlier. Read more: <a href="https://www.FBI.gov/history/wall-of-honor/j-brady-murphy">https://www.FBI.gov/history/wall-of-honor/j-brady-murphy</a> #WallOfHonor</td>
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<td>WW WP Live Photo</td>
<td>#FBI Deputy Assistant Director Cynthia Kaiser recently gave a keynote address at the Senior Leaders #Cyber Summit in Aberdeen, Scotland, where she discussed the FBI’s commitment to working with foreign partners in the event of a major cyber incident. Kaiser noted that some of the most successful actions that come out of our forged partnerships are done through the FBI’s Cyber Action Team (CAT). CAT</td>
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<td>Graphic</td>
<td>Parents and guardians, the #FBI’s Safe Online Surfing Internet Challenge teaches third through eighth graders about #cybersafety. You and your child can explore the SOS website at home at any time at sos.fbi.gov.</td>
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<td>Graphic</td>
<td>#DYK, the #FBI possesses unique expertise in countering crimes against cultural heritage? Bureau leaders recently met with the Prosecutor General's Office of Ukraine to discuss collaborative efforts to return illicitly trafficked Ukrainian cultural property to their rightful homes.</td>
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<td>WM MDP Live Photo</td>
<td>Director Wray attended the 9/11 Honor Ceremony to recognize the courageous men and women of the #FBI for their contributions and service during the response, recovery, and investigation in the aftermath of the terrorist attacks on September 11, 2001. We will never forget.</td>
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<td>WM MDP Live Photo</td>
<td>#ICYMI, FBI Assistant Director Bryan Vorndran spoke on a recent podcast episode about the importance of Section 702 for the #FBI’s cybersecurity mission. He revealed that 97% of the FBI’s raw technical reporting on cyber activity derived from Section 702 in the first half of the fiscal year 2023.</td>
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<td>WM MOC MDP Live Photo</td>
<td>The #FBI &amp; NYPD share a long-standing partnership, united in purpose to protect the people of New York City — and beyond. FBI Director Wray, Deputy Director Abbate, and the Assistant Director in Charge of FBI - New York, James Smith,</td>
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recently met with NYPD leaders to affirm the ongoing commitment to the spirit of cooperation essential to our agencies' work.

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<td>Graphic</td>
<td>As part of the #FBI's continued dedication to addressing the violence impacting indigenous communities, Operation Not Forgotten examined over 220 cases and focused resources on seeking justice for women and children who have been victims of crime. <a href="https://www.fbi.gov/.../fbi-dedicates-additional">https://www.fbi.gov/.../fbi-dedicates-additional</a>...</td>
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<td>Graphic</td>
<td>#InsideTheFBI’s podcast's topics range from UFOs and museum heists to Ponzi schemes and Top Ten Fugitives. On this International Podcast Day, we give a second listen to a handful of this past year’s episodes that may grab your interest.</td>
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FBI Instagram
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<td>Live Photo WW</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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<td>Live Photo WOC</td>
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<td>Live Photo Group</td>
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<td>Live Photo WM</td>
<td>Today the #FBI remembers the 224 people killed and the thousands injured in the East African Embassy Bombings #OTD in 1998. This attack heightened the Bureau’s anti-terror efforts and expanded our presence overseas. Read more through the link in our bio.</td>
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<td>8/12/23</td>
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<td>Live Photo Group WOC MOC</td>
<td>In 2022, The #FBI was the only government agency to attend AfroTech, the largest Black #technology conference, and hosted FBI x AfroTech: Major Case. Learn more about the event and the Bureau’s involvement with AfroTech through the link in our bio.</td>
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<td>PSA</td>
<td>BREAKING: The #FBI's Southern Maine Gang Task Force and the Portland Police Department are offering a $10,000 reward for information leading to the arrest &amp; conviction of the individual(s) responsible for the murder of Frank A. Williams 15 years ago today. Learn more in the link in the bio.</td>
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<td>Stock</td>
<td>These charred alarm clocks were part of a car bomb that was supposed to detonate in Times Square in 2010. Luckily, the plan failed, and the #FBI caught the perpetrator. Learn more about the bomb, and the arrest, here: <a href="https://www.fbi.gov/history/artifacts/alarm-clocks-from-2010-times-square-bombing-attempt">https://www.fbi.gov/history/artifacts/alarm-clocks-from-2010-times-square-bombing-attempt</a></td>
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<td>Live Photo MOC</td>
<td>Last week, Cliff’s Crew, a group of youth mentored by retired NFL player Cliff Avril, visited the #FBI Headquarters to meet with various Black male role models, including Associate Deputy Director Brian Turner. Learn more in the link in the bio.</td>
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<td>Join the #FBI in celebrating #NationalDogDay. Today, we honor the hardworking dogs that help the #FBI protect our country and support victims of crime. You can see our #K9Partners assisting the FBI Police, Victim Services, and Bomb Techs. Read more through the link in our bio.</td>
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<td>WM MDP Live Photo</td>
<td>#FBI Director Christopher Wray recently participated in Spy Chat, a discussion series presented by the International Spy Museum. Hosted by Chris Costa, Director Wray discussed intelligence, national security, and terrorism issues. Read more about Wray’s wide-ranging discussion of national security threats facing the United States and what the Bureau is doing to combat them through the link in our bio.</td>
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<td>Live Photo</td>
<td>With the solemn anniversary of the 9/11 terrorist attacks right around the corner, we examine the 9/11 hijacker’s car used to transport one or more hijackers to Dulles International Airport on Sept. 11, 2001. Read more about the car and its significance through the link in our bio.</td>
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<td><a href="https://www.instagram.com/p/CxDkkioN51M/">https://www.instagram.com/p/CxDkkioN51M/</a></td>
<td>Graphic</td>
<td>On this solemn anniversary, the #FBI remembers those who lost their lives as a result of the 9/11 terror attacks. We also honor the memories and sacrifices of those who died from illnesses connected to their work at the crash sites. #NeverForget</td>
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<td>Live Photo</td>
<td>This morning, the #FBI held a ceremony in remembrance of the 2,977 victims who lost their lives on September 11, 2001, and the</td>
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<td>Live Photo WW</td>
<td>This week, FBI Kansas City partnered with the Kansas City Missouri Police Department and Missouri State Highway Patrol to host a Youth and Law Enforcement Night. Over 200 community members gathered to learn about law enforcement practices and see demonstrations like how the #FBI dusts and pulls fingerprints off surfaces. Learn more through the link in our bio.</td>
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<td><a href="https://www.instagram.com/p/CxVmLiKu_MH/?img_index=1">https://www.instagram.com/p/CxVmLiKu_MH/?img_index=1</a></td>
<td>Live Photo</td>
<td>This National Forensic Science Week, the #FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more through the link in our bio.</td>
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<td><a href="https://twitter.com/F">https://twitter.com/F</a></td>
<td>Graphic</td>
<td>Through Operation Cross Country, the #FBI appears on the scene.</td>
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<td>Live Photo MDP</td>
<td>#DYK that 2023 is the 15-year anniversary of the founding of the National Cyber Investigative Joint Task Force? Established in 2008, the NCIJTF is made up of over 30 agencies, including the #FBI, and helps coordinate #cyber investigations. Learn more here: <a href="https://fbi.gov/investigate/cyber/national-cyber-investigative-joint-task-force">https://fbi.gov/investigate/cyber/national-cyber-investigative-joint-task-force</a></td>
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<td>Graphic</td>
<td>The #FBI and domestic and international partners released a joint #CybersecurityAdvisory (CSA) listing the most frequently exploited vulnerabilities by malicious cyber actors in 2022. Click to learn more about cyber trends and recommended mitigations: <a href="https://ic3.gov/Media/News/2023/230803.pdf">https://ic3.gov/Media/News/2023/230803.pdf</a></td>
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<td>8/3/2023</td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Deputy Marshal Barry Giglio. He served with the Ville Platte Marshal's Office in Louisiana for ten years.</td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Officer Pedro Casindo Torres-Santos. He served with the Trujillo Alto Municipal Police Department in Puerto Rico for 27 years.</td>
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<td>8/4/2023</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog/#Viol">https://fbi.gov/news/blog/#Viol</a></td>
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<td><a href="https://twitter.com/FBI/status/1687848486396370944/photo/1">https://twitter.com/FBI/status/1687848486396370944/photo/1</a></td>
<td>Live Photo WW</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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<td>8/5/2023</td>
<td><a href="https://twitter.com/FBI/status/1687848486396370944/photo/2">https://twitter.com/FBI/status/1687848486396370944/photo/2</a></td>
<td>Live Photo WOC</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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<td>Live Photo WOC</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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<td><a href="https://twitter.com/FBI/status/1687848486396370944/photo/4">https://twitter.com/FBI/status/1687848486396370944/photo/4</a></td>
<td>Live Photo Group</td>
<td>Every year, #FBI field offices across the nation join our law enforcement partners for the #NationalNightOut celebration, an event held to promote crime prevention and build stronger relationships with the communities we serve.</td>
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<td>Graphic</td>
<td>#DYK The #FBI is the lead federal agency for responding to threats from weapons of mass destruction? The Weapons of Mass Destruction Directorate (WMDD) leads the Bureau’s effort to prevent, mitigate, and respond to WMD threats and incidents. Learn more: <a href="https://fbi.gov/investigate/wmd">https://fbi.gov/investigate/wmd</a></td>
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<td>Live Photo WM</td>
<td>Today the #FBI remembers the 224 people killed and the thousands injured in the East African Embassy Bombings #OTD in 1998. This attack heightened the Bureau's anti-terror efforts and expanded our presence overseas. Read more here: <a href="https://fbi.gov/history/famous-cases/east-african-embassy-bombings">https://fbi.gov/history/famous-cases/east-african-embassy-bombings</a></td>
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<td>Live Photo</td>
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<td>Live Photo WM MDP</td>
<td>In a visit to the @FBISpringfield office, #FBI Director Christopher Wray expressed gratitude to law enforcement partners for their dedication to public service, affirming the Bureau's commitment to work together to combat crime in the Springfield area and around the country.</td>
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<td>8/8/2023</td>
<td><a href="https://twitter.com/FBI/status/1688958618241052686/photo/1">https://twitter.com/FBI/status/1688958618241052686/photo/1</a></td>
<td>Graphic</td>
<td>#FBI Cyber Deputy Assistant Director Cynthia Kaiser was featured on a CyberWire podcast, where she discussed our successful technical operations, such as Operation Medusa, and how those operations impact malicious cyber actors.</td>
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<td>8/9/2023</td>
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<td>WM MDP Live Photo</td>
<td>The FBI Wall of Honor remembers Special Agent Johnnie L. Oliver, who was killed pursuing a fugitive in Cleveland, Ohio on August 9, 1979.</td>
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<td>WM MDP Live Photo</td>
<td>The FBI Wall of Honor remembers Special Agent Charles W. Elmore, who was shot and killed by an assailant at the FBI office in El Centro, California on August 9, 1979.</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/FBI/status/1689290953943654400/photo/1">https://twitter.com/FBI/status/1689290953943654400/photo/1</a></td>
<td>WM MDP Live Photo</td>
<td>The FBI Wall of Honor remembers Special Agent J. Robert Porter, who was shot and killed by an assailant at the FBI office in El Centro, California on August 9, 1979.</td>
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<td>8/9/2023</td>
<td><a href="https://twitter.com/FBI/status/1689275462927659009/photo/1">https://twitter.com/FBI/status/1689275462927659009/photo/1</a></td>
<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Officer Jonah Oswald. He served with the Fairway Police Department in Kansas for four years. He was also a @USArmyReserve veteran.</td>
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<td>8/10/2023</td>
<td><a href="https://twitter.com/FBI/status/168968334">https://twitter.com/FBI/status/168968334</a></td>
<td>Graphic</td>
<td>#DYK about the #FBI’s #StopRansomware effort? #StopRansomware takes you to the</td>
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<td>Graphic</td>
<td>The FBI Wall of Honor remembers Special Agent Paul E. Reynolds, who died from a gunshot wound to the heart under mysterious circumstances in August 1929.</td>
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<td>8/11/2023</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog#Viol">https://fbi.gov/news/blog#Viol</a></td>
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<td>8/11/2023</td>
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<td>Live Photo Group WOC MOC</td>
<td>The #FBI's Law Enforcement Officers Killed and Assaulted Data Collection monthly preliminary statistics have been released. It contains statistics on law enforcement officers killed in the line of duty so far in 2023. #LEOKA <a href="https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/le/leoka">https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/le/leoka</a></td>
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<td>8/12/2023</td>
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<td>Live Photo Group WOC MOC</td>
<td>In 2022, The #FBI was the only government agency to attend AfroTech, the largest Black #technology conference, and hosted FBI x AfroTech: Major Case. Learn more about the event and the Bureau’s involvement with AfroTech here: <a href="https://fbi.gov/how-we-can-help-you/outreach/the-outreach/the-outreach-winter-2023">https://fbi.gov/how-we-can-help-you/outreach/the-outreach/the-outreach-winter-2023</a></td>
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<td>Stock</td>
<td>#DYK, the #FBI doesn't just investigate crimes? The Bureau also has a unit dedicated to helping victims navigate the aftermath of a crime with dignity and resilience. Learn more about our Victims Services Division: <a href="https://fbi.gov/how-we-can-help-you/victim-services">https://fbi.gov/how-we-can-help-you/victim-services</a></td>
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<td>8/14/2023</td>
<td><a href="https://twitter.com/FBI/status/1691193076901965824/photo/1">https://twitter.com/FBI/status/1691193076901965824/photo/1</a></td>
<td>Advertisement</td>
<td>Basic #CyberHygiene protects against 98% of cyber attacks. The #FBI and @EPAwater (EPA) want you to learn how to protect yourself and your business at:</td>
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<td>8/15/2023</td>
<td><a href="https://twitter.com/FBI/status/1691547902651351041/photo/1">https://twitter.com/FBI/status/1691547902651351041/photo/1</a></td>
<td>PSA</td>
<td>The #FBI is warning the public that #cybercriminals are embedding malicious code in mobile beta-testing applications to defraud potential victims. Read this #PSA to learn how to protect yourself: <a href="https://ic3.gov/Media/Y2023/PSA230814">https://ic3.gov/Media/Y2023/PSA230814</a></td>
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<td>8/16/2023</td>
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<td>WM MDP Live Photo</td>
<td>The FBI Wall of Honor remembers Special Agent Nelson B. Klein, who was killed in a gun battle in College Corner, Indiana on August 16, 1935.</td>
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<td>8/16/2023</td>
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<td>Live Photo Group WW WM WOC MOC</td>
<td>At the Women in Federal Law Enforcement (WIFLE) Conference, #FBI Deputy Director Paul Abbate joined law enforcement executives to discuss the importance of the 30x30 Initiative and the relentless efforts necessary to sustain equity and inclusion for women in law enforcement.</td>
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<td>Graphic</td>
<td>For over eight decades, the #FBI has stationed personnel overseas. #DYK the FBI deploys #cyber experts, known as Cyber Assistant Legal Attachés (ALATs), to strategically important countries worldwide? Read more about our international presence here: <a href="https://fbi.gov/contact-us/international-offices">https://fbi.gov/contact-us/international-offices</a></td>
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<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog#Viol">https://fbi.gov/news/blog#Viol</a></td>
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<td>Graphic</td>
<td>The FBI's Phoenix Field Office is conducting an investigation surrounding the death of an IRS special agent on August 17, that occurred at the Federal Correctional Institution, Phoenix firing range. Read more: <a href="https://fbi.gov/contact-us/field-offices/phoenix/news/statement-from-fbi-phoenix">https://fbi.gov/contact-us/field-offices/phoenix/news/statement-from-fbi-phoenix</a></td>
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<td>Stock</td>
<td>These charred alarm clocks were part of a car bomb that was supposed to detonate in Times Square in 2010. Luckily, the plan failed, and the #FBI caught the perpetrator. Learn more about the bomb, and the arrest, here: <a href="https://fbi.gov/history/artifacts/alarm-clocks-from-2010-times-square-bombing-attempt">https://fbi.gov/history/artifacts/alarm-clocks-from-2010-times-square-bombing-attempt</a></td>
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<td>Live Photo MOC</td>
<td>Last week, Cliff’s Crew, a group of youth mentored by retired NFL player Cliff Avril, visited the #FBI Headquarters to meet with various Black male role models, including Associate Deputy Director Brian Turner.</td>
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<td>PSA</td>
<td>#DYK that the IC3 has seen an increase of losses within the past two years due to business email compromise targeting the real estate sector? Read this PSA to learn how to protect your organization, and report to <a href="http://IC3.gov">http://IC3.gov</a> if you fall victim: <a href="https://ic3.gov/Media/Y2023/PSA230609">https://ic3.gov/Media/Y2023/PSA230609</a></td>
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<td>Stock</td>
<td>The #FBI recommends not using free charging stations in public places. Bad actors have figured out ways to use public USB ports to introduce malware onto phones and other devices. Carry your own charger and use an electrical outlet instead. Read more here: <a href="https://fbi.gov/how-we-can-help-you/safety-resources/scams-and-safety/on-the-internet">https://fbi.gov/how-we-can-help-you/safety-resources/scams-and-safety/on-the-internet</a></td>
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<td>WM MDP</td>
<td>The FBI Wall of Honor remembers Special Agent Trenwith S. Basford, who was killed in a northern Minnesota plane crash on August 25, 1977.</td>
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<td>8/25/2023</td>
<td><a href="https://twitter.com/FBI/status/1695128952094757300/photo/1">https://twitter.com/FBI/status/1695128952094757300/photo/1</a></td>
<td>Graphic</td>
<td>The #FBI compiled a validated list for the county of #Maui with the names of individuals who remain unaccounted for following the Lahaina wildfire disaster. Learn more and view the list here: <a href="https://fbi.gov/contact-us/field-offices/honolulu/news/county-of-maui-releases-validated-list-of-names-of-individuals-who-remain-unaccounted-for-following-lahaina-wildfire-disaster">https://fbi.gov/contact-us/field-offices/honolulu/news/county-of-maui-releases-validated-list-of-names-of-individuals-who-remain-unaccounted-for-following-lahaina-wildfire-disaster</a></td>
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<td>WM MDP</td>
<td>The FBI Wall of Honor remembers Special Agent Mark A. Kirkland, who was killed in a northern Minnesota plane crash on August 25, 1977.</td>
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<td>8/26/2023</td>
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<td>Live Photo</td>
<td>Join the #FBI in celebrating #NationalDogDay. Today, we honor the hardworking dogs that help the #FBI protect our country and support victims of crime. You can see our #K9Partners assisting the FBI Police, Victim Services, and Bomb Techs. Read more: <a href="https://fbi.gov/video-repository/newss-fbi-working-dogs/view">https://fbi.gov/video-repository/newss-fbi-working-dogs/view</a></td>
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<td>Live Photo</td>
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<td>Graphic</td>
<td>Over the past decade, more than a million students have learned about online risks through the #FBI's Safe Online Surfing Internet Challenge. The program opens again September 1. Learn more at <a href="http://fbi.gov/sos">http://fbi.gov/sos</a>.</td>
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<td>8/28/2023</td>
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<td>Graphic</td>
<td>Director Christopher Wray, Associate Deputy Director Brian Turner, and other FBI officials led a national partner call today that included various community and law enforcement partners to discuss the tragic shooting in Jacksonville, Florida. Read more at: <a href="https://fbi.gov/news/press-releases/statement-on-the-fbi-response-to-the-shooting-in-jacksonville-florida">https://fbi.gov/news/press-releases/statement-on-the-fbi-response-to-the-shooting-in-jacksonville-florida</a></td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Officer Anthony Francone. He served with the Pyramid Lake Paiute Tribal Police Department in Nevada with over 25 years of service in law enforcement.</td>
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<td>8/30/2023</td>
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<td>Graphic</td>
<td>Hurricanes can rob survivors of their homes, possessions, and inner peace. Don't let a scammer take more. Learn how to protect yourself at <a href="http://fbi.gov/disasterfraud">http://fbi.gov/disasterfraud</a>, and report suspected hurricane-related fraud to <a href="http://tips.fbi.gov">http://tips.fbi.gov</a>.</td>
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<td>8/30/2023</td>
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<td>Graphic</td>
<td>The #FBI and @CISAgov released a joint #CybersecurityAdvisory (CSA) on the identification and disruption of QakBot infrastructure. Click to learn more: <a href="https://ic3.gov/Media/News/2023/230830.pdf">https://ic3.gov/Media/News/2023/230830.pdf</a></td>
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<td>8/30/2023</td>
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<td>Graphic</td>
<td>Qakbot Malware Disrupted in International Cyber Takedown @FBILosAngeles Read Director Wray's quote below: <a href="https://fbi.gov/news/press-releases/qakbot-malware-disrupted-in-international-cyber-">https://fbi.gov/news/press-releases/qakbot-malware-disrupted-in-international-cyber-</a></td>
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<td>8/30/2023</td>
<td><img src="https://twitter.com/FBI/status/1696901899138539898/photo/1" alt="Twitter Link" /></td>
<td>Graphic</td>
<td>Today, from 2-3 pm ET, the #FBI is joining @MissingKids in a live Q&amp;A chat to discuss how parents, guardians, and educators can help keep children safer as they return to school. #BackToSchoolSafe</td>
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<td>8/31/2023</td>
<td><img src="https://twitter.com/FBI/status/1697432879431668100/photo/1" alt="Twitter Link" /></td>
<td>Graphic</td>
<td>On this #InternationalOverdoseAwarenessDay, we remember the lives lost and families impacted by drug poisoning or overdose death. The #FBI remains focused on working with partners like the @DEAHQ to counter illegal activities and the flow of illicit drugs. #EndOverdose</td>
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<td>8/31/2023</td>
<td><img src="https://twitter.com/FBI/status/169729355388588227/photo/1" alt="Twitter Link" /></td>
<td>Live Photo Group WW WM WDP</td>
<td>#FBI Cyber Division Assistant Director Bryan Vorndran sat on a panel at the Financial Times Cyber Resilience Summit, where he highlighted recent operational successes, the lessons learned, and how the FBI’s impact reduced financial losses for victims.</td>
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<td>8/31/2023</td>
<td><img src="https://twitter.com/FBI/status/1697251694273552894/photo/1" alt="Twitter Link" /></td>
<td>Graphic</td>
<td>New Russian malware, known as Infamous Chisel, associated with #Sandworm activity, is being used for unauthorized remote access and data exfiltration from Android devices. Explore today’s #FBI, @NCSC @CISAgov and @NSACyber joint advisory. [Link](<a href="https://ncsc.gov.uk/static-">https://ncsc.gov.uk/static-</a></td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent Paul A. LeVeille, who was killed in an aircraft accident during a training course in Colorado Springs, Colorado on September 1, 1999. Read more: #WallOfHonor</td>
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<td>9/1/2023</td>
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<td>WM MDP Live Photo</td>
<td>This week, Director Wray and the Director for the National Anti-Corruption Bureau of Ukraine discussed opportunities to collaborate on corruption and other transnational threats. The #FBI and NABU signed an MOU to work together to combat these global issues.</td>
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<td>Graphic</td>
<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog#Viol">https://fbi.gov/news/blog#Viol</a></td>
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<td>Graphic</td>
<td>Five #FBI field offices executed 70 arrests and 82 search warrants, resulting in the Bureau and our partners seizing 225 firearms, 15.5 kg of methamphetamine, and 3.28 kg of fentanyl, helping safeguard and curb violence in our communities nationwide. <a href="https://fbi.gov/news/press-releases/fbi-conducts-multiple-nationwide-takedowns-of-various-violent-criminal-organizations">https://fbi.gov/news/press-releases/fbi-conducts-multiple-nationwide-takedowns-of-various-violent-criminal-organizations</a></td>
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<td>Graphic</td>
<td>After a disaster, scammers try to re-victimize people whose homes or businesses need repairs. Learn how to protect yourself - visit</td>
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<td>MDP WM Live Photo</td>
<td>If your studies are taking you abroad this fall, the #FBI Counterintelligence Division wants you to stay safe and secure. Students can read this brochure for helpful study-abroad tips: <a href="https://fbi.gov/file-repository/student-travel-brochure-pdf.pdf/view">https://fbi.gov/file-repository/student-travel-brochure-pdf.pdf/view</a></td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Police Officer Matthew Hare. He served with the Easley Police Department in South Carolina for ten months.</td>
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<td>9/5/2023</td>
<td><a href="https://twitter.com/FBI/status/1699124045969604662/photo/1">https://twitter.com/FBI/status/1699124045969604662/photo/1</a></td>
<td>WM Stock Photo</td>
<td>Many skilled technology professionals join the #FBI to advance our investigative work and safeguard information across the globe. Click to learn more about applying your technical knowledge at the FBI: <a href="https://fbijobs.gov/stem/technology">https://fbijobs.gov/stem/technology</a></td>
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<td>Graphic</td>
<td>Proud Boys Leader Sentenced to 22 Years in Prison for Seditious Conspiracy and Other Charges Related to U.S. Capitol Breach @FBIWFO <a href="https://justice.gov/opa/pr/proud-b">https://justice.gov/opa/pr/proud-b</a></td>
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<td>Graphic</td>
<td>Parents and guardians, the #FBI’s Safe Online Surfing Internet Challenge teaches third through eighth graders about #cybersafety. You and your child can explore the SOS website at home at any time at <a href="http://sos.fbi.gov">http://sos.fbi.gov</a>.</td>
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<td>WM MDP Live Photo</td>
<td>#FBI Deputy Director Paul Abbate recently spoke at a cybersecurity summit for K-12 schools. He said a partnership with the FBI before a #cyberattack is critical to a quick recovery. Contact an FBI field office to learn about cyber partnerships: <a href="https://fbi.gov/contact-us/field-offices">https://fbi.gov/contact-us/field-offices</a></td>
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<td>WM MDP</td>
<td>Last night, #FBI Director Christopher Wray participated in Spy Chat, a discussion series presented by the International Spy Museum. Hosted by Chris Costa, Director Wray discussed intelligence, national security, and terrorism issues.</td>
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<td>9/8/2023</td>
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<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog#Viol">https://fbi.gov/news/blog#Viol</a></td>
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<td>Graphic</td>
<td>The #FBI, @CISAgov and @US_CYBERCOM released a joint #CybersecurityAdvisory warning that nation-state threat actors have exploited vulnerabilities to compromise an organization in the aeronautics sector. Learn how to protect against similar activity: <a href="https://ic3.gov/Media/News/2023/230907.pdf">https://ic3.gov/Media/News/2023/230907.pdf</a></td>
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<td>9/9/2023</td>
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<td>Live Photo</td>
<td>With the solemn anniversary of the 9/11 terrorist attacks right around the corner, we examine the 9/11 hijacker’s car used to transport one or more hijackers to Dulles International Airport on Sept. 11, 2001. Learn more about the car here: <a href="https://fbi.gov/history/artifacts/911-hijackers-car">https://fbi.gov/history/artifacts/911-hijackers-car</a></td>
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<td>9/9/2023</td>
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<td>Group</td>
<td>This week, the #FBI conducted cyber investigation training with 40 inspectors from Portugal’s @PJudiciaria. The training is part of ongoing efforts to strengthen collaboration between the two</td>
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<td>Graphic</td>
<td>On this solemn anniversary, the #FBI remembers those who lost their lives as a result of the 9/11 terror attacks. We also honor the memories and sacrifices of those who died from illnesses connected to their work at the crash sites.</td>
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<td>9/11/2023</td>
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<td>Stock Photo</td>
<td>This morning, the #FBI held a ceremony in remembrance of the 2,977 victims who lost their lives on September 11, 2001, and the 30 FBI employees who have passed away as a result of their work on a 9/11 crash site. Read more about their service: <a href="https://fbi.gov/history/wall-of-honor">https://fbi.gov/history/wall-of-honor</a></td>
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<td>WM Live Photo</td>
<td>22 years after the 9/11 attacks, we keep our vow to #NeverForget the impact of those tragic events and their aftermath. Listen to this 2021 episode of Inside the FBI to hear Director Christopher Wray reflect on how this pivotal moment shaped the Bureau: <a href="https://fbi.gov/news/podcasts/inside-the-fbi-director-wray-reflects-on-911-091021">https://fbi.gov/news/podcasts/inside-the-fbi-director-wray-reflects-on-911-091021</a></td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent Leonard W. Hatton, who died saving lives immediately following the September 11, 2001 terrorist attack on the World Trade Center. Read more:</td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent Jerry D. Jobe, who died on September 11, 2010 from health complications associated with exposure to toxic air during 9/11 recovery efforts. Read more: <a href="https://FBI.gov/history/wall-oistory/wall-of-honor/jerry-d-jobe%E2%80%A6">https://FBI.gov/history/wall-oistory/wall-of-honor/jerry-d-jobe…</a> #WallOfHonor</td>
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<td>WM MOC MDP Live Photo</td>
<td>Today, members of the #FBI gathered at the Terrorist Screening Center (TSC) to commemorate the 22nd anniversary of the 9/11 terrorist attacks and honor all the lives lost during the tragic event. The TSC opened in 2003 as a direct result of 9/11. <a href="https://fbi.gov/news/blog#Remembering-9/11">https://fbi.gov/news/blog#Remembering-9/11</a></td>
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<td>9/12/2023</td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Supervisory Special Agent Mark Johnston, who died on September 12, 2017 from an illness incurred as a result of his response to the 9/11 attacks in New York. Read more: <a href="https://FBI.gov/history/wall-oistory/wall-of-honor/mark-johnston%E2%80%A6">https://FBI.gov/history/wall-oistory/wall-of-honor/mark-johnston…</a> #WallOfHonor</td>
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<td>MOC WM MDP Live Photo</td>
<td>#ICYMI on Saturday, in appreciation for our dedicated #FBI workforce, the Bureau celebrated with a night out at Nationals Park. Deputy Director Paul Abbate threw out the first pitch of the game.</td>
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<td>MDP WM Live Photo</td>
<td>#FBI Director Christopher Wray recently delivered a keynote address at the 2023 FBI Atlanta Cyber Threat Summit. He spoke about emerging technologies like AI and described the nation-state #cyber threats the FBI focuses on. Watch his speech here:</td>
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https://FBI.gov/history/wall-oistory/wall-of-honor/leonard-w-hatton #WallOfHonor
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<td>The #FBI, @NSAGov and @CISAgov published an information sheet on “deepfake” threats, techniques and trends. Organizations can take a variety of steps to identify, defend against, and respond to deepfake threats. Read about our recommended mitigations: <a href="https://media.defense.gov/2023/Sep/12/2003298925/-1/-1/0/CSI-DEEPFAKE-THREATS.PDF">https://media.defense.gov/2023/Sep/12/2003298925/-1/-1/0/CSI-DEEPFAKE-THREATS.PDF</a></td>
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<td>Graphic</td>
<td>The #FBI’s Law Enforcement Officers Killed and Assaulted Data Collection monthly preliminary statistics have been released. It contains statistics on law enforcement officers killed in the line of duty so far in 2023. #LEOKA <a href="https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/le/leoka">https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/le/leoka</a></td>
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<td>WW WDP</td>
<td>This week, @FBIKansasCity partnered with the @kcpolice and @MSHTrooperGHQ to host a Youth and Law Enforcement Night. Over 200 community members gathered to learn about law enforcement practices, like how the #FBI dusts for fingerprints. Learn more: <a href="https://fbi.gov/how-we-can-help-you/outreach#Programs">https://fbi.gov/how-we-can-help-you/outreach#Programs</a></td>
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<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Police Officer Kevin Cram. He served with the Algona Police Department in Iowa for eight years.</td>
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<td>Live Photo</td>
<td>This National Forensic Science Week, the</td>
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<td><a href="https://twitter.com/FBI/status/1703786169798885608/photo/2">Twitter</a></td>
<td>Live Photo</td>
<td>This National Forensic Science Week, the #FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more <a href="https://fbi.gov/investigate/how-we-investigate/laboratory-division">here</a>.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/FBI/status/1703831559575425257/photo/1">Twitter</a></td>
<td>Graphic</td>
<td>The #FBI’s Safe Online Surfing Internet Challenge teaches students how to stay safe online and be good cyber citizens through a game-driven, age-appropriate curriculum. Learn more at <a href="http://fbi.gov/sos">FBI.gov/sos</a>.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/FBI/status/170384650914408268/photo/1">Twitter</a></td>
<td>Graphic</td>
<td>The #FBI sends our condolences to the family, friends, and colleagues of Deputy Sheriff Ryan Clinkunbroomer. He served with the Los Angeles County Sheriff’s Department (@LASDHQ) in California for eight years.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/FBI/status/1703866540620210586/photo/1">Twitter</a></td>
<td>Graphic</td>
<td>At the #mWise 2023 Conference, #FBI Director Christopher Wray stressed the importance of companies building partnerships before a cyberattack occurs so that the FBI's Cyber Division can help companies recover more quickly.</td>
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<td>Graphic</td>
<td>Russian International Money Launderer Arrested for Illicitly Procuring Large Quantities of U.S.-Manufactured Dual-Use Military Grade Microelectronics for Russian Elites</td>
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<td>MDP WM Live Photo</td>
<td>#FBI Cyber Assistant Director Bryan Vorndran spoke on an Inside the FBI podcast episode about the importance of securing artificial intelligence (AI) systems from sophisticated attempts to disrupt or degrade their performance. Listen here: <a href="https://fbi.gov/news/podcasts/inside-the-fbi-defending-against-ai-threats">https://fbi.gov/news/podcasts/inside-the-fbi-defending-against-ai-threats</a></td>
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<td>West Virginia Man Admits to Obstructing Tree of Life Trial</td>
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<td>Graphic</td>
<td>#Teachers, as students return to school, the #FBI’s Safe Online Surfing Internet Challenge is reopening to teach third through eighth graders about #cybersafety. Register your in-person or remote class at <a href="http://sos.fbi.gov">http://sos.fbi.gov</a>.</td>
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<td>Graphic</td>
<td>The #FBI and @CISAgov released a joint #CyberSecurityAdvisory to publicize indicators of compromise (IOCs) associated with the Snatch ransomware variant, which has targeted various critical infrastructure sectors. Click to read and help #StopRansomware: <a href="https://ic3.gov/Media/News/2023/230920.pdf">https://ic3.gov/Media/News/2023/230920.pdf</a></td>
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<td>#DYK that in 2022, the #FBI's Internet Crime Complaint Center (IC3) received</td>
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<td>MDP Live Photo</td>
<td>#FBI Director Christopher Wray spoke to counterintelligence task forces from all 56 field offices about combating threats from the People’s Republic of China, which include stealing sensitive U.S. technology &amp; innovation at the cost of American jobs and intimidating dissidents.</td>
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<td>WM MDP Live Photo</td>
<td>When is a toy more than just a toy? A German spy used this doll to smuggle secret photos from Mexico to Nazi Germany. Learn more about the #FBI’s role during World War II: <a href="https://fbi.gov/history/artifacts/microdot-doll">https://fbi.gov/history/artifacts/microdot-doll</a></td>
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<td>WM MDP Live Photo</td>
<td>The #FBI Wall of Honor remembers Special Agent Steven A. Carr, who died on September 25, 2015 from health complications associated with exposure to toxic air during 9/11 recovery efforts. Read</td>
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<td>The #FBI Wall of Honor remembers Special Agent J. Brady Murphy, who died September 26, 1953, following a gun battle in Baltimore, Maryland, one day earlier. Read more: <a href="https://FBI.gov/history/wallstory/wall-of-honor/steven-a-carr">https://FBI.gov/history/wallstory/wall-of-honor/steven-a-carr</a> #WallOfHonor</td>
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<td>Last month, #FBI Deputy Assistant Director Cynthia Kaiser gave a keynote address at the Senior Leaders #Cyber Summit, where she discussed the FBI’s commitment to foreign partners in the event of a major cyber incident. Learn how to partner with the FBI at: <a href="https://fbi.gov/investigate/cyber/partnerships">https://fbi.gov/investigate/cyber/partnerships</a></td>
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<td>Today, the #FBI announces the results of a nationwide effort to combat violent crime during the summer of 2023.</td>
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<td>Stock Photo</td>
<td>Parents and guardians, the #FBI’s Safe Online Surfing Internet Challenge teaches third through eighth graders about #cybersafety. You and your child can explore the SOS website at home at any time at <a href="http://sos.fbi.gov">http://sos.fbi.gov</a>.</td>
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<td>Graphic</td>
<td>Director Wray attended the 9/11 Honor Ceremony to recognize the courageous men and women of the #FBI for their contributions and service during the response, recovery, and investigation in the aftermath of the terrorist attacks on September 11, 2001. We will never forget.</td>
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<td>Stock Photo</td>
<td>#ICYMI, FBI Assistant Director Bryan Vorndran spoke on a recent podcast episode about the importance of Section 702 for the FBI’s cybersecurity mission. Click to learn about Section 702 and hear some surprising #FBI intelligence statistics:</td>
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<td>WM MOC MDP</td>
<td>#FBI Director Wray, Deputy Director Abbate, and the Assistant Director in Charge of @NewYorkFBI, James Smith, met with @NYPDnews leaders to affirm our agencies' ongoing commitment to collaboration, partnership, and protection of the people of New York City — and beyond.</td>
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<td>#DYK, the #FBI possesses unique expertise in countering crimes against cultural heritage? Bureau leaders recently met with @GP_Ukraine to discuss collaborative efforts to return illicitly trafficked Ukrainian cultural property to their rightful homes.</td>
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<td>Graphic</td>
<td>As part of the #FBI's continued dedication to addressing the violence impacting indigenous communities, Operation Not Forgotten examined over 220 cases and focused resources on seeking justice for women and children who have been victims of crime. <a href="https://fbi.gov/news/press-releases/fbi-dedicates-additional-investigative-and-victim-specialist-resources-to-indigenous-women-and-children-in-indian-country">https://fbi.gov/news/press-releases/fbi-dedicates-additional-investigative-and-victim-specialist-resources-to-indigenous-women-and-children-in-indian-country</a></td>
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<td>WM DM Live</td>
<td>Learn about the #FBI's role in investigating deadly conspiracy against the Osage Nation: <a href="https://fbi.gov/history/famous-cases/osage-murders-case">https://fbi.gov/history/famous-cases/osage-murders-case</a></td>
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<td>The #FBI plays a crucial role in combating violent crime nationwide. Read this recent round-up of violent crime stories: <a href="https://fbi.gov/news/blog#Viol">https://fbi.gov/news/blog#Viol</a></td>
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<td>#InsideTheFBI’s podcast's topics range from UFOs and museum heists to Ponzi</td>
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schemes and Top Ten Fugitives. On this International Podcast Day, we give a second listen to a handful of this past year’s episodes that may grab your interest.

### FBI Richmond Facebook

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<td>Graphic</td>
<td>#NationalNightOut 2023 is tonight! As part of our #CommunityOutreach, team members from #FBIRichmond in #RVA and some of our resident agencies across the Commonwealth will support #NNO events at these locations... We look forward to seeing you soon! 🌃</td>
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<td>Live Photo</td>
<td>📸 from #NationalNightOut 2023 at the Eastern Henrico Recreation Center earlier this week...which allowed us the opportunity to highlight our #FBI Blackhawk, our Evidence Response and SWAT teams, and #FBIRichmond’s outreach team members - while engaging with community members 😊. We're already looking forward to next year's NNO!</td>
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| 8/18/2023  | https://www.facebook.com/FBIRichmond/posts/pfid0RnpG218EVWrvjEtMQtfAgRzDYVmamuY3XK3nRgyWCbuqkyGFRkAdNMSLbMCAKYCoTl | Graphic | This week, three #FBIRichmond cases were highlighted via press releases from the Eastern and Western Districts of Virginia's United States Attorney's Office.  
1) Bahram Khosropanah of Chester, #Virginia pleaded guilty on 8/14/23 to embezzling over $1.9 million from his employer. At sentencing in November, he faces up to 20 years in prison.  
https://www.justice.gov/.../chester-man-pleads-guilty-19...  
2) Justin Lee Godsey of Glen Allen, VA, who ran "Sneak Foot," pleaded guilty on 8/17/2023 to an $870,000 #fraud. At Godsey's sentencing in December, he faces up to 20 years in prison.  
https://www.justice.gov/.../glen-allen-man- |
pleads-guilty...
3) Civil War reenactor Gerald Leonard Drake of Winchester, VA, was sentenced to nine years in federal prison for mailing threatening letters and planting a pipe bomb during a 2017 Civil War reenactment. https://www.justice.gov/.../winchester-man-serve-nine...

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<td>#FBIRichmond fully embraces the importance of connecting &amp; partnering with corporate, community &amp; academic organizations. We invite you to learn about &amp; engage in our #outreach by clicking <a href="https://www.fbi.gov/.../field.../richmond/community-outreach">https://www.fbi.gov/.../field.../richmond/community-outreach</a>. 🚨 - #NationalNightOut 2023, courtesy of Henrico FOP Lodge 4.</td>
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<td>The #FBI's Safe Online Surfing Internet Challenge is a FREE, fun &amp; educational program for 3rd-8th graders that can easily be incorporated into #cybersecurity curriculums. Starting 9/1/2023, teachers can register for the 2023-2024 school year. Learn more: fbi.gov/sos.</td>
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<td>The 2023-2024 school year is here. Welcome back students! Now's a good time to remind everyone that making hoax threats is a serious crime with serious consequences. Stay focused, stay safe &amp; report threats immediately... to local law enforcement or the #FBI via tips.FBI.gov. #ThinkBeforeYouPost To learn more: <a href="https://ow.ly/wyFb50PAomx">https://ow.ly/wyFb50PAomx</a></td>
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<td>Parents of and college students...as you prepare to return to school, be cautious while searching for off-campus housing. Take a look at these #tips from the Federal Trade Commission to help you spot rental...</td>
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<td>Have you, or someone you know, lost cryptocurrency due to fraud, scams, or theft? The FBI – Federal Bureau of Investigation has issued this PSA warning related to cryptocurrency recovery schemes: <a href="https://www.ic3.gov/Media/Y2023/PSA230811">https://www.ic3.gov/Media/Y2023/PSA230811</a>. Protect yourself, and report suspicious activities to IC3.gov.</td>
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1- Anthony Brian Barnett of Roanoke was recently sentenced to 186 months in prison, after pleading guilty to conspiring to distribute heroin and para-fluorofentanyl while incarcerated. He will serve this sentence after finishing an 8 year sentence resulting from a prior malicious wounding conviction in Roanoke.
https://www.justice.gov/.../roanoke-drug-dealer-sentenced...

2- Howard Lee Stith of Freeman has been charged with defrauding elderly homeowners in #RVA. If convicted, Stith faces up to 30 years in prison. If you or someone you know believes you've been harmed by Stith's criminal actions, the USAO encourages you to call 804-819-7429.
https://www.justice.gov/.../man-charged-defrauding...
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<td><a href="https://www.facebook.com/FBIRichmond/posts/pbid07Vqe55sjPBr5uzPx8cSWjuFHKzEaP3TGqb6rYAEdY48NU8QCC3efcbz43o7oq5C2l">https://www.facebook.com/FBIRichmond/posts/pbid07Vqe55sjPBr5uzPx8cSWjuFHKzEaP3TGqb6rYAEdY48NU8QCC3efcbz43o7oq5C2l</a></td>
<td>Graphic</td>
<td>Recognizing and honoring the thousands of men and women who lost their lives during the #September11 attacks, and those who became ill and have passed since - FBI - Richmond will participate in their 3rd annual #Richmond3000 next week. Be on the lookout for here. #MondayMotivation</td>
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<td>8/28/2023</td>
<td><a href="https://www.facebook.com/FBIRichmond/posts/pbid02ZNAc8stJ45BqeK5SYcYjqzncCADqmdEBs6mux2Hkt7JJJk6WxXDg6ey13ipYRqal">https://www.facebook.com/FBIRichmond/posts/pbid02ZNAc8stJ45BqeK5SYcYjqzncCADqmdEBs6mux2Hkt7JJJk6WxXDg6ey13ipYRqal</a></td>
<td>Stock</td>
<td>#DYK that in addition to following FBI - Richmond on Facebook, you can also follow us on Twitter via <a href="https://twitter.com/fbirichmond">https://twitter.com/fbirichmond</a>? Please help spread the word so we can connect with our community members as effectively as possible. Thank you!</td>
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<td>8/28/2023</td>
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<td>Advertisement</td>
<td>The FBI – Federal Bureau of Investigation's Safe Online Surfing (SOS) Internet Challenge is a free, fun, and educational program for third through eighth-grade students that covers #cybersafety. Starting September 1, teachers can register students for the 2023-2024 school year.</td>
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<td>Graphic</td>
<td>Learn more at fbi.gov/sos. Be on the lookout for an FBI - Richmond video - coming soon - about the SOS challenge, featuring an elementary school from Floyd, Virginia. Here's a hint: #GoLittleBuffels! Virginia Department of Education - VDOE Floyd County Public Schools - Virginia</td>
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<td><a href="https://www.facebook.com/FBIRichmond/posts/pfbid02xyfJWLG7os1Yucq4SqrsGxSf3CYv7BGtCDJvhQ1odkySkE5ePgh12Jw3az5uCml">https://www.facebook.com/FBIRichmond/posts/pfbid02xyfJWLG7os1Yucq4SqrsGxSf3CYv7BGtCDJvhQ1odkySkE5ePgh12Jw3az5uCml</a></td>
<td>PSA</td>
<td>#DYK the FBI – Federal Bureau of Investigation's #Honors Internship Program is the perfect way for college and graduate students to jump-start their careers? The application period begins September 5th, and will run through the 20th. Learn more about upcoming internship opportunities via #FBIJobs today. <a href="https://ow.ly/5u50PCYR0">https://ow.ly/5u50PCYR0</a></td>
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<td>Stock WW</td>
<td>FBI - Richmond's looking forward to engaging with students attending the University of Virginia - #Diversity and Club Recruiting Fair this evening. For those that can't make it, you can find full-time permanent positions and</td>
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<td>Graphic</td>
<td>Yesterday, FBI – Federal Bureau of Investigation Director Christopher Wray announced a Bureau-led operation that crippled a long-running botnet. Just in the past year, this botnet infected approximately 700,000 computers. Learn how the #FBI restored control to victims:</td>
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<td>8/31/2023</td>
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<td>FBI - Richmond is looking forward to participating in our 3rd Henrico County Public Schools #LifeReady Expo at Hermitage High School in several weeks. It's an excellent opportunity to share information about #careers so students can plan accordingly. Interested in knowing what some of those FBIJobs are ahead of time? ☝️ here FBIJobs.gov. Henrico Career &amp; Technical Education - CTE</td>
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<td>Good morning #RVA &amp; #SouthwestVirginia residents! Another #FeelGoodFriday moment brought to you courtesy of graduates from FBI - Richmond's 2023 Citizens &amp; Teen Academies... Collecting similar memories &amp; getting to know us via our #outreach is easy, click <a href="https://www.fbi.gov/.../field.../richmond/community-outreach">https://www.fbi.gov/.../field.../richmond/community-outreach</a></td>
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<td>Live Photo</td>
<td>Virginia State Police Seeking Tips on Person(s) Who Set Fire to Construction Equipment in Franklin County #VSP is requesting the public's assistance with identifying the individual(s) responsible for setting fire to construction equipment being used by the Mountain Valley Pipeline project in Franklin County. The fires are believed to have been set around 5 a.m. Thursday (Aug. 31, 2023) on private property in the 800 block of Leaning Oak Rd. The fires destroyed two pieces of heavy machinery being used to excavate the site. The Virginia State Police Bureau of Criminal Investigation's Salem Field Office responded to the scene to investigate the fires. At the scene, investigators recovered evidence consistent with homemade incendiary devices, which will be examined forensically by the FBI Laboratory. Anyone with information related to this incident is encouraged to contact the Virginia State Police at 540-375-9500 or by email at <a href="mailto:questions@vsp.virginia.gov">questions@vsp.virginia.gov</a>. Anonymous tips are welcome. The FBI - Richmond and ATF are assisting with the ongoing criminal investigation. A HAZMAT cleanup team also responded to the scene to mitigate environmental damage caused by the burnt vehicles and the proximity of a nearby stream. Standing Watch - Office of the Sheriff, Franklin County, Va Rocky Mount Police Department - Virginia</td>
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<td>Live Photo MDP</td>
<td>This week, the Richmond office participates in the third annual Richmond 3000, where we pledged to run or walk 3000 laps around the Richmond #FBI office to honor the nearly 3000 lost on 9/11 and to honor the many we have since lost due to their response to 9/11 or who continue to struggle with 9/11 health-related illnesses. #NeverForget #September11</td>
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<td>Live Photo MDP WM</td>
<td>FBI Richmond 3000 event concluded today. Thank you to our media and law enforcement partners for sharing this</td>
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<td>Live Photo</td>
<td>FBI Richmond 3000 event concluded today. Thank you to our media and law enforcement partners for sharing this moment with us. A special thank you to Lt. Warren from the Prince George County Police Department, for your unique contribution to our event 🎶 Prince George's County Police Department</td>
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<td>Group Graphic Live Photo</td>
<td>Are you a Roanoke or southwest Virginia resident interested in learning about the #FBI? Good news! Coming February 2024: an FBI Roanoke Citizens Academy. This academy experience will provide a unique opportunity for our business, faith-based, civic and community leaders interested in getting to know more about the</td>
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FBI's inner workings an opportunity to do so by engaging with our cadre of special agents, professional support and intel staff.

Learn more about FBI - Richmond's outreach program here: https://www.fbi.gov/.../field.../richmond/community-outreach; and when you're ready, complete this nomination form by the 10/31/23 deadline: https://forms.fbi.gov/fbi-citizens-academy-nomination..

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<td>Graphic</td>
<td>#DYK that National HispanicHeritageMonth is commemorated each September 15 to October 15? As the U.S. celebrates the culture and contributions of Hispanic Americans, the #FBI honors the many ways our Hispanic American colleagues have contributed to the Bureau.</td>
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<td>Graphic</td>
<td>¿Sabías que el #MesDeLaHerenciaHispana se conmemora del 15 de septiembre al 15 de octubre? Mientras que los EE.UU celebra la cultura y las contribuciones de hispanoamericanos, el #FBI honra las muchas maneras en las que nuestros colegas hispanoamericanos han contribuido al Buró.</td>
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<td>PSA</td>
<td>FBI Most Wanted Case of the Week: Micheliegh Iron Cloud, a homicide victim from a hit and run that occurred on June 17, 2022, in South Dakota. #Reward offered up to $10,000. Send #tips to tips.fbi.gov. <a href="https://www.fbi.gov/.../seeking-">https://www.fbi.gov/.../seeking-</a></td>
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<td>Stock WW</td>
<td>Are you a current service member or veteran interested in transitioning over to the FBI – Federal Bureau of Investigation? Visit our Military and Veterans webpage to learn more about the opportunities: <a href="https://fbijobs.gov/military-veterans">https://fbijobs.gov/military-veterans</a> #FBJobs #Benefits #Internships #30x30Initiative</td>
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<td>Graphic</td>
<td>#Happening this week: Henrico County Public Schools #LifeReady Expo at Hermitage High School. What an exciting opportunity to share info about #careers - thank you, Henrico Career &amp; Technical Education - CTE, for inviting us.</td>
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<td>Graphic</td>
<td>Feeling anxious or tongue-tied when reporting something suspicious to the #FBI is not unusual. You can remain anonymous. Just remember - you're calling because you want to help and make a difference in solving a crime or preventing others from happening. #TipTuesday</td>
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<td>MOC MDP Stock</td>
<td>FBI - Richmond recruiters are on Virginia Tech's campus, participating in the Aerospace, Defense and Intelligence Career Fair, sponsored by the Kevin T. Crofton</td>
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<td>Stock</td>
<td>This National Forensic Science Week, the #FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more <a href="https://www.fbi.gov/.../how-we.../laboratory-division">here</a>. #STEM</td>
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<td>Stock</td>
<td>Students attending VCU College of Engineering's Internship and Career Fair today, we look forward to sharing with you the many opportunities there are for #FBIJobs within your chosen field. When you're ready to join our team, apply via FBIJobs.gov.</td>
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<td>Stock</td>
<td>Recruiters from FBIRichmond will be at Virginia Union University's campus next week, participating in their Fall Internship, Career and Graduated Fair. Stop by and learn what #FBIJobs and #internships could be within reach. #HBCU FBIJobs.gov</td>
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<td>Graphic</td>
<td>A friendly reminder: if you answer a phone call and the caller asks for payment using a gift card, it's likely a scam. Law enforcement nor legitimate organizations will ever ask for payment with a gift card; in fact law enforcement will never make that call in the first place!</td>
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<td>The FBI Most Wanted Case of the Week involves the shooting death of Kevin Robert Harris, II, who was gunned down while in his vehicle on September 20, 2009, in Inglewood, CA. #Reward - up to $25,000 for #tips. Tips.FBI.gov</td>
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<td>Graphic</td>
<td>Este #MesDeLaHerenciaHispana, celebrado a nivel nacional, el #FBI honra las contribuciones y tradiciones de los miembros, asociados y colegas hispanos de nuestra comunidad en todo el país.</td>
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<td>Graphic</td>
<td>This National #HispanicHeritageMonth, the #FBI honors the contributions and traditions of our Hispanic community members, partners, and colleagues throughout the country.</td>
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<td>Graphic</td>
<td>Just before #CybersecurityAwarenessMonth, FBI - Richmond will share practical measures to safeguard against potential #cyber threats, to the 2400-3K attendees of Chesterfield County Virginia Government's &quot;Navigating Cyber Risks&quot; training.</td>
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<td>Graphic</td>
<td>#DYK we connect with our community by providing speakers for various organizations on a myriad of topics? Case in point, we were recently asked by Chesterfield County Virginia Government to present on &quot;Navigating Cyber Risks&quot; to thousands of their employees.</td>
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<td>#ICYMI the Eastern District of Virginia's, United States Attorney's Office recently</td>
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<td>195530243558557&amp;</td>
<td>honored 300+ officers and agents from federal, state and local law enforcement for &quot;Exceptional Service to the Community&quot; by presenting them with Public Service Awards.</td>
<td><a href="https://www.justice.gov/.../edva-honors-federal-state-and">https://www.justice.gov/.../edva-honors-federal-state-and</a>... And here are the cases FBI - Richmond were recognized for...</td>
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<td>#ICYMI this week, the United States Attorney's Office's Eastern and Western Districts of Virginia have issued press releases pertinent to FBI - Richmond investigations: Brian Cory Hoover of Marion, VA, has pled guilty to trafficking methamphetamine into #SWVA since 2021. At sentencing, he faces 25-30 years. <a href="https://www.justice.gov/.../marion-man-pleads-guilty">https://www.justice.gov/.../marion-man-pleads-guilty</a>... Jayson Colavalla of NC; along with co-conspirators Carl McNeill of PA, Richard Crock of GA and Ksyntolious Miller of VA, have been sentenced for their roles in a multi-million dollar #fraud scheme. <a href="https://www.justice.gov/.../north-carolina-man-sentenced">https://www.justice.gov/.../north-carolina-man-sentenced</a>... Foreign national, Nan Huang, formerly of Henrico, has pled guilty to conspiracy &amp; insider trading. Huang fled the U.S. in 2015, and was arrested earlier this year after returning to the states. At sentencing in February 2024 he faces 25 yrs in prison.</td>
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FBI Richmond Twitter (X)
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<td>Graphic</td>
<td>#NationalNightOut 2023 is tonight!</td>
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<td>As part of our #CommunityOutreach, team members from #FBIRichmond in #RVA and some of our resident agencies across the Commonwealth will support #NNO events at these locations...</td>
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<td>We look forward to seeing you soon!</td>
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<td>Live Photo WM WDP</td>
<td>Recently members of the #FBI's Explosives Unit visited #RVA to host an Explosives Awareness &amp; IED Familiarization Course for #K9 handlers from @VaCapitolPolice @VSPPIO @NSAGov @PBurgPolice @LU_PublicSafety @UVAPolice @RichmondPolice @AlbemarleCountyPD &amp; Chesterfield Co. SO.</td>
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| 8/19/2023  | https://twitter.com/FBIRichmond/status/1692899632907464732/photo/1 | Live Photo | #FBIRichmond fully embraces the importance of connecting & partnering with corporate, community & academic organizations. We invite you to learn about & engage in our #outreach by clicking https://fbi.gov/contact-us/field-offices/richmond/community-outreach.  
- #NationalNightOut 2023, courtesy of Henrico FOP Lodge 4. |
| 8/20/2023  | https://twitter.com/FBIRichmond/status/1693286814696567007/photo/1 | Graphic | The #FBI's Safe Online Surfing Internet Challenge is a FREE, fun & educational program for 3rd-8th graders that can easily be incorporated into #cybersecurity curriculums. Starting 9/1/2023, teachers can register for the 2023-2024 school year. Learn more: http://fbi.gov/sos. |
| 8/21/2023  | https://twitter.com/FBIRichmond/status/1693578915917250857/photo/1 | Graphic | The 2023-2024 school year is here. Welcome back students! Now's a good time to remind everyone that making hoax threats is a serious crime with serious consequences. Stay focused, stay safe & report threats immediately. #ThinkBeforeYouPost  
To learn more: https://ow.ly/wyFb50PAomx |
| 8/22/2023  | https://twitter.com/FBIRichmond/status/1694016755784360403/photo/1 | Stock   | Parents of and college students...as you prepare to return to school, be cautious while searching for off-campus housing. Take a look at these #tips from @FTC to help you spot rental listing #scams: http://ow.ly/GSS750PwC52  
#TipTuesday |
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<td>Graphic</td>
<td>Have you, or someone you know, lost #cryptocurrency due to #fraud, #scams, or theft? The #FBI has issued this PSA warning related to cryptocurrency recovery schemes: <a href="https://ow.ly/aWee50PBy3E">https://ow.ly/aWee50PBy3E</a>. Protect yourself, and report suspicious activities to <a href="https://ow.ly/KAsF50PBy3C">https://ow.ly/KAsF50PBy3C</a>.</td>
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<td>Graphic</td>
<td>#FBI Special Agent recruitment posters, then &amp; now. Are you a U.S. citizen between the ages of 23-36, interested in a rewarding career with great benefits? Train like an agent via <a href="https://ow.ly/fJK50PBzLE">https://ow.ly/fJK50PBzLE</a>, then apply to be one: <a href="https://ow.ly/zwaJ50PBzLC">https://ow.ly/zwaJ50PBzLC</a> #ThrowbackThursday #FBIJobs</td>
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<td>Live Photo</td>
<td>A benefit of graduating from #FBIRichmond's Citizens Academies...opportunities to continue engagement by attending our &quot;Speaker's Nights.&quot; Last night, recent graduates and those from as far back as 2006 attended a presentation on #HumanTrafficking. <a href="https://fbi.gov/contact-us/field-offices/richmond/community-outreach">https://fbi.gov/contact-us/field-offices/richmond/community-outreach</a></td>
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8/25/2023 https://twitter.com/FBIRichmond/status/1695013269524619293/photo/3 Graphic Good morning #RVA & #SouthwestVirginia residents!

This #FeelGoodFriday moment is brought to you courtesy of graduates from #FBIRichmond's 2023 Citizens & Teen Academies...

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8/28/2023 https://twitter.com/FBIRichmond/status/1696281599904514411/photo/1 Graphic Recognizing & honoring the thousands of men & women who lost their lives during the #September11 attacks, and those who became ill and have passed since - #FBIRichmond will participate in their 3rd annual #Richmond3000 next week. Be on the lookout for 🐪 here. #MondayMotivation

8/28/2023 https://twitter.com/FBIRichmond/status/1696257637946450168/photo/1 Stock #DYK that in addition to following #FBIRichmond on Twitter, you can also follow us on Facebook via https://facebook.com/FBIRichmond/? Please help spread the word so we can connect with our community members as effectively as possible. Thank you!

8/28/2023 https://twitter.com/FBIRichmond/status/1696104139376255082/photo/1 Graphic Interested in becoming an #FBI special agent?

#FBIRichmond recently held a #Diversity Agent Recruitment event in #RVA and will be hosting another this fall in #SouthwestVirginia. Be on the lookout for
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<td>Advertisement</td>
<td>The #FBI's Safe Online Surfing Internet Challenge is a free, fun, and educational program for third through eighth-grade students that covers #cybersafety. Starting September 1, teachers can register students for the 2023-2024 school year. Learn more at <a href="http://fbi.gov/sos">http://fbi.gov/sos</a>.</td>
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| 8/29/2023  | https://twitter.com/FBIRichmond/status/1696553469740499333/photo/1  | PSA           | @FBIMostWanted
Case of the Week: Maribel Oquendo-Carrero - last seen on 12/6/1982, purchasing items from a store near her home in Homestead, FL. She was 9 years old. #Reward offered, up to $25K. Send #tips to http://Tips.FBI.gov. https://fbi.gov/wanted/kidnap/maribel-oquendo-carrero @FBIMiamiFL | https://twitter.com/FBIRichmond/status/1696553469740499333/photo/1                                  |
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<td>Graphic</td>
<td>#FBIRichmond's looking forward to engaging with students attending the @UVA: #Diversity and Club Recruiting Fair this evening. For those that can't make it, you can find full-time permanent positions and internship opportunities here <a href="http://FBIJobs.gov">http://FBIJobs.gov</a>.</td>
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<td>Update: #FBIRichmond runs 1402 laps for the September 11 tribute at the Richmond 3000 event.</td>
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<td>FBI Richmond 3000 event concluded today. Thank you to our media and law enforcement partners for sharing this moment with us. A special thank you to Lt. Warren from the Prince George County Police Department, for your unique contribution to our event 🎵 @PrinceGeorgeVaPD</td>
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<td>Graphic</td>
<td>¿Sabías que el #MesDeLaHerenciaHispana se conmemora del 15 de septiembre al 15 de octubre? Mientras que los EE.UU celebra la cultura y las contribuciones de hispanoamericanos, el #FBI honra las muchas maneras en las que nuestros colegas hispanoamericanos han contribuido al Buró.</td>
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<td>Congratulations Major Ruxer, Colonial Heights PD, and Assistant Chief Taylor, @VCUPD on your graduation from the #FBI's National Academy (FBINA) Session 287. It's a lot of work, but rewarding. Learn about the FBINA experience here: <a href="https://fbi.gov/news/stories/fbi-national-academy">https://fbi.gov/news/stories/fbi-national-academy</a></td>
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<td>WM MDP Live Photo</td>
<td>2J2 This year, 2022-23 VACP President Colonel Katz (@CCPDVa) recognized Special Agent in Charge (SAC) Stanley Meador of the Federal Bureau of Investigation (#FBI)'s Richmond Division. The award was presented to SAC Meador at the VACP Annual Conference on September 12, 2023.</td>
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<td>PSA</td>
<td>Case of the Week: Micheliegh Iron Cloud, a homicide victim from a hit and run that occurred on June 17, 2022, in South Dakota. #Reward offered up to $10,000. Send #tips to <a href="http://tips.fbi.gov">http://tips.fbi.gov</a>. <a href="https://fbi.gov/wanted/seeking-info/micheliegh-iron-cloud">https://fbi.gov/wanted/seeking-info/micheliegh-iron-cloud</a> @FBIMinneapolis</td>
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| 9/16/2023  | https://twitter.com/FBIRichmond/status/1703046227183481339            | Stock Photo | Are you a current service member or veteran interested in transitioning over to the #FBI?  
Visit our Military and Veterans webpage to learn more about the opportunities: https://fbijobs.gov/military-veterans  
#FBIJobs #Benefits #Internships #30x30Initiative |
| 9/18/2023  | https://twitter.com/FBIRichmond/status/1703743229626052683            | Graphic    | #Happening this week: @HenricoSchools #LifeReady Expo at @HermitageHS  
. What a wonderful opportunity to share info about #careers - thank you, @HenricoCTE, for inviting us.  
😊 See you soon! |
| 9/19/2023  | https://twitter.com/FBIRichmond/status/1704163691938079207            | Graphic    | Feeling anxious or tongue-tied when reporting something suspicious to the #FBI is not unusual. You can remain anonymous. Just remember - you're calling because you want to help and make a difference in solving a crime or preventing others from happening.  
#TipTuesday |
| 9/19/2023  | https://twitter.com/FBIRichmond/status/                               | Stock Photo | #FBIRichmond recruiters are all over the Commonwealth lately, seeking talented |

Case of the Week: Micheliegh Iron Cloud, a homicide victim from a hit and run that occurred on June 17, 2022, in South Dakota.  
#Reward offered up to $10,000. Send #tips to http://tips.fbi.gov. https://fbi.gov/wanted/seeking-info/micheliegh-iron-cloud @FBIMinneapolis
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<td>Stock Photo</td>
<td>Students interested in joining Team #FBI. Students at VSU_1882 - we'll be on campus a bit longer...come find us, and let's discuss those FBIJobs that interest you. #HBCU <a href="http://FBIJobs.gov">http://FBIJobs.gov</a></td>
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<td>Stock Photo</td>
<td>#FBIRichmond recruiters are on @virginia_tech 's campus, participating in @VirginiaTechAOE 's Aerospace, Defense and Intelligence Career Fair. To learn more about FBIJobs involving various aspects of engineering, look here: <a href="https://fbijobs.gov">https://fbijobs.gov</a>.</td>
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<td><a href="https://twitter.com/FBIRichmond/status/1704504500105425265">https://twitter.com/FBIRichmond/status/1704504500105425265</a></td>
<td>Stock Photo</td>
<td>This National Forensic Science Week, the FBI recognizes forensic science's contribution in supporting the Bureau's mission using techniques—such as cryptanalysis, document analysis, trace evidence, latent prints, and chemistry. Learn more <a href="https://fbi.gov/investigate/how-we-investigate/laboratory-division">https://fbi.gov/investigate/how-we-investigate/laboratory-division</a>. #STEM</td>
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<td>9/21/2023</td>
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<td>Stock Photo</td>
<td>Students attending @VCUENGR 's Internship and Career Fair today, we look forward to sharing with you the many opportunities there are for FBIJobs within your chosen field. When you're ready to join our team, apply via <a href="http://FBIJobs.gov">http://FBIJobs.gov</a>.</td>
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<td>9/22/2023</td>
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<td>Graphic</td>
<td>A friendly reminder: if you answer a phone call from an unknown number, be cautious...</td>
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**MDP**
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<td>PSA</td>
<td>The @FBIMostWanted Case of the Week involves the shooting death of Kevin Robert Harris, II, who was gunned down while in his vehicle on September 20, 2009, in Inglewood, CA. #Reward - up to $25,000 for #tips. <a href="http://Tips.FBI.gov">http://Tips.FBI.gov</a> <a href="https://fbi.gov/wanted%E5%AF%BB%E6%B1%82-info/kevin-robert-harris-ii">https://fbi.gov/wanted寻求-info/kevin-robert-harris-ii</a> @FBILosAngeles</td>
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<td>Graphic</td>
<td>Este #MesDeLaHerenciaHispana, celebrado a nivel nacional, el #FBI honra las contribuciones y tradiciones de los miembros, asociados y colegas hispanos de nuestra comunidad en todo el país. #MesDeLaHispanidad</td>
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<td><a href="https://twitter.com/FBIRichmond/status/1706247291860881618">https://twitter.com/FBIRichmond/status/1706247291860881618</a></td>
<td>Graphic</td>
<td>This National #HispanicHeritageMonth, the #FBI honors the contributions and traditions of our Hispanic community members, partners, and colleagues throughout the country.</td>
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<td>Graphic</td>
<td>Just before #CybersecurityAwarenessMonth, #FBIRichmond will share practical measures to safeguard against potential cyber threats, to the 2400-3K attendees of Chesterfield County's &quot;Navigating Cyber Risks&quot; training. Read more about the cyber threat: <a href="https://fbi.gov/investigate/cyber">https://fbi.gov/investigate/cyber</a></td>
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<tr>
<td>9/27/2023</td>
<td><a href="https://twitter.com/FBIRichmond/status/1707028630012854432">https://twitter.com/FBIRichmond/status/1707028630012854432</a></td>
<td>Stock Photo</td>
<td>#FBIRichmond is happy to participate in @LibertyU's Criminal Justice Club's Career Panel today.</td>
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<td>Graphic</td>
<td>#DYK we connect with our community by providing speakers for various organizations on a myriad of topics? Case in point, we were recently asked by @ChesterfieldVa to present on &quot;Navigating Cyber Risks&quot; to thousands of their employees.</td>
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<td>9/29/2023</td>
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<td>Graphic</td>
<td>#ICYMI @EDVAnews recently honored 300+ officers and agents from federal, state and local law enforcement for &quot;Exceptional Service to the Community&quot; by presenting them with Public Service Awards.</td>
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<td><a href="https://justice.gov/usao-edva/pr/edva-honors-federal-state-and-local-law-enforcement-exceptional-service-community">https://justice.gov/usao-edva/pr/edva-honors-federal-state-and-local-law-enforcement-exceptional-service-community</a> And here are the cases #FBIRichmond were recognized for...</td>
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<td>LivePhoto</td>
<td>#DYK #OTD in 1975 the J. Edgar Hoover #FBI Building was formally dedicated by President Gerald Ford?</td>
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<td>Deputies from the District of East Virginia participated in National Night Out in Richmond, VA., where they met with the community to share how the agency aids the public in their duties.</td>
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<td>Group Photo</td>
<td>On Tuesday, August 15, 2023, D/NM United States Marshal Sonya K. Chavez was the keynote speaker for the New Mexico Sheriffs' Association annual meeting in Ruidoso, NM.</td>
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<td>WW</td>
<td>Interns from E/PA spent their final week visiting the Philly PD Crime Scene unit and Firearms Investigations unit. E/PA hopes that by exposing the students to the different aspects of LE, they can make educated decisions on their future LE careers.</td>
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<td>PSA</td>
<td>On August 17th, the PSWRFTF in Northern California assisted East Bay Regional Park District Police Department in the arrest of homicide suspect Ginrhic Santiago.</td>
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<td>Group Photo Live</td>
<td>#USMS NVOTF Officer Safety Training for #LasVegas DUSMs, TFOs, and partner</td>
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**Note:** The table entries include links to Facebook photos, with descriptions and links to related content.
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<td>Group</td>
<td>#USMS NVOTF Officer Safety Training for #LasVegas DUSMs, TFOs, and partner agencies from DEA, HSI, ICE, Nevada DOC, and NDI. Training with incredible views!</td>
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<td>PSA</td>
<td>The Northern Ohio Violent Fugitive Task Force is offering a reward for information which would lead to the capture of fugitive Michael Brown. Brown is wanted by the Cuyahoga County Sheriff’s Department and the United States Marshals Service for rape:</td>
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<td>MOC</td>
<td>On August 19, 2023, deputies from the District of Maryland’s #SilverShield Unit attended the Back to School Event to help the children of Baltimore, MD, prepare for the upcoming school year.</td>
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<td>Live</td>
<td>On August 19, 2023, deputies from the District of Maryland’s #SilverShield Unit attended the Back to School Event to help the children of Baltimore, MD, prepare for the upcoming school year.</td>
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<td><a href="https://www.facebook.com/USMSHQ/videos/955487338867981">https://www.facebook.com/USMSHQ/videos/955487338867981</a> PSA</td>
<td>U.S. Marshals Special Operations Group (SOG) members transport El Chapo to and from court in NYC. If he is going to escape, this would be the time to do it. After the trial, SOG secretly whisked him away and took him to ADX Florence in Colorado. Hear about their security plans, their conversations with El Chapo,</td>
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<td>US Marshal T. Michael O'Connor of the Southern District of Texas and Galveston Division Task Force members presented Memorial Herman Life Flight Team members with a certificate of appreciation for their vital role in saving the life of Galveston Police Department K9 Jorka. Veterinarians say, &quot;If it weren't for K9 Life Flight, K9 Jorka wouldn't have made it.&quot;</td>
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<td>Group Photo</td>
<td>More than 150 federal law enforcement officers are assisting on the ground in Maui in support of Emergency Support Function #13: <a href="https://www.justice.gov/.../justice-department-provides">https://www.justice.gov/.../justice-department-provides</a>...</td>
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<td>PSA</td>
<td>The Northern Ohio Violent Fugitive Task Force is offering a reward for information that would lead to the capture of fugitive Manija Downey. Downey is wanted by the Cleveland Division of Police and the United States Marshals Service for homicide:</td>
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<td>This exceptional event took place at the Orange County Sheriff’s Training Academy, and it provided an excellent platform for learning essential self-defense techniques and forging stronger relationships with our esteemed law enforcement partners from the Long Beach PD and Orange County Sheriff’s Department. It was an enriching experience that allowed us to enhance our skills while fostering valuable connections within our community. #LongBeachPoliceDepartment #OrangeCountySheriffsDepartment</td>
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<td>9/1/2023</td>
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<td>The USAO of E/PA hosted its first annual Future AUSA summer program. The students were educated on the Judicial process, the FBI, ATF, Secret Service, and USMS. Several Federal Judges also lectured them. The USAO should be proud of the program they created.</td>
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<td>Graphic</td>
<td>#AdministrativeSupport professionals! Are you looking for a fulfilling career in a great location? #USMS is #Nowhiring for an #AdministrativeSupport Assistant in D.C.! Join #USMS and #BeTheDifference. Apply now: <a href="https://www.usajobs.gov/job/747376500">https://www.usajobs.gov/job/747376500</a> #USMSJobs #dmvjobs #administrativejobs</td>
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<td>In August, Southern District of New York (SDNY) Deputy U.S. Marshals Steven Wein and Joseph McDonald worked with several partner agencies, including the NYPD, DEA, CBP, DSS, FBI, MTA Police, Nassau County Police, and others to train and educate approximately 200 Police Explorers from New York City and surrounding areas. Explorers trained and competed in several disciplines, including protective security, first aid, firearms, crime scene processing, and military drill.</td>
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Additionally, during a week-long Explorer camp, Explorers received the opportunity to participate in events like rappelling, rock climbing, mountain biking, wilderness survival, and other outdoor activities. DUSM Wein represented the USMS during the program's Career Day, which allowed Explorers to learn about different agencies and ask questions about hiring criteria. Out of eight Explorer Companies that participated in the camp, DUSM Joseph McDonald instructed Hotel Company, which won first place, and DUSM Wein instructed Bravo Company, which won second place. These volunteer initiatives reinforce the SDNY's efforts with its own Explorers Post—one of the nation's first chartered USMS Explorers Posts that has rapidly established itself as highly competitive and best-in-class. Their tireless volunteer recruiting and program delivery efforts in direct support of the DOJ's Strategic Plan and the USMS mission bring great credit to themselves and the United States Marshals Service.

9/8/2023


Live Photo Group Photo

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Director Ronald L. Davis and acting U.S. Marshal Christopher Barther met with federal, state and local law enforcement leaders to discuss crime reduction strategies in the community in Cedar Rapids, Iowa, on September 7, 2023. In 2023, the USMS in
Northern Iowa conducted more than four enforcement operations, resulting in multiple arrests of violent felony fugitives and sex offenders, numerous firearms seizures and federal case prosecutions across the state of Iowa.

9/8/2023
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Graphic
Want to be #SeniorExecutive for the facilities/property management, office construction, records management, capital assets, and OSHA? Join us and #BeTheDifference. Associate Director for Admin is now open, closes 10/6/23: https://www.usajobs.gov/job/747319000

9/8/2023
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Start your #HCareer with #USMS. Recent #CollegeGrad, apply now! Closes 09/19/2023 or at 200 applicants (whichever comes first): https://www.usajobs.gov/job/746189900

9/8/2023
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Graphic
Management & Program Analysts come work for a world-class law enforcement agency #USMS. Conduct studies and analyses to address Asset Forfeiture issues. Apply now (9/6/23-9/12/23) job located in Arlington, VA

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https://www.facebook.com/USMSHQ/posts/pbid02a9oHJx8xh3qbySNt88efS7BA3EchjbWmZjFx7EmKqZbnsAwvF3pN1847gAbkTHrnl
Live Photo Group Photo
The Pacific South West Regional Fugitive Task Force assisted Vallejo PD in the arrest of two subjects wanted for homicide in July. On 8/20, Gerald Collins, 23, was arrested by US Marshals and Vacaville SWAT and Armando Menendez was arrested on 9/6 by US Marshals and Vallejo PD.

9/11/2023
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PSA
The Northern Ohio Violent Fugitive Task Force is offering a reward for information that would lead to the capture of fugitive Steven Cole. Cole is wanted by the Cleveland Division of Police and the United States Marshals Service for murder:
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<td>Live Photo</td>
<td>Today, we remember September 11th, 2001. The U.S. Marshals Service sends its thoughts and prayers to all friends and family who lost loved ones on that tragic day and the first responders who gave their lives to save many. #Neverforget</td>
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<td>Live Photo Group Photo</td>
<td>The 30x30 working group met this week to discuss efforts for the initiative. 30x30 is an initiative to advance the representation and experiences of women in policing agencies across the United States. USMS is proud to be the first federal agency to sign the pledge a year ago.</td>
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<td>MOC MDP Live Photo</td>
<td>The Rotary Clubs of Southern Nevada recognized Supervisory Deputy U.S. Marshal (SDUSM) Ray Venegas at their 23rd Annual Safety Officers Award Recognition (SOAR) Ceremony. SDUSM Venegas was recognized for his remarkable leadership ability. Congratulations, SDUSM Venegas!</td>
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<td>Graphic</td>
<td>Work for a world-class law enforcement agency as a Financial Analyst, GS-1160-12/13, providing asset evaluation regarding seized and forfeited businesses. Apply now!</td>
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<td>Photo</td>
<td>Romero and former Cranston, RI Mayor Allan Fung, attended the United Against Hate Workshop to promote public awareness. The RI US Attorney's Office and the Department of Justice sponsored the event.</td>
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<td>Live Photo</td>
<td>Southern District of New York's Deputy US Marshal Victor Hurtado attended the National Latino Peace Officers Association (NLPOA) conference in Orlando from September 13 – 18th, where multiple courses offered focused efforts on making positive contributions to support and motivate change in law enforcement processes around the nation. Attending the NLPOA Conference as speakers were ATF Deputy Director Marvin Richardson, US Border Patrol Chief Jason Owens and US Diplomatic Secu…</td>
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<td>PSA</td>
<td>The Northern Ohio Violent Fugitive Task Force is offering a reward for information that would lead to fugitive Antoine Richardson's capture. Richardson is wanted by the Elyria Police Department and the United States Marshals Service for Homicide. It is alleged that Richardson engaged in an altercation on September 2, 2023, and fatally shot the victim:</td>
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<td>Live Photo</td>
<td>The Lone Star Fugitive Task Force – Waco Division arrested Gerardo Tapia-Pineda, 27, for Dangerous Drugs. A search warrant conducted by the Bell County Organized Crime Unit recovered narcotics, weapons and over $8K in cash.</td>
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<td>WDP Live Photo</td>
<td>Deputy United States Marshals from throughout the country attended multiple rifle classes hosted by the Training Division this summer. These classes provided DUSMs with many drills focusing on fundamentals, techniques, and maintenance to maintain a high level of proficiency.</td>
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<td>WM DM Live Photo</td>
<td>The District of Maryland's #SilverShield unit partnered with U.S. Probation &amp; Pretrial Services and the Office of the Federal Public Defender to conduct a school supply drive. The group effort supported children in need from Prince George's County and Baltimore, MD.</td>
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<td>Group Photo Live Photo</td>
<td>The District of Maryland's #SilverShield unit attended the Boardwalk Plunge to support the Maryland Special Olympics. This organization provides year-round sports training and athletic competition for children and adults with intellectual disabilities.</td>
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<td>TTOs from the D/VT, N/NY, and an N/NY OMSU Medic conducted Vehicle Operations Training with the District of Vermont and the Vermont State Police Tactical Services Unit. This training was a collaboration between Federal and State agencies to build relationships, build skillsets and give officers the tools to problem-solve vehicle-based engagements.</td>
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<td>Live Photo</td>
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<td>Group Photo</td>
<td>Austin Police Department Tac Intel, VCTF and the USMS-LSFTF “Stole a WIN” from the APD Robbery Unit, leaving behind evidence of an 8-6 victory on Sunday.</td>
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<td>PSA</td>
<td>The District of New Jersey is asking for public assistance in locating Jesse Bussey, who is wanted for Military Desertion and Rape.</td>
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<td>Live Photo</td>
<td>On Sunday, September 24, 2023, the Southern and Eastern Districts of New York hosted the annual Tunnel to Towers 5K Run, leading a federal multi-agency law enforcement team to include participants</td>
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<td>MDP WM Group Photo</td>
<td>On Sunday, September 24, 2023, the Southern and Eastern Districts of New York hosted the annual Tunnel to Towers 5K Run, leading a federal multi-agency law enforcement team to include participants from FBI, USSS, ATF, HSI, DSS, U.S. Pretrial Services and U.S Probation. DUSMs from DC/SC, E/VA, S/CA, and TOD also participated in this annual run. The rain didn't stop the enthusiasm and fun for a great cause! The Tunnel to Towers 5K honors fallen FDNY Firefighter Stephen Siller, who, on Sept. 11th, raced from Brooklyn to the Twin Towers on foot with all his gear to help save lives. The Tunnel to Towers Foundation provides mortgage-free homes to families of first responders around the country who are killed in the line of duty: <a href="https://www.t2t.org/">https://www.t2t.org/</a></td>
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<td>9/26/2023</td>
<td><a href="https://www.facebook.com/photo?fbid=325854653359500&amp;set=pcb.325854706692828">https://www.facebook.com/photo?fbid=325854653359500&amp;set=pcb.325854706692828</a></td>
<td>Group Photo Live Photo</td>
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<td>9/26/2023</td>
<td><a href="https://www.facebook.com/photo?fbid=325854660026166&amp;set=pcb.325854706692828">https://www.facebook.com/photo?fbid=325854660026166&amp;set=pcb.325854706692828</a></td>
<td>On Sunday, September 24, 2023, the Southern and Eastern Districts of New York hosted the annual Tunnel to Towers 5K Run, leading a federal multi-agency law enforcement team to include participants from FBI, USSS, ATF, HSI, DSS, U.S. Pretrial Services and U.S Probation. DUSMs from DC/SC, E/VA, S/CA, and TOD also participated in this annual run. The rain didn't stop the enthusiasm and fun for a great cause! The Tunnel to Towers 5K honors fallen FDNY Firefighter Stephen Siller, who, on Sept. 11th, raced from Brooklyn to the Twin Towers on foot with all his gear to help save lives. The Tunnel to Towers Foundation provides mortgage-free homes to families of first responders around the country who are killed in the line of duty: <a href="https://www.t2t.org/">https://www.t2t.org/</a></td>
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<td>9/27/2023</td>
<td><a href="https://www.facebook.com/USMSHQ/posts/pbid042sg14fl65om6fvH2URJtsNV4EorWWEPCQ3r5C8bT3YRkSM6G5knDMzfkXgFJuw5AI">https://www.facebook.com/USMSHQ/posts/pbid042sg14fl65om6fvH2URJtsNV4EorWWEPCQ3r5C8bT3YRkSM6G5knDMzfkXgFJuw5AI</a></td>
<td>Each year, more law enforcement officers die by suicide than are feloniously killed in the line of duty. Yesterday was National Law Enforcement Suicide Awareness Day, but it is still important to spread awareness about this issue each and every day:</td>
<td></td>
</tr>
<tr>
<td>9/27/2023</td>
<td><a href="https://www.facebook.com/USMSHQ/posts/pbid05n7TrwJAgQtz3F1ZFfh3qhmHsJtGFH1RdnUb2">https://www.facebook.com/USMSHQ/posts/pbid05n7TrwJAgQtz3F1ZFfh3qhmHsJtGFH1RdnUb2</a></td>
<td>The Northern District of Mississippi was recognized at the statewide Mississippi Sex Offender Training Conference by the Mississippi Department of Public Safety/Mississippi Bureau of Investigation</td>
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<td>Date</td>
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<td>9/28/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=3270013965781599911487">https://www.facebook.com/photo/?fbid=3270013965781599911487</a></td>
<td>Group Photo</td>
<td>Western Arkansas partnered with Baptist Health Fort Smith and Doctor Sullivan, a sworn Task Force Officer within our district, to provide free flu shots to USMS, Task Force and US Court staff. We hope to expand our efforts next year!</td>
</tr>
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<td><a href="https://www.facebook.com/photo/?fbid=3270014099114919911487">https://www.facebook.com/photo/?fbid=3270014099114919911487</a></td>
<td>WM MDP</td>
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<tr>
<td>9/29/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=327631756515123">https://www.facebook.com/photo/?fbid=327631756515123</a></td>
<td>Live Photo</td>
<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with the USMS to provide care, medical, training and the rehoming of dogs seized due to illegal activity. Please contact (865) 963-2736; <a href="mailto:puncherschancerescue@gmail.com">puncherschancerescue@gmail.com</a> for more information.</td>
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<tr>
<td>9/29/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=327631733181792">https://www.facebook.com/photo/?fbid=327631733181792</a></td>
<td>Live Photo</td>
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<td>Live Photo</td>
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<td><a href="https://www.facebook.com/photo/?fbid=327631746515124">https://www.facebook.com/photo/?fbid=327631746515124</a></td>
<td>Live Photo</td>
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### USMS Instagram

<table>
<thead>
<tr>
<th>DATE</th>
<th>IMAGE LINK</th>
<th>CODES</th>
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<tbody>
<tr>
<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/CvdpYDClFu/?img_index=1">https://www.instagram.com/p/CvdpYDClFu/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On August 1, 2023, the Northern District of California celebrated National Night Out in Oakland, CA. Deputies held honest discussions with community members of the East Bay. They also talked with children and families, provided information on the agency's core missions, demonstrated equipment/gear, and strengthened community relations.</td>
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<tr>
<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/CvdN6NhpyWr/">https://www.instagram.com/p/CvdN6NhpyWr/</a></td>
<td>Group Live Photo</td>
<td>On Monday, July 31, 2023, USMS Director Davis was a keynote speaker at the Equal Employment Conference hosted by the National Asian Peace Officer Association (NAPOA) in San Diego, CA. DUSMs from S/CA, D/DC, S/TX, OIO, and HQ staff represented the USMS at NAPOA. Director Davis spoke to the continuous efforts from local, state, and federal law enforcement entities to diversify their workforce, maintaining the American people's trust.</td>
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<tr>
<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/CvdATuEMw6d/?img_index=1">https://www.instagram.com/p/CvdATuEMw6d/?img_index=1</a></td>
<td>MOC Live Photo</td>
<td>In furtherance of the #SilverShield initiative, deputies from the District of Maryland joined the Baltimore Police Department at the Delta Community Center in Baltimore, MD, to celebrate National Night Out.</td>
</tr>
<tr>
<td>8/2/2023</td>
<td><a href="https://www.instagram.com/p/Cvc7dgep5o-/?img_index=1">https://www.instagram.com/p/Cvc7dgep5o-/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make our neighborhoods safer, more caring places to live. National Night Out enhances the relationship between neighbors and law enforcement.</td>
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<td>Date</td>
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<tr>
<td>8/3/2023</td>
<td><a href="https://www.instagram.com/p/CvfsB09r-cHi/?img_index=1">https://www.instagram.com/p/CvfsB09r-cHi/?img_index=1</a></td>
<td>WM Live Photo</td>
<td>The District of Maine participated in National Night Out. Deputies and USMS staff met with members of the community and engaged with children, allowing them to try on tactical gear and equipment.</td>
</tr>
<tr>
<td>8/3/2023</td>
<td><a href="https://www.instagram.com/p/CvfJontumW/?img_index=1">https://www.instagram.com/p/CvfJontumW/?img_index=1</a></td>
<td>WOC MOC WM Live Photo</td>
<td>On August 1, 2023, Assistant Chief Rachel Gibson and deputies from the District of Maryland’s Greenbelt Office shared time with local children in New Carrollton, MD, for National Night Out #NNO.</td>
</tr>
<tr>
<td>8/3/2023</td>
<td><a href="https://www.instagram.com/p/CvfJh3iLVnV/?img_index=1">https://www.instagram.com/p/CvfJh3iLVnV/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On July 31, 2023, two Special Deputy U.S. Marshals wounded in the line of duty were presented with Purple Heart commendations by leadership from the Capital Area Regional Fugitive Task Force and District of Maryland.</td>
</tr>
<tr>
<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/CviXecCM6Bo/?img_index=1">https://www.instagram.com/p/CviXecCM6Bo/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>The Southern District of Illinois participated in National Night Out. Deputies and USMS staff met with members of the community, engaged with children, and strengthened community relations.</td>
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<tr>
<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/Cvh8Gp5Mt5j/">https://www.instagram.com/p/Cvh8Gp5Mt5j/</a></td>
<td>Group Live Photo</td>
<td>On August 1, 2023, the District of Maryland's #SilverShield Unit joined the Baltimore City Fire Department and Greater Baybrook Alliance to celebrate National Night Out.</td>
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<tr>
<td>8/4/2023</td>
<td><a href="https://www.instagram.com/p/Cvh2mT8ro3X/?img_index=1">https://www.instagram.com/p/Cvh2mT8ro3X/?img_index=1</a></td>
<td>WM Live Photo</td>
<td>Deputies from the District of East Virginia participated in National Night Out in Richmond, VA., where they met with the community to share how the agency aids the public in their duties.</td>
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<tr>
<td>Date</td>
<td>Instagram Link</td>
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<td>8/9/2023</td>
<td><a href="https://www.instagram.com/p/CvuT8V1Oyl5/?img_index=1">https://www.instagram.com/p/CvuT8V1Oyl5/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On August 8, 2023, the District of Columbia Superior Court deputies joined the District of Maryland’s National Night Out.</td>
</tr>
<tr>
<td>8/10/2023</td>
<td><a href="https://www.instagram.com/p/Cvw-Xfzu_wM/?img_index=1">https://www.instagram.com/p/Cvw-Xfzu_wM/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On August 9, 2023, the District of Maryland’s #SilverShield Unit deputies collaborated with Maryland State Police, local law enforcement, and the Cal Ripken Sr. Foundation to organize Day 3 of the Badges for Baseball program.</td>
</tr>
<tr>
<td>8/14/2023</td>
<td><a href="https://www.instagram.com/p/Cv7XK1S5LU3D/?img_index=1">https://www.instagram.com/p/Cv7XK1S5LU3D/?img_index=1</a></td>
<td>WOC WDP Live Photo</td>
<td>On August 9, 2023, at the High-Intensity Drug Tracking Area (HIDTA) - Commanders Conference, the USMS District of New Mexico received a National HIDTA Award for Outstanding Investigative Collaboration for 2022 multiagency-USMS led &quot;Operation Triple Beam New Mexico - Blue Crush,&quot; organized and led by DUSM Cory Price, resulting in 312 fugitives arrested, 101 firearms seized, 130.938 kilograms of narcotics seized – approximately 60 Kilos of the drugs seized was Fentanyl, ten vehicles seized, and $177,938 in U.S. Currency seized.</td>
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<tr>
<td>8/15/2023</td>
<td><a href="https://www.instagram.com/p/Cv-MqefOyl9/?img_index=1">https://www.instagram.com/p/Cv-MqefOyl9/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>The Middle District of Alabama completed its first annual Summer Retreat. All deputies and administrative staff lodged at the Ross Bridge Golf Resort in Birmingham, Alabama and conducted three days of training at the GCRFTF Training Center. Training consisted of the D.I.S.C. assessment, emotional survival, travel policy, Employee Assistance Program (EAP) investigative resources training, team building activities, and all staff completed the Leadership Challenge.</td>
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<tr>
<td>8/16/2023</td>
<td><a href="https://www.instagram.com/p/CwA1jJiL0AB/">https://www.instagram.com/p/CwA1jJiL0AB/</a></td>
<td>Group Live Photo</td>
<td>U.S. Marshals Service Director Ronald Davis joined ATF Director Steve Dettelbach, CBP Acting Commissioner</td>
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<td>8/17/2023</td>
<td><a href="https://www.instagram.com/p/CwCeqJubD6/?img_index=1">https://www.instagram.com/p/CwCeqJubD6/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On Tuesday, August 15, 2023, D/NM United States Marshal Sonya K. Chavez was the keynote speaker for the New Mexico Sheriffs' Association annual meeting in Ruidoso, NM.</td>
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<tr>
<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwGM5NOrxcp/?img_index=1">https://www.instagram.com/p/CwGM5NOrxcp/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>On August 17, 2023, the District of Maryland’s #SilverShield Unit attended the Eastport Civic Association’s annual picnic to strengthen our public safety partnership with residents from Annapolis, MD.</td>
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<tr>
<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwGF9m1rK-6/?img_index=1">https://www.instagram.com/p/CwGF9m1rK-6/?img_index=1</a></td>
<td>Live Photo Group</td>
<td>Interns from E/PA spent their final week visiting the Philly PD Crime Scene unit and Firearms Investigations unit. E/PA hopes that by exposing the students to the different aspects of LE, they can make educated decisions on their future LE careers.</td>
</tr>
<tr>
<td>8/18/2023</td>
<td><a href="https://www.instagram.com/p/CwFqjXxudja/">https://www.instagram.com/p/CwFqjXxudja/</a></td>
<td>PSA</td>
<td>On August 17th, the PSWRFTF in Northern California assisted @regionalparksPD in the arrest of homicide suspect, Ginrhic Santiago. The efforts of law enforcement today showed the value in #teamwork and the relentless pursuit of Justice.</td>
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<tr>
<td>8/21/2023</td>
<td><a href="https://www.instagram.com/p/CwNS8fGuazM/?img_index=1">https://www.instagram.com/p/CwNS8fGuazM/?img_index=1</a></td>
<td>MOC WW WM Live Photo</td>
<td>On August 19, 2023, deputies from the District of Maryland’s #SilverShield Unit attended the Back to School Event to help the children of Baltimore, MD, prepare for the upcoming school year.</td>
</tr>
<tr>
<td>8/22/2023</td>
<td><a href="https://www.instagram.com/p/CwQMft">https://www.instagram.com/p/CwQMft</a></td>
<td>MOC DM Live Photo</td>
<td>Fighting out of Empire Training Grounds at the Jiu-Jitsu World League Tournament,</td>
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<td>8/23/2023</td>
<td><a href="https://www.instagram.com/p/CwSZTi0p781/">https://www.instagram.com/p/CwSZTi0p781/</a></td>
<td>Graphic</td>
<td>U.S. Marshals Special Operations Group (SOG) members transport El Chapo to and from court in NYC. If he is going to escape, this would be the time to do it. After the trial, SOG secretly whisked him away and took him to ADX Florence in Colorado. Hear about their security plans, their conversations with El Chapo, and their most significant challenges in transporting the most dangerous man in the world:</td>
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<tr>
<td>8/24/2023</td>
<td><a href="https://www.instagram.com/p/CwVVjIXMAK8/?img_index=1">https://www.instagram.com/p/CwVVjIXMAK8/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>US Marshal T. Michael O'Conner of the Southern District of Texas and Galveston Division Task Force members presented Memorial Herman Life Flight Team members with a certificate of appreciation for their vital role in saving the life of Galveston Police Department K9 Jorka.</td>
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<tr>
<td>8/25/2023</td>
<td><a href="https://www.instagram.com/p/CwX4iFESSszj/?img_index=1">https://www.instagram.com/p/CwX4iFESSszj/?img_index=1</a></td>
<td>Group Live Photo</td>
<td>More than 150 federal law enforcement officers are assisting on the ground in Maui in support of Emergency Support Function #13: <a href="https://www.justice.gov/opa/blog/justice-department-provides-emergency-support-maui-first-responders">https://www.justice.gov/opa/blog/justice-department-provides-emergency-support-maui-first-responders</a></td>
</tr>
<tr>
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<td><a href="https://www.instagram.com/p/CwfYhYOMQR0/?img_index=1">https://www.instagram.com/p/CwfYhYOMQR0/?img_index=1</a></td>
<td>WOC WM Live Photo</td>
<td>This weekend, the District of Maryland joined local partners at a community event in Aberdeen, MD. In furtherance of the #SilverShield initiative, deputies seek to increase the number of positive interactions between law enforcement and citizens to improve community relations.</td>
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<tr>
<td>8/28/2023</td>
<td><a href="https://www.instagram.com/p/CwfhgYNrDqs/?img_index=1">https://www.instagram.com/p/CwfhgYNrDqs/?img_index=1</a></td>
<td>Live Photo</td>
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<td>8/30/2023</td>
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<td>Group Live</td>
<td>The United States Marshals Central District of California had the wonderful opportunity to participate in a Control Tactics, Self Defense, and Brazilian Jiu-Jitsu seminar. This exceptional event took place at the Orange County Sheriff’s Training Academy, and it provided an excellent platform for learning essential self-defense techniques and forging stronger relationships with our esteemed law enforcement partners from the Long Beach PD and Orange County Sheriff’s Department. It was an enriching experience that allowed us to enhance our skills while fostering valuable connections within our community.</td>
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<tr>
<td>9/1/2023</td>
<td><a href="https://www.instagram.com/p/Cwpl9B8OQS9/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==">https://www.instagram.com/p/Cwpl9B8OQS9/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==</a></td>
<td>Group Live</td>
<td>BDUSMI Class 2305 recently completed training at the FLETC Academy in Glynco, GA. Congratulations to all newly minted Deputy U.S. Marshals.</td>
</tr>
<tr>
<td>9/8/2023</td>
<td><a href="https://www.instagram.com/p/Cw8Yh85OUDt/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==">https://www.instagram.com/p/Cw8Yh85OUDt/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==</a></td>
<td>Group Live</td>
<td>Director Ronald L. Davis and acting U.S. Marshal Christopher Barther met with federal, state and local law enforcement leaders to discuss crime reduction strategies in the community in Cedar Rapids, Iowa, on September 7, 2023. In 2023, the USMS in Northern Iowa conducted more than four enforcement operations, resulting in multiple arrests of violent felony fugitives and sex offenders, numerous firearms seizures and federal case prosecutions across the state of Iowa.</td>
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<tr>
<td>9/8/2023</td>
<td><a href="https://www.instagram.com/p/Cw7o7qTu_9M/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==">https://www.instagram.com/p/Cw7o7qTu_9M/?utm_source=ig_web_copy_link&amp;igshid=MzRlODBiNWFlZAA==</a></td>
<td>Group Live</td>
<td>The Pacific South West Regional Fugitive Task Force assisted Vallejo PD in the arrest of two subjects wanted for homicide in July. On 8/20, Gerald Collins, 23, was arrested by US Marshals and Vacaville SWAT and Armando Menendez was arrested on 9/6 by US Marshals and Vallejo PD.</td>
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<td>9/13/2023</td>
<td><a href="https://www.instagram.com/moc">https://www.instagram.com/moc</a></td>
<td>MOC</td>
<td>The Rotary Clubs of Southern Nevada</td>
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<td>Group Live Photo</td>
<td>US Marshal Wing Chau, US Attorney Zach Cunha, Assistant US Attorney Amy Romero and former Cranston, RI Mayor Allan Fung, attended the United Against Hate Workshop to promote public awareness. The RI US Attorney's Office and the Department of Justice sponsored the event.</td>
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<td>9/19/2023</td>
<td><a href="https://www.instagram.com/p/CxYu99t9uGQW/?utm_source=ig_web_copy_link&amp;igshid=MzRIODBiNWFIZA==">https://www.instagram.com/p/CxYu99t9uGQW/?utm_source=ig_web_copy_link&amp;igshid=MzRIODBiNWFIZA==</a></td>
<td>MOC WM MDP Live Photo</td>
<td>U.S. Marshal Johnny Hughes and Chief Deputy Mathew Silverman attended the Maryland Chiefs of Police Association and Maryland Sheriffs' Association annual training seminar in Ocean City, MD, to discuss legislation impacting enforcement initiatives across the District of Maryland.</td>
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<td>9/20/2023</td>
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<td>Group Live Photo</td>
<td>Deputy United States Marshals from throughout the country attended multiple rifle classes hosted by the Training Division this summer. These classes provided DUSMs with many drills focusing on fundamentals, techniques, and maintenance to maintain a high level of proficiency.</td>
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<td>9/22/2023</td>
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<td>Group Live Photo</td>
<td>TTOs from the D/VT, N/NY, and an N/NY OMSU Medic conducted Vehicle Operations Training with the District of Vermont and the Vermont State Police Tactical Services Unit. This training was a collaboration between Federal and State</td>
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agencies to build relationships, build skillsets and give officers the tools to problem-solve vehicle-based engagements.

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**USMS Twitter (X)**

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<td>PSA</td>
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<td>Live Photo</td>
<td>Last night, District of South Carolina members participated in Fort Jackson's National Night Out event at Patriot Park.</td>
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<td>Group Live Photo</td>
<td>National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make our neighborhoods safer, more caring places to live.</td>
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<td>On Tuesday, August 1st @USMSChicago participated in the National Night Out Against Crime Event.</td>
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<td>Group</td>
<td>D/NH participated in National Night Out in Somersworth. Kids of all ages could try on Marshals Service equipment and perform fitness activities, including a dummy drag to the nearby EMS booth to earn a Junior Deputy Badge.</td>
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<td>Live Photo</td>
<td>The Northern District of West Virginia participated in the National Night Out event hosted by the Bridgeport Police Department. Multiple law enforcement agencies interacted with community</td>
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<td>Live Photo Group</td>
<td>The Southern District of Illinois participated in National Night Out. Deputies and USMS staff met with members of the community, engaged with children, and strengthened community relations.</td>
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<td>WM Live Photo</td>
<td>Deputies from the District of East Virginia participated in National Night Out in Richmond, VA., where they met with the community to share how the agency aids</td>
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<td>Live Photo</td>
<td>@USMSCleveland is offering a reward for information that would lead to the capture of fugitive Marlon Benn. Benn is wanted by the Cleveland Division of Police and the United States Marshals Service for felonious assault: <a href="https://usmarshals.gov/what-we-do/fugitive-investigations/submitting-a-tip">https://usmarshals.gov/what-we-do/fugitive-investigations/submitting-a-tip</a></td>
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<td>Live Photo</td>
<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with USMS to provide care, medical, training, and the rehoming of dogs seized due to illegal activity. These K9s are in desperate need of a home. Please contact (404) 281-2434 for more information.</td>
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<td>PSA</td>
<td>The @USPS is requesting assistance locating subjects involved in the Robberies/Shootings of their employees in the Chicago area.</td>
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<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with USMS to provide care, medical, training, and the rehoming of dogs seized due to illegal activity. Please contact (404) 281-2434 or <a href="mailto:puncherschancerescue@gmail.com">puncherschancerescue@gmail.com</a> for more information.</td>
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<td>8/15/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1691464878945603587/photo/1">https://twitter.com/USMarshalsHQ/status/1691464878945603587/photo/1</a></td>
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<td>Group Live Photo</td>
<td>Director Ronald Davis joined ATF Director Steve Dettelbach, CBP acting Commissioner Troy Miller, FBI Deputy Director Paul Abbate, and FLETC Associate Director for Training Operations</td>
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<td>Group Live Photo</td>
<td>Ariana Roddini in a panel discussion.</td>
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<td>8/17/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1692189645625319590/photo/2">https://twitter.com/USMarshalsHQ/status/1692189645625319590/photo/2</a></td>
<td>Group Live Photo</td>
<td>On Tuesday, August 15, 2023, D/NM United States Marshal Sonya K. Chavez was the keynote speaker for the New Mexico Sheriffs' Association annual meeting in Ruidoso, NM.</td>
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<td>8/18/2023</td>
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<td>Group Live Photo</td>
<td>Interns from E/PA spent their final week visiting the Philly PD Crime Scene unit and Firearms Investigations unit. E/PA hopes that by exposing the students to the different aspects of LE, they can make educated decisions on their future LE careers.</td>
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<td>MOC MDP Live Photo</td>
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<td>8/18/2023</td>
<td><a href="https://twitter.com/PSA">https://twitter.com/PSA</a></td>
<td>PSA</td>
<td>On August 17th, the Pacific South West</td>
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<td>8/21/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1693654393709547754/photo/1">https://twitter.com/USMarshalsHQ/status/1693654393709547754/photo/1</a></td>
<td>Regional Fugitive Task Force in Northern California</td>
<td>Assisted @RegionalParksPD in the arrest of homicide suspect Ginrhic Santiago. The efforts of law enforcement showed the value in #teamwork and the relentless pursuit of Justice.</td>
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<td>8/21/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1693654393709547754/photo/2">https://twitter.com/USMarshalsHQ/status/1693654393709547754/photo/2</a></td>
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<td>PSA</td>
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<td>Group</td>
<td>US Marshal T. Michael O’Conner of the Southern District of Texas and Galveston Division Task Force members presented Memorial Herman Life Flight Team members with a certificate of appreciation for their vital role in saving the life of Galveston Police Department K9 Jorka.</td>
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<td>Group Live Photo</td>
<td>More than 150 federal law enforcement officers are assisting on the ground in Maui in support of Emergency Support Function #13: <a href="https://justice.gov/opa/blog/justice-department-provides-emergency-support-maui-first-responders">https://justice.gov/opa/blog/justice-department-provides-emergency-support-maui-first-responders</a></td>
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<td>WOC WM Live Photo</td>
<td>This weekend, @USMSBaltimore joined local partners at a community event in Aberdeen, MD. In furtherance of the</td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1697701187129086038/photo/1">twitter link</a></td>
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<td>The USAO of E/PA hosted its first annual Future AUSA summer program. The students were educated on the Judicial process, the FBI, ATF, Secret Service, and USMS. Several Federal Judges also lectured them. The USAO should be proud of the program they created. @USMS_Philly</td>
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<td>Group</td>
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<td>9/5/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1699045001118760995">https://twitter.com/USMarshalsHQ/status/1699045001118760995</a></td>
<td>PSA</td>
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<td>9/6/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1699433387130261907/photo/1">https://twitter.com/USMarshalsHQ/status/1699433387130261907/photo/1</a></td>
<td>Live Photo</td>
<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with USMS to provide care, medical, training, and the rehoming of dogs seized due to illegal activity. Please contact (404) 281-2434 or <a href="mailto:puncherschancerescue@gmail.com">puncherschancerescue@gmail.com</a> for more information.</td>
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<td>9/7/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1699817569044029643">https://twitter.com/USMarshalsHQ/status/1699817569044029643</a></td>
<td>MDP Live Photo WOC</td>
<td>USMS partners with state and local departments in various ways. Recently, an officer from a Memphis Police Department was trained using USMC Tactics.</td>
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<td>9/8/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1700237874539470850">https://twitter.com/USMarshalsHQ/status/1700237874539470850</a></td>
<td>Group Live Photo</td>
<td>Director Ronald L. Davis and acting U.S. Marshal Christopher Barther met with federal, state and local law enforcement leaders to discuss crime reduction strategies in the Cedar Rapids, IA community.</td>
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<td>9/8/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1700133190873104709">https://twitter.com/USMarshalsHQ/status/1700133190873104709</a></td>
<td>Group Live Photo</td>
<td>The Pacific South West Regional Fugitive Task Force assisted Vallejo PD in the arrest of two subjects wanted for homicide in July. On 8/20, Gerald Collins, 23, was arrested.</td>
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<td>9/11/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1701219417751797775/photo/1">https://twitter.com/USMarshalsHQ/status/1701219417751797775/photo/1</a></td>
<td>Live Photo Group</td>
<td>Today, we remember September 11th, 2001. The U.S. Marshals Service sends its thoughts and prayers to all friends and family who lost loved ones on that tragic day and the first responders who gave their lives to save many. #Neverforget</td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1701219417751797775/photo/2">https://twitter.com/USMarshalsHQ/status/1701219417751797775/photo/2</a></td>
<td>Graphic</td>
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<td>MDP WM Live Photo</td>
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<td>9/12/2023</td>
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<td>PSA</td>
<td>The USMS established the 15 Most Wanted Fugitive Program in 1983 to prioritize investigation &amp; apprehension of some of the country’s most dangerous fugitives. Rewards up to $25,000 are offered for information leading to arrests.</td>
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<td>9/14/2023</td>
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<td>Group Live Photo</td>
<td>The 30x30 initiative working group met this week to discuss efforts for the initiative. 30x30 is an initiative to advance the representation and experiences of women in policing agencies across the US. USMS is proud to be the first federal agency to sign the pledge a year ago.</td>
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<td>9/14/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1702321938650317158/photo/1">https://twitter.com/USMarshalsHQ/status/1702321938650317158/photo/1</a></td>
<td>Live Photo</td>
<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with the USMS to provide care, medical, training and the rehoming of dogs seized due to illegal activity. Please contact (865) 963-2736; <a href="mailto:puncherschancerescue@gmail.com">puncherschancerescue@gmail.com</a> for more information.</td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1702306204314169855/photo/1">https://twitter.com/USMarshalsHQ/status/1702306204314169855/photo/1</a></td>
<td>Live Photo Group</td>
<td>US Marshal Wing Chau, US Attorney Zach Cunha, Assistant US Attorney Amy Romero and former Cranston, RI Mayor Allan Fung, attended the United Against Hate Workshop to promote public awareness. The RI US Attorney's Office and the Department of Justice sponsored the event.</td>
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<td>9/18/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1703754660568330243">https://twitter.com/USMarshalsHQ/status/1703754660568330243</a></td>
<td>Live Photo</td>
<td>The Lone Star Fugitive Task Force – Waco Division arrested Gerardo Tapia-Pineda, 27, for Dangerous Drugs. A search warrant conducted by the Bell County Organized</td>
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<td>PSA</td>
<td>Crime Unit recovered narcotics, weapons and over $8K in cash.</td>
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<td>9/19/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1704118510320833004">https://twitter.com/USMarshalsHQ/status/1704118510320833004</a></td>
<td>WM WW</td>
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<td>Graphic</td>
<td>On 09/15/23, the City of Las Vegas kicked off Hispanic Heritage Month with El Grito: Celebrating the Independence of Mexico. Chief Deputy U.S. Marshal Fairweather was on a panel that discussed a law enforcement career with the community:</td>
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<td>9/20/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1704511216306028648/photo/1">https://twitter.com/USMarshalsHQ/status/1704511216306028648/photo/1</a></td>
<td>Group</td>
<td>The U.S. Marshals Service arrested 4,455 violent fugitives during the latest phase of its high-impact fugitive apprehension initiative, dubbed Operation North Star III (ONS III).</td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1704511216306028648/photo/2">https://twitter.com/USMarshalsHQ/status/1704511216306028648/photo/2</a></td>
<td>WDP</td>
<td>Deputy United States Marshals from throughout the country attended multiple rifle classes hosted by the Training Division this summer. These classes provided DUSMs with many drills focusing on fundamentals, techniques, and maintenance to maintain a high level of proficiency.</td>
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<td>Group Photo Live Photo</td>
<td>The District of Maryland's #SilverShield unit attended the Boardwalk Plunge to support the Maryland Special Olympics. This organization provides year-round sports training and athletic competition for children and adults with intellectual disabilities.</td>
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<td>Group Live Photo</td>
<td>TTOs from the D/VT, N/NY, and an N/NY OMSU Medic conducted Vehicle Operations Training with the District of Vermont and the Vermont State Police Tactical Services Unit.</td>
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<td>@Austin_Police Tac Intel, VCTF and the USMS-LSFTF “Stole a WIN” from APD Robbery Unit, leaving behind evidence of an 8-6 victory on Sunday.</td>
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<td><img src="https://twitter.com/USMarshalsHQ/status/1706295418689114612" alt="Image" /></td>
<td>PSA</td>
<td>The District of New Jersey is asking for public assistance in locating Jesse Bussey, who is wanted for Military Desertion and Rape.</td>
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<td><img src="https://twitter.com/USMarshalsHQ/status/1706670598452310432" alt="Image" /></td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1707017624020775046">https://twitter.com/USMarshalsHQ/status/1707017624020775046</a></td>
<td>Group</td>
<td>The Northern District of Mississippi was recognized at the statewide Mississippi Sex Offender Training Conference by the Mississippi Department of Public Safety/Mississippi Bureau of Investigation with the Absconder Apprehension Award.</td>
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<td>9/28/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1707440397109100556">https://twitter.com/USMarshalsHQ/status/1707440397109100556</a></td>
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<td>Live</td>
<td>Puncher’s Chance Rescue &amp; Sanctuary of the Smokies has partnered with the USMS to provide care, medical, training and the rehoming of dogs seized due to illegal activity. Please contact (865) 963-2736; <a href="mailto:puncherschancerescue@gmail.com">puncherschancerescue@gmail.com</a> for more information.</td>
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Appendix K: DEI AWARENESS MONTHS

January - Dr. Martin Luther King, Jr. Remembrance Day - 1/16

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<td><a href="https://www.instagram.com/p/CneokxOuEKM/">https://www.instagram.com/p/CneokxOuEKM/</a></td>
<td>Today we honor the life and legacy of Dr. Martin Luther King, Jr., remembering his commitment to justice, fairness, equality, inclusion and diversity. Make #MLKDay a day on, not a day off, and be of service. Visit <a href="https://MLKDay.gov">https://MLKDay.gov</a> to find local service opportunities.</td>
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<td>1/16/2023</td>
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<td>On this 40th anniversary of #MLKDay as a federal holiday, the #FBI honors one of the most prominent leaders of the Civil Rights movement and reaffirms its commitment to Dr. King’s legacy of fairness and equal justice for all.</td>
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<td>FBI - Twitter</td>
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<td>This week, #FBI Deputy Director Paul Abbate and the Bureau's Office of Diversity and Inclusion welcomed Dr. Everett Ward, a longtime educator and former President of Saint Augustine's University in Raleigh, N.C., as a keynote speaker to honor Dr. Martin Luther King Jr.'s legacy.</td>
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### February - National Black History Month

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<td>Today marks the start of #BlackHistoryMonth! We recognize the contributions of African Americans who have inspired change throughout history by challenging the status quo. We promote opportunities for equal advancement within our communities. We honor the sacrifices and contributions African Americans have made to protecting the public and serving our nation. #ATF #WeAreATF</td>
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<td>This February, the #FBI celebrates #BlackHistoryMonth, honoring our Black colleagues' service and commitment to the nation and valuing their contributions to a more diverse, inclusive Bureau to better reflect the American communities we serve.</td>
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<td>FBI Richmond</td>
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<td>United in our efforts to protect the American people, the #FBI values the #diversity of perspectives that help us adapt to our ever-changing world. During #BlackHistoryMonth, #FBIRichmond salutes our Black colleagues' service and contributions to the Bureau's mission.</td>
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<td>As the United States Marshals Service celebrates #BlackHistoryMonth, we remember Bass Reeves, who became the first African American Deputy United States Marshal west of the Mississippi River after the American Emancipation. He served 32 years as a Deputy and was credited with arresting more than 3,000 felons. His knowledge of Native</td>
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<td>American languages and lands helped him become one of the most valued deputies, bringing in some of the most dangerous criminals of the time.</td>
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<td>U.S. Marshal Tommy Kaulukukui (D/Hawaii) achieved “All American” status as an athlete at the University of Hawaii and was a founder of Pop Warner football. He was U.S. Marshal from 1969 to 1977. He passed away at the age of 94 in 2007. #BlackHistoryMonth</td>
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<td><a href="https://www.instagram.com/p/CoXhOnosT25/">https://www.instagram.com/p/CoXhOnosT25/</a></td>
<td>#DEA is grateful for the accomplishments &amp; contributions of our African American colleagues in support of DEA’s mission to keep communities safe &amp; healthy. DEA believes that diversity is a strength that helps us connect better to the communities we serve. #BlackHistoryMonth</td>
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<td>From Special Agents and Diversion Investigators to Forensic Chemists and Business Operations Chiefs, we celebrate the contributions and achievements of #DEAChicago’s past &amp; present Black employees during #BlackHistoryMonth and every other day of the year.</td>
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<td>During #BlackHistoryMonth, we honor the men and women who have long served this country through our legacy agencies to today’s ATF. Alicia Jones is an Assistant Special Agent in Charge for ATF’s Atlanta Field Division. She has worked at ATF for 17 years and has served in numerous locations as an</td>
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https://pic.twitter.com/DZdo1nmrQd |
<p>| USMS - Facebook | 2/15/2023 | <a href="https://www.facebook.com/USMSHQ/photos/a.273120814553469619009616631252/">https://www.facebook.com/USMSHQ/photos/a.273120814553469619009616631252/</a> | The U.S. Marshals Service has seen this country through a lot of history, including the de-segregation movement in America. On September 8, 1975, a task force of Deputy U.S. Marshals and Boston police guarded bus routes as |</p>
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<td>On September 8, 1975, a task force of Deputy U.S. Marshals and Boston police guarded bus routes as 26,000 students integrated public schools by federal court order. Volatile local reaction to the busing forced some DUSMs to use riot gear. #BlackHistoryMonth</td>
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<td>#TBT to 1920’s when Wade McCree, Josh Taylor, James Fletcher, &amp; William &quot;Cappy&quot; Davis were the first black Narcotic Inspectors in the Federal Bureau of Narcotics. These men were responsible for regulating on the importation of opium &amp; heroin into the country. #BlackHistoryMonth</td>
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enforcement officer and the first African American federal law enforcement officer killed in the line of duty. Foote served as a post-Reconstruction Era deputy collector with the U.S. Department of the Treasury, Bureau of Internal Revenue, an ATF legacy agency. In 2011, ATF honored his service by posthumously awarding him the Gold Star Medal. To learn more, go to www.atf.gov/about-atf/fallen-agents/william-henderson-foote. #WeAreATF

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<td>On February 18th, leadership from the</td>
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<td>Northern District of California attended the Black History Parade in San Francisco to strengthen bonds and celebrate with the local community.</td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1628424574730747914/photo/1">https://twitter.com/USMarshalsHQ/status/1628424574730747914/photo/1</a></td>
<td>Grant Johnson was among the first African American deputy marshals, often partnered with legendary Bass Reeves. During his impressive career, he served in Western Arkansas and the Northern Indian Territory from 1888-1906. #BlackHistoryMonth #USMS #MarshalsService</td>
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<td>February and #BlackHistoryMonth may end today, but #FBIRichmond continues to honor our Black colleagues' service and commitment to the nation and values their contributions to a more diverse, inclusive Bureau that better reflects the American communities we serve.</td>
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<td>On February 24, 2023, in honor of National African American History Month, E/CA's (A) United States Marshal Lasha Boyden and N/CA's Assistant Chief Deputy Francesca Reckley hosted a discussion with female students at Foothill Highschool in Sacramento, CA. During the event, students learned about the agency's history of African American leaders. They were provided information about the USMS “30 by 30&quot; recruitment initiative, which promotes the increase of women in Deputy U.S. Marshal positions. (A) USM Boyden and ACDUSM spoke about their leadership experiences, and students discussed their career goals.</td>
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<td>On February 25, 2023, N/CA district leadership attended the Black History Month Celebration presented by Chase. District leadership knows how important it is to build bonds with the community and continues to #BeTheDifference.</td>
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March - National Women's History Month

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<td>In honor of #WomensHistoryMonth, we begin by recognizing Jenette “Jenny” Norrish (1876-1942) of the Southern District of Ohio as the first female acting chief deputy U.S. Marshal in agency history. In June 1919, after over two decades as a deputy, she was in charge until a new U.S. Marshal took office the following month. #USMS #MarshalsHistory</td>
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<td>This #WomensHistoryMonth, #FBIRichmond salutes our female special agents, intelligence analysts, and professional staff - all trailblazers, risk-takers, and justice-seekers who enrich the Bureau's mission and legacy every day.</td>
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| DEA - Facebook | 3/6/2023  | https://www.facebook.com/photo/?fbid=517002607287876&set=a.152541677067306 | **DEA Celebrates Women`s History Month!** #WomensHistoryMonth
https://www.whitehouse.gov/.../a-proclamation-on-womens.../ |
| DEA - Instagram | 3/6/2023  | https://www.instagram.com/p/CpczgWNsJ2E/                                | **DEA Celebrates Women`s History Month!** #WomensHistoryMonth
https://www.whitehouse.gov/briefing-room/presidential-actions/2023/02/28/a-proclamation-on-womens-history-month-2023/ |
<p>| DEA - Twitter  | 3/6/2023  | <a href="https://twitter.com/">https://twitter.com/</a>                                                   | <strong>DEA Celebrates Women`s History</strong>                                   |</p>
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<td>Ada Carnutt was among the first women to wear a Deputy U.S. Marshal's badge. In 1893, she single-handedly arrested two forgers and personally escorted them to jail. Like all deputies of her era, she had to be extremely tough and ready to face various situations. She represents the strong, confident, tough women who comprise our agency. #WomensHistoryMonth #USMS #MarshalsHistory</td>
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<td>On International Women’s Day, we celebrate the achievements and contributions of women and girls around the world. ATF is committed to ensuring our workforce reflects the country’s diversity. We recognize the dedication and bravery the women of ATF have demonstrated in helping to keep communities safe from violent crimes. Learn about the women of ATF at <a href="http://www.atf.gov/our-history/women-atf">www.atf.gov/our-history/women-atf</a> and our commitment to increasing the contributions of women in law enforcement at 30x30initiative.org/about-30x30/. #SheIsATF</td>
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<td>On this #InternationalWomensDay, diversity. We recognize the dedication and bravery the women of ATF have demonstrated in helping to keep communities safe from violent crimes. Learn about the women of ATF at <a href="http://www.atf.gov/our-history/women-atf">www.atf.gov/our-history/women-atf</a> and our commitment to increasing the contributions of women in law enforcement at 30x30initiative.org/about-30x30/. #SheIsATF</td>
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<td>This #InternationalWomensDay, #FBIRichmond honors our #FBIWomen - proudly serving as professional staff, intel analysts &amp; special agents - for their commitment, inspiration and sacrifice in furtherance of the Bureau's mission to protect the American people. #WomensHistoryMonth</td>
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During Women’s History Month, we honor the women who have served our country, from our legacy agencies to today's ATF. We celebrate our first female Special Agent, Jo Ann Kocher. Kocher often posed as a girlfriend or wife of an ATF Special Agent or informant, a risky undertaking paying off when the investigations resulted in numerous firearms being removed from violent criminals on the streets. As a pioneer for women in federal law enforcement, Kocher advises women aspiring for a career in federal law enforcement: "be aware of opportunities that may present themselves and take those that will benefit you personally and professionally." Read more about retired Special Agent Kocher at www.atf.gov/our-history/atf-pioneer-jo-ann-kocher-first.... #SheIsATF
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<td>In 1887, Phoebe Couzins was officially sworn in as “U.S. Marshal ad interim” for E/OM by US Supreme Court Associate Justice Samuel Miller, who appointed her to the position. President Grover Cleveland later confirmed her interim appointment. #WomensHistoryMonth #USMS</td>
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General William Barr appointed Lombardo as Acting Director, the top leadership role at ATF.

She began her career as a Special Agent in the Miami Field Division. Lombardo held positions at the U.S. Consulate in Toronto, as the Assistant Special Agent in Charge of the New York Field Division, and as the Special Agent in Charge of the Tampa Field Division before taking the helm of ATF in Washington, D.C. During the 2020 civil unrest, while navigating the agency through the COVID-19 global pandemic, she led the largest operational deployment in ATF’s history. 

#SheIsATF

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| Source                        | Date     | Link                                                                 | Text                                                                                           |
|-------------------------------|----------|----------------------------------------------------------------------|                                                                                                |
| FBI - Facebook                | 3/19/2023| [https://www.facebook.com/photo?fbid=592138286293075&set=a.259053482934892](https://www.facebook.com/photo?fbid=592138286293075&set=a.259053482934892) | The #FBI honors the achievements of our female special agents, intelligence analysts, and professional staff this #WomensHistoryMonth. Every day, women across the Bureau are solving cases, developing intelligence, and enhancing operations to protect the American people. |
| FBI - Twitter                 | 3/19/2023| [https://twitter.com/FBI/status/1637484280157798400/photo/1](https://twitter.com/FBI/status/1637484280157798400/photo/1) | The #FBI honors the achievements of our female special agents, intelligence analysts, and professional staff this #WomensHistoryMonth. Every day, women across the Bureau are solving cases, developing intelligence, and enhancing operations to protect the American people. |
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| USMS - Facebook               | 3/21/2023| [https://www.facebook.com/photo/?fbid=222385923706374&set=a.215567634388203](https://www.facebook.com/photo/?fbid=222385923706374&set=a.215567634388203) | As we celebrate #WomensHistoryMonth, we look back to April 1975, when ten female deputies graduated from the USMS Training Academy. At the time, women comprised 16% of the agency’s total workforce. Since then, we continue to increase women’s representation in our workforce. |
| USMS - Twitter                | 3/21/2023| [https://twitter.com/USMarshalsHQ/status/1637484280157798400](https://twitter.com/USMarshalsHQ/status/1637484280157798400) | "In honor of #WomensHistoryMonth, we begin by recognizing Jenette “Jenny” |
Norris (1876-1942) of the Southern District of Ohio as the first female acting chief deputy U.S. Marshal in agency history. In June 1919, after over two decades as a deputy, she was in charge until a new U.S. Marshal took office the following month.

ATF - Facebook 3/24/2023 https://www.facebook.com/photo/?fbid=530277189276758&set=a.165816755722805 During Women’s History Month, we honor the women who have served with ATF. Tenitris McInnis has made history as ATF’s first African American female Certified Fire Investigator. Starting as a police officer in Tallahassee, Florida, McInnis rose through the ranks and made connections through the National Organization of Black Law Enforcement Executives. She was inspired to join ATF after meeting an agent through the organization and seeing the opportunity to fulfill her goals of expanding her career and working large-scale investigations.

Since joining ATF in 2015, McInnis has served as the Violent Crimes Coordinator for the Eastern District of New York, has worked on firearm trafficking cases as part of the Crime Gun Intelligence Group, and has helped with robbery investigations with the Robbery Task Force Group. She is currently working with the Arson and Explosives Group as a CFI. Read more about McInnis at http://www.atf.gov/.../atf-celebrates-women%E2%80%99s.... #SheIsATF

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<td>#ICYMI, the #FBI celebrated #InternationalWomensDay with a women’s leadership symposium earlier this month. Leaders from the public and private sectors shared their stories and successes with current and aspiring Bureau leaders who gathered at FBI HQ for the two-day event.</td>
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This week, we recognize and celebrate Special Agent Tanisha Jeter, who joined ATF in 2015. Special Agent Jeter is passionate about inspiring the next generation and began touring college campuses as a guest speaker with a particular emphasis on diversifying the criminal justice field. She invites other dynamic criminal justice executives to share their expertise to help future applicants realize their potential.

Special Agent Jeter was selected as ATF Charlotte's Diversity and Career Impact Program coordinator and assigned to the Regional Recruitment Team. She
understands the power of representation and has made it her mission to showcase the criminal justice field in underrepresented communities. Through her presentation, Law Enforcement Leaders of America, she has featured ATF’s leaders, U. S. attorneys, police chiefs, sheriffs, and many other state and federal law enforcement leaders to hundreds of college and high school students. Special Agent Jeter is committed to the #30x30 Initiative, ensuring our workforce reflects the faces of our nation.

Learn more about a career within ATF at www.atf.gov/careers. #ATFJobs #SheIsATF

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<td>As Women’s History Month comes to a close, we recognize ATF’s first female African American Special Agent, Gladys Jones. She worked on a variety of cases during her ATF career, including a case where guns were hidden in barrels of grease and sent to Grenada. Jones was also the first female to serve on a task force, working on the Danville, Virginia, moonshine case, one of ATF’s last major moonshine cases. She served in several leadership positions, including on the #NationalR… See more</td>
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April - Holocaust Week of Remembrance

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<td><a href="https://twitter.com/ATFHQ/status/1650863171505389573/photo/1">https://twitter.com/ATFHQ/status/1650863171505389573/photo/1</a></td>
<td>This month, we celebrate the heritage, culture and contributions of Arab Americans. Immigrants from the Arab world have arrived in the U.S. since before our country’s independence and continue to contribute to our national</td>
</tr>
</tbody>
</table>
This month, we celebrate the heritage, culture and contributions of Arab Americans. Immigrants from the Arab world have arrived in the U.S. since before our country’s independence and continue to contribute to our national fabric. Learn more about diversity and inclusivity in ATF at [www.atf.gov/about/diversity](http://atf.gov/about/diversity).

#WeAreATF

May - Asian American, Native Hawaiian and Pacific Islander Heritage Month

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<tr>
<th>FLE &amp; PLATFORM</th>
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<tr>
<td>FBI - Facebook</td>
<td>5/1/2023</td>
<td><a href="https://www.facebook.com/photo/?fbid=617393813767522&amp;set=a.259053482934892">link</a></td>
<td>As we celebrate this year’s #AANHPIHeritageMonth, the #FBI honors the contributions of Asian American, Native Hawaiian, and Pacific Islanders – past and present – who have helped shape the Bureau and support its mission toward protecting our nation.</td>
</tr>
<tr>
<td>FBI - Instagram</td>
<td>5/1/2023</td>
<td><a href="https://www.instagram.com/p/CrtGu0yttNk/?hl=en">link</a></td>
<td>As we celebrate this year’s #AANHPIHeritageMonth, the #FBI honors the contributions of Asian American, Native Hawaiian, and Pacific Islanders – past and present – who have helped shape the Bureau and support its mission toward protecting our nation.</td>
</tr>
<tr>
<td>FBI - Twitter</td>
<td>5/1/2023</td>
<td><a href="https://twitter.com/FBI/status/1653052134978465792/photo/1">link</a></td>
<td>As we celebrate this year’s #AANHPIHeritageMonth, the #FBI honors the contributions of Asian American, Native Hawaiian, and Pacific Islanders – past and present – who have helped shape the Bureau and support its mission toward protecting our nation.</td>
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<td>ATF - Facebook</td>
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<td>May is Asian American, Native Hawaiian and Pacific Islander Heritage Month. We celebrate these remarkable communities' diverse and vibrant cultures and contributions to our society. Learn more about the AANHPI employees of ATF at <a href="http://www.atf.gov/about/diversity/celebrating-our-diversity">www.atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF #AANHPI</td>
</tr>
<tr>
<td>ATF - Instagram</td>
<td>5/2/2023</td>
<td><a href="https://www.instagram.com/p/Crvk9fxM-mE/">https://www.instagram.com/p/Crvk9fxM-mE/</a></td>
<td>May is Asian American, Native Hawaiian and Pacific Islander Heritage Month. We celebrate these remarkable communities' diverse and vibrant cultures and contributions to our society. Learn more about the AANHPI employees of ATF at <a href="http://www.atf.gov/about/diversity/celebrating-our-diversity">www.atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF #AANHPI</td>
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<td>ATF - Twitter</td>
<td>5/2/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1653399775473983488/photo/1">https://twitter.com/ATFHQ/status/1653399775473983488/photo/1</a></td>
<td>May is Asian American, Native Hawaiian and Pacific Islander Heritage Month. We celebrate these remarkable communities' diverse and vibrant cultures and contributions to our society. Learn more about the AANHPI employees of ATF at <a href="http://atf.gov/about/diversity/celebrating-our-diversity">http://atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF #AANHPI</td>
</tr>
<tr>
<td>FBI - Richmond - Twitter</td>
<td>5/7/2023</td>
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<td>#FBIRichmond honors the contributions of all Asian American, Native Hawaiian, and Pacific Islanders who have helped shape the Bureau and support its mission toward protecting our nation.</td>
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<tr>
<td>ATF - Instagram</td>
<td>5/9/2023</td>
<td><a href="https://www.instagram.com/p/CsBmjxBsf04/">https://www.instagram.com/p/CsBmjxBsf04/</a></td>
<td>As we continue celebrating our diversity during Asian American, Native Hawaiian and Pacific Islander Heritage Month, we’d like to introduce you to Astor Lim. Lim is a retired U.S. Army veteran and a naturalized American citizen of Filipino and Chinese ancestry. Lim brings a wealth of knowledge and experience to ATF as a budget analyst at the ATF National Academy.</td>
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<td>5/10/2023</td>
<td><a href="https://www.instagram.com/p/CsEmpnmrWtr/">https://www.instagram.com/p/CsEmpnmrWtr/</a></td>
<td>DEA Celebrates National Asian American, Native Hawaiian, and Pacific Islander Heritage Month!</td>
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<td>DEA - Twitter</td>
<td>5/10/2023</td>
<td><a href="https://twitter.com/DEAHQ/status/1656358819511824395/photo/1">https://twitter.com/DEAHQ/status/1656358819511824395/photo/1</a></td>
<td>DEA Celebrates National Asian American, Native Hawaiian, and Pacific Islander Heritage Month!</td>
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<tr>
<td>ATF - Instagram</td>
<td>5/16/2023</td>
<td><a href="https://www.instagram.com/p/CsTu3Rq">https://www.instagram.com/p/CsTu3Rq</a> sarH/</td>
<td>As we continue celebrating our diversity during Asian American, Native Hawaiian and Pacific Islander Heritage Month, we’d like to introduce you to Sandra Sherlock. Sherlock is an ATF recruiter and Senior Industry Operations Investigator with 23 years of experience at the agency. She also serves as a team lead for ATF’s Asian American Pacific Islander employee resource group and the ATF liaison to the Department of Justice’s Pan Asia employee group. Sherlock grew up in Hawaii and her</td>
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</table>
mom originated from a province of Hiroshima, Japan.

Learn more about Sherlock at www.atf.gov/about/diversity/asian-american-pacific-islander-month-employee-reflections-sandra-y-sherlock. #WeAreATF #AANHPI

<p>| ATF - Instagram | 5/23/2023 | <a href="https://www.instagram.com/p/CslpoCOSuYA/">https://www.instagram.com/p/CslpoCOSuYA/</a> | As we continue celebrating our diversity during Asian American, Native Hawaiian and Pacific Islander Heritage Month, we’d like to introduce you to Jesse Nguyen. Nguyen is an Industry Operations Investigator for ATF. Nguyen, a Vietnamese American, appreciates the professional development opportunities ATF provides and enjoys the family-like environment. He also believes building and molding emerging leaders to take on new, global challenges is important. Learn more about Nguyen at <a href="http://www.atf.gov/about/diversity/asian-american-pacific-islander-month-employee-reflections-jesse-nguyen">www.atf.gov/about/diversity/asian-american-pacific-islander-month-employee-reflections-jesse-nguyen</a>. #WeAreATF #AANHPI |
| ATF - Instagram | 5/30/2023 | <a href="https://www.instagram.com/p/Cs3rPeSMpZP/">https://www.instagram.com/p/Cs3rPeSMpZP/</a> | As we continue celebrating our diversity during Asian American, Native Hawaiian and Pacific Islander Heritage Month, we’d like to introduce you to Casey Xiong. Xiong is a Supervisory Special Agent at ATF’s Seattle Field Division where he manages Special Agents and Task Force Officers working on violent crimes. In 1994, Xiong began his law enforcement career as the first and only Hmong Special Agent with ATF while then part of the U.S. Department of the Treasury. Agent Xiong feels it’s important during #AANHPI month to recognize the sacrifices made by Chinese, Hmong, Laotian, Vietnamese and Cambodian immigrants for America's prosperity and |</p>
<table>
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<td>USMS personnel, including the USM from Maine, Massachusetts, and Rhode Island, and court staff, attended an event in Boston to show support for the AANHPI community. The White House initiative co-sponsored the gathering to celebrate AAPI Heritage Month.</td>
</tr>
<tr>
<td>USMS - Twitter</td>
<td>6/2/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/1">https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/1</a></td>
<td>USMS personnel, including the USM from @USMSPortlandME, Massachusetts, and Rhode Island, and court staff, attended an event in Boston to show support for the AANHPI community. The White House initiative co-sponsored the gathering to celebrate AAPI Heritage Month.</td>
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<td>USMS - Twitter</td>
<td>6/2/2023</td>
<td><a href="https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/2">https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/2</a></td>
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<td><a href="https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/3">https://twitter.com/USMarshalsHQ/status/1664708662328283167/photo/3</a></td>
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<td>USMS - Twitter</td>
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<td>USMS personnel, including the USM from @USMSPortlandME, Massachusetts, and Rhode Island, and court staff, attended an event in Boston to show support for the AANHPI community. The White House initiative co-sponsored the gathering to celebrate AAPI Heritage Month.</td>
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June - LGBT+ Pride Month

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<td>June is #Pride Month! We recognize the contributions our LGBTQI+ colleagues have made in their service to the safety and security of our nation. Learn more about the LGBTQI+ employees of ATF at <a href="http://www.atf.gov/about/diversity/celebrating-our-diversity">www.atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF</td>
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<tr>
<td>ATF - Instagram</td>
<td>6/1/2023</td>
<td><a href="https://www.instagram.com/p/Cs80221ucye/">https://www.instagram.com/p/Cs80221ucye/</a></td>
<td>June is #Pride Month! We recognize the contributions our LGBTQI+ colleagues have made in their service to the safety and security of our nation. Learn more about the LGBTQI+ employees of ATF at <a href="http://www.atf.gov/about/diversity/celebrating-our-diversity">www.atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF</td>
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<tr>
<td>ATF - Twitter</td>
<td>6/1/2023</td>
<td><a href="https://twitter.com/ATFHQ/status/1664271536579305472/photo/1">https://twitter.com/ATFHQ/status/1664271536579305472/photo/1</a></td>
<td>June is #Pride Month! We recognize the contributions our LGBTQI+ colleagues have made in their service to the safety and security of our nation. Learn more about the LGBTQI+ employees of ATF at <a href="http://atf.gov/about/diversity/celebrating-our-diversity">http://atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF</td>
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<td>FBI - Facebook</td>
<td>6/1/2023</td>
<td><a href="https://www.facebook.com/FBI/posts/pfbid02PJYVWhpnHh">https://www.facebook.com/FBI/posts/pfbid02PJYVWhpnHh</a></td>
<td>The #FBI celebrates the positive impacts our #LGBTQ+ teammates have made on the Bureau and across the nation during June is #Pride Month! We recognize the contributions our LGBTQI+ colleagues have made in their service to the safety and security of our nation. Learn more about the LGBTQI+ employees of ATF at <a href="http://atf.gov/about/diversity/celebrating-our-diversity">http://atf.gov/about/diversity/celebrating-our-diversity</a>. #WeAreATF</td>
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<tr>
<td>FBI - Instagram</td>
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<td><a href="https://www.instagram.com/p/Cs87X9yP0jA/?hl=en">https://www.instagram.com/p/Cs87X9yP0jA/?hl=en</a></td>
<td>The #FBI celebrates the positive impacts our #LGBTQ+ teammates have made on the Bureau and across the nation during #PrideMonth and every day. Thank you for your service to our communities, your dedication to the mission, and the perspectives you bring to the table.</td>
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<td>FBI - Twitter</td>
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<td><a href="https://twitter.com/FBI/status/166428624112883207/photo/1">https://twitter.com/FBI/status/166428624112883207/photo/1</a></td>
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<tr>
<td>FBI Richmond - Twitter</td>
<td>6/2/2023</td>
<td><a href="https://twitter.com/FBIRichmond/status/1664693937800462339/photo/1">https://twitter.com/FBIRichmond/status/1664693937800462339/photo/1</a></td>
<td>We thank the #LGBTQ+ members of our FBI family, law enforcement partner agencies and organizations, and the community for their many contributions to the Bureau and our nation. The FBI serves and welcomes all. #PrideMonth</td>
</tr>
<tr>
<td>FBI - Facebook</td>
<td>6/10/2023</td>
<td><a href="https://www.facebook.com/FBI/posts/pfbid01NTx5Fa659MX3K8i9KpxEgSGT2MeaFVVCEnjZ1h7aRYFkpNZGejAj752bLNrBJS1">https://www.facebook.com/FBI/posts/pfbid01NTx5Fa659MX3K8i9KpxEgSGT2MeaFVVCEnjZ1h7aRYFkpNZGejAj752bLNrBJS1</a></td>
<td>This #PrideMonth, the #FBI is flying the pride flag outside our headquarters in support of our LGBTQ+ colleagues. We thank them for their contributions to the Bureau and our country.</td>
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<tr>
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<td>6/10/2023</td>
<td><a href="https://twitter.com/FBI/status/1667577618118373377/photo/1">https://twitter.com/FBI/status/1667577618118373377/photo/1</a></td>
<td>This #PrideMonth, the #FBI is flying the pride flag outside our headquarters in support of our LGBTQ+ colleagues. We thank them for their contributions to the Bureau and our country.</td>
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<tr>
<td>ATF - Instagram</td>
<td>6/13/2023</td>
<td><a href="https://www.instagram.com/p/CtbuVQetAiA/">https://www.instagram.com/p/CtbuVQetAiA/</a></td>
<td>As we continue celebrating Pride Month, we’d like to introduce you to Special Agent Brown. She joined ATF as a Special Agent in 2017 and currently</td>
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ZF5zJPf1iB9mdck MeGtWNCfZfmUg Zt96QAJgE9dL6RG Fewu5G4n6tHI #PrideMonth and every day. Thank you for your service to our communities, your dedication to the mission, and the perspectives you bring to the table.

The #FBI celebrates the positive impacts our #LGBTQ+ teammates have made on the Bureau and across the nation during #PrideMonth and every day. Thank you for your service to our communities, your dedication to the mission, and the perspectives you bring to the table.

We thank the #LGBTQ+ members of our FBI family, law enforcement partner agencies and organizations, and the community for their many contributions to the Bureau and our nation. The FBI serves and welcomes all. #PrideMonth

This #PrideMonth, the #FBI is flying the pride flag outside our headquarters in support of our LGBTQ+ colleagues. We thank them for their contributions to the Bureau and our country.
Brown said Pride Month is extremely important to her because it helped her gain the courage to come out and truly be herself. She hopes to help pave the way for women in the future and the LGBTQI+ community to pursue a career in law enforcement and with ATF. Learn more about SA Brown at www.atf.gov/about-atf/celebrating-lgbtiq-pride-month. #WeAreATF

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<td><a href="https://www.instagram.com/p/Cte61cHL7gR/">https://www.instagram.com/p/Cte61cHL7gR/</a></td>
<td>A Montana man was sentenced for federal hate and firearms crimes for shooting at and intending to kill and rid the town of LGBTQI+ residents. John Russell Howald was sentenced to 18 years in prison, followed by five years of supervised release for shooting into a residence and attempting to shoot others. He was convicted by a federal jury earlier this year of a hate crime involving an attempt to kill when he fired at the residence of a lesbian woman who was home at the time and then proceeded into town intending to target others he perceived to be lesbian, queer and gay. Read more about this sentencing at <a href="http://www.atf.gov/news/pr/montana-man-sentenced-federal-hate-and-firearms-crimes-shooting-intended-kill-and-rid-town">www.atf.gov/news/pr/montana-man-sentenced-federal-hate-and-firearms-crimes-shooting-intended-kill-and-rid-town</a>. #DisruptTheShootingCycle</td>
</tr>
<tr>
<td>FBI Richmond - Facebook</td>
<td>6/15/2023</td>
<td><a href="https://www.facebook.com/FBIRichmond/posts/pfbid0fyP6x9PiaXXyStwivAonAVTEFvwgPKPuD">https://www.facebook.com/FBIRichmond/posts/pfbid0fyP6x9PiaXXyStwivAonAVTEFvwgPKPuD</a></td>
<td>#PrideMonth is a time to recognize how far we have come as a nation &amp; how far we still have to go for #equality. Learn about the #FBI's commitment to Diversity and Inclusion here</td>
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<td>FLE &amp; PLATFORM</td>
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<td>The #FBI celebrates the positive impacts our #LGBTQ+ teammates have made on the Bureau and across the nation during #PrideMonth and every day. Thank you for your service to our communities, your dedication to the mission, and the perspectives you bring to the table.</td>
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<td><a href="https://twitter.com/FBIRichmond/status/1674780736115851265/photo/1">https://twitter.com/FBIRichmond/status/1674780736115851265/photo/1</a></td>
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**July - Near and Middle East Heritage Month**

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<td>7/27/2023</td>
<td><a href="https://www.instagram.com/p/CvNBZKoussFa/">https://www.instagram.com/p/CvNBZKoussFa/</a></td>
<td>On National Korean War Armistice Day, we remember all those who sacrificed and served during the Korean War. The war began with the North Korean army's invasion of the South and ended with the signing of the Korean Armistice Agreement on July 27, 1953. Learn</td>
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**September - October - National Hispanic Heritage Month**

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<td>In honor of the contributions and sacrifices of Hispanic people throughout our nation's history, today through Oct. 15, ATF joins the celebration of National Hispanic Heritage Month. The 2023 recognition theme is “Todos Somos, Somos Uno: We Are All, We Are One.” Learn more about ATF's celebration of heritage and diversity at <a href="http://www.atf.gov/about/diversity">www.atf.gov/about/diversity</a>.</td>
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<tr>
<td>ATF - Instagram</td>
<td>9/15/2023</td>
<td><a href="https://www.instagram.com/p/CxNw--fMvpX/">https://www.instagram.com/p/CxNw--fMvpX/</a></td>
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<td>FBI Richmond - Twitter</td>
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<td>#DYK that National HispanicHeritageMonth is commemorated each September 15 to October 15? As the U.S. celebrates the culture and contributions of Hispanic Americans, the #FBI honors the many ways our Hispanic American colleagues have contributed to the Bureau.</td>
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<td>Este #MesDeLaHerenciaHispana, celebrado a nivel nacional, el #FBI honra las contribuciones y tradiciones de los miembros, asociados y colegas hispanos de nuestra comunidad en todo el país. #MesDeLaHispanidad</td>
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<td>This National #HispanicHeritageMonth, the #FBI honors the contributions and traditions of our Hispanic community members, partners, and colleagues throughout the country.</td>
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<td>As we continue celebrating our diversity during #HispanicHeritageMonth, we'd like to introduce you to Special Agent Linda James. James has been with ATF for 10 years and has spent time as a program officer with the Firearms Operations Division and as a liaison with the Criminal Intelligence Division. Before joining ATF, she worked as a Federal Air Marshal for seven years.</td>
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<td>Este #MesDeLaHerenciaHispana, y todos los días, el #FBI agradece a las muchas generaciones de líderes hispanos del FBI que han trabajado y continúan trabajando para defender la Constitución y proteger al pueblo estadounidense. #MesDeLaHispanidad</td>
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<td>¿Sabías que el #MesDeLaHerenciaHispana se conmemora del 15 de septiembre al 15 de octubre? Mientras que los EE.UU celebra la cultura y las contribuciones de hispanoamericanos, el #FBI honra las</td>
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Adaptability and flexibility. That is something you hear a lot when you walk through our doors. But it isn't always the individual adjusting to the FBI—sometimes it is the FBI adapting itself to the individual. The Bureau is committed to creating an inclusive environment where people from every background, culture, and perspective belong, are able to succeed, and can realize their full potential. That starts with the workplace.

When FBI Forensic Accountant Kyle started with the Bureau in 1988, the FBI experienced a learning curve on how to accommodate his disabilities and trust his capabilities. However, his hard work and self-advocacy opened doors, paved paths, and closed cases. Providing reasonable accommodations such as screen reader programs and enabling him to learn the layout of courtrooms before trials are just some of the ways the FBI ensures Kyle has the same opportunities as his team members to propel his career and create a safer, more just future for all Americans.

This National Disability Employment Awareness Month, let us honor the hard
work, creativity, and sheer determination that individuals with disabilities bring every day to the workforce. Forge your path at the FBI. Learn more about our commitment to accessibility today.

https://ow.ly/7FQZ50PQkXh
#FBIJobs #FBI #DEAM #DisABLEd #Adaptability #DEI #Accessibility #DisabilityEmploymentAwareness

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<td>This National Disability Employment Awareness Month, we're honoring the resilience of individuals like Kyle. If you're seeking opportunities that empower you to have an impact, the #FBI is for you. Forge your path at the FBI. #FBIJobs #DisABLEd</td>
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November - Veterans Day

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<td>Happy Veterans Day to all who have worn the cloth of our nation. Your selfless service and sacrifice are greatly appreciated today and every day. We</td>
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<td>Happy Veterans Day to all who have worn the cloth of our nation. Your selfless service and sacrifice are greatly appreciated today and every day. We also celebrate and thank the veterans who continue to serve their nation as part of ATF.</td>
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<td>This #VeteransDay, the #FBI joins communities nationwide in thanking and honoring our nation’s veterans, including the nearly 6,000 veterans at the Bureau. Thank you for your service.</td>
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<td>This #VeteransDay, #FBIRichmond joins communities nationwide in thanking and honoring our nation’s veterans, including the nearly 6,000 veterans at the Bureau. Thank you for your service!</td>
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<td>Este #DíaDeLosVeteranos, el #FBIRichmond se une a las comunidades de todo el país para agradecer y honrar a los veteranos de nuestra nación, incluidos los casi 6,000</td>
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veteranos en nuestra organización. Gracias por su servicio!

On behalf of the GND leadership we want to Thank all of the Veterans who have proudly served. Thank you for your service.

November - National Native American Heritage Month

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<td>November is Native American Heritage Month, which began as a celebrated week in November 1986. We celebrate the diverse cultures, rich traditions and important contributions of Native American people, especially those employed within our agency.</td>
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<td>This #NationalNativeAmericanHeritageMonth, the FBI honors the contributions of our Native American partners, neighbors, and colleagues who serve communities across the nation.</td>
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<td>This #NationalNativeAmericanHeritageMonth, the FBI honors the contributions of our Native American partners, neighbors, and colleagues who serve communities across the nation. Learn more about National Native American Heritage Month through the link in our bio.</td>
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<td>This #NationalNativeAmericanHeritageMonth, the FBI celebrates the achievements of our Native American employees, who make lasting contributions to the Bureau's mission. Read about one employee's service to the nation and her community: <a href="http://www.fbi.gov/.../navajo-victim-specialist-shows-how">http://www.fbi.gov/.../navajo-victim-specialist-shows-how</a>...</td>
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<td>During #NationalNativeAmericanHeritageMonth, the #FBI highlights the advocacy of our American Indian and Alaska Native Advisory Committee as they share indigenous culture, values, and history with our employees. Learn about our commitment to #diversity: <a href="https://fbijobs.gov/diversity">https://fbijobs.gov/diversity</a>.</td>
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employee's service to the nation and her community:
http://fbi.gov/news/stories/navajo-victim-specialist-shows-how-role-is-key-to-supporting-crime-victims-investigations
Appendix L: Diversity, Equity, and Inclusion Key Word Lists & Definitions

Terms

1. **Ally**: Someone who supports a group other than one’s own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.

2. **Bias**: A form of prejudice that results from our need to classify individuals into categories quickly.

3. **BIPOC**: An acronym used to refer to black, Indigenous and people of color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use it as an identifier.

4. **Cisgender**: A term for people whose gender identity, expression or behavior aligns with those typically associated with their assigned sex at birth.

5. **Disability**: Physical or mental impairment that affects a person’s ability to carry out normal day-to-day activities.

6. **Diversity**: Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

7. **Discrimination**: The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion and other categories.
8. **Equity**: The fair treatment, access, opportunity and advancement for all people, while striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

9. **Gender Identity**: Distinct from the term “sexual orientation,” refers to a person’s internal sense of being male, female or something else. Since gender identity is internal, one’s gender identity is not necessarily visible to others.

10. **Gender Non-conforming**: An individual whose gender expression is different from societal expectations related to gender.

11. **Harassment**: The use of comments or actions that can be perceived as offensive, embarrassing, humiliating, demeaning, and unwelcome.

12. **Implicit Bias**: Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

13. **Inclusion**: The act of creating an environment in which any individual or group will be welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

14. **Institutional Racism**: Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.
15. **Intersectionality**: A social construct that recognizes the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

16. **LGBTQIA**: An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex, and asexual.

17. **Oppression**: The systemic and pervasive nature of social inequality woven throughout social institutions and embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures.

18. **People of Color**: A collective term for men and women of Asian, African, Latinx and Native American backgrounds, as opposed to the collective “White”.

19. **Prejudice**: A preconceived judgment or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes, that denies the right of individual members of certain groups to be recognized.

20. **Race**: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly race), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time.

21. **Sexual Orientation**: An individual’s enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual.

22. **Social Justice**: Social justice constitutes a form of activism, based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources
is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency and a sense of social responsibility toward and with others.

23. **Structural inequality**: Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) reinforced through institutions, ideologies, representations, policies/laws, and practices. When this kind of inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism.

24. **White Supremacy**: A power system structured and maintained by persons who classify themselves as White, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities.

**Additional Terms:**

1. Latine/Latin-X
2. Afro Caribbean
3. Asian
4. Woman
5. Women
6. Women in Leadership
7. Asian
8. Native American
9. **Veteran status**: Whether or not an individual has served in a nation's armed forces (or other uniformed service)
10. **Underrepresented communities**: Consist of individuals holding identities broadly underrepresented or underserved within an institution or field.

11. **HSI**: Hispanic Serving Institution

12. **First Nation People**: Individuals who identify as the first people to live on the Western Hemisphere continent. People also identified as Native Americans

13. **Equality**: A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights, and equal access to certain social goods and services.

14. **Disability**: A physical or mental impairment substantially limits one or more major life activities (including major bodily functions).

15. **Culture**: A social system of meaning and custom developed by a group to ensure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and communication styles.
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VITA

Reena Thakor Desai was born on March 31, 1978, in Edison, New Jersey. She is an American citizen. Desai finished high school in 1996, and she is a graduate of Stafford High School in Falmouth, VA. She graduated from the University of Mary Washington in 2000 with a Bachelor’s of Science in Business Administration. Upon graduation, she worked in the private sector for two years before entering graduate school on a full-time basis. Desai graduated from George Mason University in 2004 with a Master’s of Science in Information Systems. Upon completion, she was a consultant for the next 14 years. While working as a consultant for Booz Allen Hamilton, Desai accepted data analyst and database administrator assignments domestically and internationally. She returned to graduate school and earned a second master degree - a Master of Public Administration from George Mason University in 2016. Desai accepted a position working for the Federal Bureau of Investigation (FBI) in 2017. She worked at FBI Headquarters in Washington D.C. from 2017 to 2019 before transferring to FBI Richmond. In September 2022, Desai was awarded the FBI Exceptional Performance Award (EPA) - Medal of Excellence. The EPA recognizes those exemplary FBI employees who have sustained a high level of performance. Desai received a doctorate degree from Virginia Commonwealth University in 2024.

Edgar Lamont Greer was born in New York on June 9, 1974. He is an American citizen. He finished high school in Long Island, New York in 1992. He is a graduate of St. John the Baptist High School in West Islip, New York. Greer is a graduate of Virginia Union University in 2001 with a Bachelor's degree in Criminal Justice. He earned a Master’s degree in Criminal Justice at Virginia Commonwealth University. In 2002, he began a career in Law Enforcement where he
rose to the rank of Lieutenant. He became a certified Department of Criminal Justice Services instructor where he taught in numerous police academies throughout the Commonwealth of Virginia. Greer earned a doctorate degree in Educational Leadership in 2024.

Meghan McCorry Waldron was born on July 21, 1977 in Providence, Rhode Island. She is an American citizen. Waldron finished high school in 1995, and she is a graduate of West Springfield High School in Springfield, VA. She graduated from Radford University in 1995 with a Bachelor’s Degree in English and Spanish. Upon completion, she taught in Prince George’s County, Maryland. Waldron simultaneously studied education, and earned a Master’s in the Art of Teaching; she graduated from Trinity University in 2004. Waldron taught for an additional two years in Arlington County, Virginia. Thereafter, she moved to Glen Allen, VA, where she founded Smart Solutions Tutoring, LLC in 2007. Waldron returned to the classroom, and taught for nine years in Hanover County Public Schools. Waldron later served as an adjunct professor at Virginia Commonwealth University; she transitioned to Higher Education full time, where she served as an academic advisor in 2023. Waldron received a doctorate degree from Virginia Commonwealth University in 2024.