

**Association of Inspectors General  
Illinois Chapter Fall 2020 Training**

**Session I**

Date: Friday, November 20, 2020  
Time: 8:30 a.m. to 12:35 p.m.

Location: WebEx Webinar

**Session II**

Date: Friday, December 4, 2020  
Time: 8:30 a.m. to 11:30a.m.

**Session I: November 20, 2020 Training Agenda**

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|-------------------------|--------------------------------------------------------------------------------------------------------------------------|
| 8:30 a.m. – 8:45 a.m.   | Introduction and Welcome                                                                                                 |
| 8:45 a.m. – 9:45 a.m.   | <b>Tips, Templates and Best Practices for Conducting Investigations Remotely,<br/>Lorene Schaefer</b>                    |
| 9:45 a.m. – 10:00 a.m.  | 15 Minute Break                                                                                                          |
| 10:00 a.m. – 11:00 a.m. | <b>Illinois Attorney General Investigations, The When, How and What<br/>Richard Cenar</b>                                |
| 11:00 a.m. – 11:05 a.m. | 5 Minute Break                                                                                                           |
| 11:05 a.m. – 12:35 p.m. | <b>Biases in Decision Making: Avoiding the Circumstances that Create Poor Judgments<br/>Lea Gutierrez, Destiny Peery</b> |

**Session II: December 4, 2020 Training Agenda**

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|-------------------------|-----------------------------------------------------------------------------------------------------------------|
| 8:30 a.m. – 8:45 a.m.   | Introduction and Welcome                                                                                        |
| 8:45 a.m. – 10:15 a.m.  | <b>Antitrust Schemes – Working with the Procurement Collusion Strike Force,<br/>Daniel Glad, John Modransky</b> |
| 10:15 a.m. – 10:30 a.m. | 15 Minute Break                                                                                                 |

10:30 a.m. – 11:30 a.m.     **Audit of the Chicago Low Income Housing Trust Fund  
Housing Quality Inspections,  
Claire Kruschke, Kevin Smith**

*This Association sponsored training program is expressly designed and developed for the Association of Inspectors General Illinois Chapter. The members will not pay a fee for this event. Consequently, payment and refund policies do not apply. Individuals wishing to express complaints regarding this training should contact Christopher Duffin, Training Coordinator, at [aigtrainingillinois@gmail.com](mailto:aigtrainingillinois@gmail.com).*



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## Fall 2020 IL AIG Chapter Member Training

Prerequisites and Advance Preparation: None

Program Level: Basic

Delivery method: Group Internet Based

Recommended CPE: \_\_\_ hrs. (Pending approval)

Recommended CLE: \_\_\_ hrs. (Pending approval)

Learning Objectives:

**Friday November 20, 2020**

### **Tips, Templates and Best Practices for Conducting Investigations Remotely**

While many employees working remotely, new challenges are arising, especially where workplace investigations are concerned. Misconduct doesn't take a break during times of crisis, and neither does the need to investigate it. Workplace investigators are challenged to find ways to conduct their investigations without the ability to travel or engage in face-to-face communication. This requires new policies, procedures, and best practices.

The presentation will address:

- Conducting interviews using Zoom and other video conferencing technology
- Collecting evidence using cloud-based storage platforms
- Protocols and best practices for organizing information and files
- How remote investigations may look going forward.

### **Illinois Attorney General Investigations, The When, How and What**

The objective of the presentation is to give background on the type of matters that the AG office generally handles and, at a high level, the process involved from intake to enforcement.

### **Biases in Decision Making: Avoiding the Circumstances that Create Poor Judgments**

Given our role in investigating allegations of fraud, corruption, waste, abuse, and misconduct, Inspectors General make decisions daily. The decisions we make include whether or not to pursue charges, what evidence to gather, and determinations about credibility. Those involved in management roles also influence recruitment and hiring and processes within the talent management cycle (such as professional development and succession planning). Yet, we are often unaware of the ways that our minds, personalities, life experiences, and social structures influence how we take in, process, and use information in our decision-making. Join us for this in-depth look at how we come to think about others, make judgments of people and situations, and otherwise think and behave in ways that are potentially influenced by bias. In addition, in light of the way COVID-19 has affected how we work, this session will also explore the impacts of social distancing and video conferencing on decision-making, particularly judgments of other people. We will also discuss some preventative measures to improve individual and organizational decision-making processes during this unprecedented time and beyond.

**Friday, December 4, 2020**

**How to Detect Antitrust Crimes and Work Antitrust Investigations with the Procurement Collusion Strike Force**

This presentation will provide an overview of the per se criminal antitrust offenses (and how prosecutors prove them), how criminal antitrust affects governmental operations, the red flags of collusion (and how and to whom to report), and some reflections from a prosecutor's perspective on procurement practices. The speakers will use real-world examples, and actual evidence to illustrate these topics. Additionally, the presenters will provide information about the current inter-agency initiative, the Procurement Collusion Strike Force and discuss the work they are doing as part of the COVID response.

**Audit of the Chicago Low-Income Housing Trust Fund Housing Quality Inspections**

In 2019, the Chicago Office of Inspector General completed a performance audit of the Chicago Low-Income Housing Trust Fund, which supports affordable housing for some of the city's most vulnerable residents. Through this case study, participants will learn about assessing agencies with little regular oversight, evaluating risks posed by manual recordkeeping, and building rapport despite difficult findings.

## **Speaker Biographies (in order of presentation)**

### **Session I**

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#### ***Tips, Templates and Best Practices for Conducting Investigations Remotely***

**Lorene Schaefer** is an independent investigation counsel, mediator, consultant, expert witness and trainer in Atlanta, Georgia with over 27-years of experience, including 14 years as in-house counsel at the General Electric Company. Through her law firm, Schaefer & Associates, LLC, she conducts impartial, internal workplace and compliance investigations of allegations of violations of policy or law such as Title VII of Civil Rights Act, Title IX of Education Amendments, Americans with Disabilities Act, Age Discrimination in Employment Act, Fair Labor Standards Act, Foreign Corrupts Practices Act, False Claims Act, Sarbanes-Oxley, and state whistleblower laws. She is the founder and CEO of Win-Win Resolve™, a company that conducts management inquiries, EEO investigations, misconduct investigations, workplace mediations, climate assessments, and workplace conflict and investigation training and consulting services for federal agencies, state and local governments, and private sector companies. Win-Win Resolve investigators, mediators, HR professionals, and trainers utilize a “win-win” balanced and procedurally fair approach designed to ensure all employees feel heard and respected and policies are consistently applied. Schaefer holds a B.A. from Kentucky Wesleyan College and a J.D. from the University of Cincinnati College of Law.

#### ***Illinois Attorney General Investigations, The When, How and What***

**Rick Cenar** is Deputy Chief of the Criminal Enforcement Division and Chief of the Public Integrity Bureau for the Illinois Attorney General Office. He has held these positions since March of 2019. As Deputy Chief of the Criminal Enforcement Division, he supervises approximately 70 attorneys assigned to bureaus throughout the State of Illinois. The assistants assigned to these bureaus prosecute cases involving felony, misdemeanor and traffic cases, financial crime, Medicaid fraud, sexually violent persons, internet and high-tech crime cases, environmental crime, and statewide grand jury cases. As Chief of the Public Integrity Bureau, Rick Cenar oversees three attorneys involved in the investigation and prosecution of misconduct by state, county, and local government officials, government program fraud and fraud involving government contracts and plans. Prior to 2019, Rick Cenar was an Assistant State’s Attorney in Cook County for 30 years prosecuting criminal cases as an assistant and as a supervisor in courtrooms at 26th and California, Juvenile Court and at the Skokie Courthouse. Rick Cenar has been licensed to practice law in the State of Illinois since 1986. He graduated from Loyola School of Law in 1986. He received a Bachelor of Arts degree from John Carroll University in 1983 majoring in political science.

#### **Biases in Decision Making: Avoiding the Circumstances that Create Poor Judgments**

**Lea S. Gutierrez** is Litigation Group Manager and Director of Diversity and Inclusion at the Illinois Attorney Registration and Disciplinary Commission of the Supreme Court of Illinois (ARDC), where she investigates and prosecutes allegations of lawyer misconduct. In addition to her role as a litigation manager, Ms. Gutierrez leads the ARDC's efforts to recruit, retain, and advance diverse attorneys, promote a culture of inclusion, create methods for increased public accessibility to the ARDC, and ensure equitable service delivery. She received her Bachelor's degree in psychology from Hampton University in Virginia, her law degree from Temple University School of Law in Pennsylvania and her Masters of Forensic Sciences from The George Washington University in Washington D.C. She also received her certificate in Strategic Diversity and Inclusion Management from Georgetown University in Washington D.C and will finish her program in Organizational Behavior at Harvard Extension School in the Fall of 2020. For three years, she served as Co-Chair of the YLS Professional Responsibility Committee of the Chicago Bar Association, she is currently the special advisor to the American Bar Association Standing Committee on Professional Regulation, and a member of the ABA Center for Professional Responsibility's Diversity, Equity, and Inclusion Committee. She also serves as liaison to the ISBA's Special Committee on Racial Inequality and represents the ARDC on the Chicago Bar Association's YLS Racial Justice Coalition. She has been a presenter at various bar association and law firm events on topics related to professional responsibility, lawyer regulation, and diversity, equity, and inclusion.

**Destiny Peery** is Principal Consultant with The Red Bee, LLC. She is a social psychologist and legal scholar who specializes in the study of identity, bias and discrimination, diversity, equity and inclusion, including their intersections with the law and in spaces within the legal profession. Peery has taught at Northwestern University Pritzker School of Law and Duke University School of Law. As a professor, she has been recognized multiple times, including being awarded Northwestern Law's top teaching honor in 2019. As a research scholar, she has 15+ years conducting experimental, survey, and other research on topics including social categorization and perception (i.e., how people see and categorize others) and stereotyping, bias and discrimination, including how people reconcile legal conceptions with evolving social conceptions of these concepts. As a research consultant, Peery has served as a primary investigator for research on diversity in the legal profession for the American Bar Association (ABA) and the National Association of Women Lawyers (NAWL). Peery holds a Ph.D. in social psychology and a J.D. from Northwestern University.

## **Session II**

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### ***Antitrust Schemes – Working with the Procurement Collusion Strike Force***

**Daniel Glad** is the Director of the U.S. Department of Justice's Procurement Collusion Strike Force. The PCSF is a nationwide, inter-agency partnership among the U.S. Department of Justice's Antitrust Division, U.S. Attorney's Offices, the FBI, and several federal Offices of Inspector General. The PCSF focuses on combatting antitrust crimes, like bid rigging, and other federal offenses that undermine competition in government procurement, grant, and program funding at all levels—federal, state, and local. Previously, Mr. Glad was the assistant chief of, and a line prosecutor in, the Antitrust Division's Chicago office, where investigated and prosecuted international and

domestic cartels, criminal conspiracies that target public agencies, bid rigging, price fixing, bribery, and other related federal crimes. Mr. Glad also worked in the U.S. Attorney's Office for the Northern District of Illinois, where he investigated and prosecuted a variety of federal offenses, including complex fraud schemes, bank robbery, embezzlement, money laundering, child exploitation, narcotics and firearms offenses, and violent crimes. Prior to joining the Department of Justice, Mr. Glad was an Assistant Inspector General in the Office of Inspector General for the City of Chicago. Mr. Glad began his career in private practice in the Chicago and Washington, D.C. offices of Latham & Watkins LLP. Mr. Glad is a graduate of the University of Michigan Law School.

**John Modransky** is a Special Agent with the U.S. Department of Transportation (DOT), Office of Inspector General (OIG), and works in the Midwestern Region. John investigates criminal, civil, and administrative investigations of fraud and a variety of other allegations affecting DOT, its operating administrations, programs, and grantees. John serves as DOT OIG's partner member of the DOJ's Procurement Collusion Strike Force (PCSF). Before joining DOT OIG, John was an Investigator for the Chicago Board of Education, Office of Inspector General. John began his career as a private investigator with a focus on insurance fraud. John is a graduate of Western Illinois University.

#### ***Audit of the Chicago Low-Income Housing Trust Fund Housing Quality Inspections***

**Claire Kruschke** is a Senior Performance Analyst and Certified Inspector General Auditor with the City of Chicago Office of Inspector General. Her work has covered a wide variety of topics including affordable housing, language accessibility, election operations, and police use of force reporting. In 2019, her audit of the Chicago Low-Income Housing Trust Fund was recognized by the national Association of Local Government Auditors as one of the best performance audits of the year. Prior to joining OIG in 2015, Claire worked in government and policy agencies in London, England and Wellington, New Zealand. She holds an MA in Social Science from the University of Chicago.

**Kevin Smith** is a Senior Performance Analyst with the City of Chicago Office of Inspector General and a Certified Inspector General Auditor. He has experience leading strategic planning projects and conducting program evaluations, including performance audits of the Chicago Departments of Police, Public Health, Transportation, and Housing. In 2019, his work was recognized by the Association of Local Government Auditors with the Knighton Award for best performance audit of the year. Prior to joining OIG, Kevin worked for the City of Sterling, IL and the Water District of Johnson County, KS. He holds an MPA in City Management from The University of Kansas.