

## TRAINING

### Executive Summary

- **De-escalation training is essential.**
- **Expand training to eliminate multicultural and implicit bias**
- **Enhance neighborhood connections**
- **Promote stress management & self-care**
- **Conduct ongoing mental health assessments**
- **Expand and update current training to increase effectiveness**
- **Expand procedural oversight to increase accountability**
- **Revise standard operating procedures to reduce fatigue and burnout**

Recommendation relative to a policy	Overall recommendation	Commentary
<ul style="list-style-type: none"> <li>• Add bias training, peace circles, de-escalation, stress, suicide management to post training</li> <li>• Introduce opportunities for community advocates to collaborate with police department to de-escalate cases especially involving their neighbors that have issues (e.g., mental illness). A neighbor might be able to do a better job with de-escalation because they know the person's circumstances.</li> <li>• Need training for de-escalation for people w/ different needs in general (e.g., physical or mental disabilities).</li> <li>• Introduce an overall customer service training module for officers as well as administrators. (Procedural Justice Training)</li> </ul>	<ul style="list-style-type: none"> <li>• Articulate oversight of discretionary decisions by officers in matters such as use of force, body cams, and vehicular pursuits.</li> <li>• Identify community resources, external to SBPD, to provide training in diversity and cultural competencies.</li> <li>• Require ongoing re-certification for training to neutralize implicit bias and develop cultural competence.</li> <li>• Require ongoing re-certification in de-escalation strategies.</li> <li>• Require on-going mental health screenings and attention to warning signs. Create a rapid-response "S.W.A.T." team to deal with psychological trauma.</li> </ul>	<ul style="list-style-type: none"> <li>• Existing policy leaves too much to interpretation and undermines public safety because accountability is not evident.</li> <li>• Part of the persistent distrust and rage residents feel toward law enforcement is rooted in the apparent lack of accountability for racially motivated, inappropriate, excessive, and fatal use of force.</li> <li>• Training materials should be reviewed so they reflect contemporary situations officers face.</li> <li>• There is no discernable effort to assess training materials to determine their effectiveness.</li> </ul>

<ul style="list-style-type: none"><li>• Accountability and consequences for officers who are not compliant, especially for those with a history of repeated citations for noncompliance.</li><li>• Review what type of assessments are in place to ensure training is effective.</li><li>• Promote stress management &amp; self-care by paying attention to signs officers are overworked, fatigued, or dangerously violent.</li></ul>	<ul style="list-style-type: none"><li>• Lower shift hours; more frequent time off to improve decision making and de-escalation skills.</li></ul>	
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