

## LAW ENFORCEMENT TRAINING: PROMOTING AND PROTECTING HUMAN RIGHTS

Created and delivered by

Auschwitz Institute for the Prevention of Genocide and Mass Atrocities and The National Center for Civil and Human Rights

### Component 1: REPAIR Course for Department Leadership

The first component of the REPAIR program is a 24-curriculum-hour online course, offered to department leadership over a period of 6 weeks. The course benefits from a newly created curriculum, developed with the assistance of experts in the fields of atrocity prevention, human and civil rights, Black history, and with the expertise of civil review boards, the Department of Justice, and law enforcement leadership and professionals.

The curriculum includes an array of innovative multimedia tools, which were specially designed for the course. It consists of six asynchronous, distinct, and detailed modules. Each of these involves reading assignments, interactive and reflective exercises, and discussion components. The course material is presented in multiple ways, to accommodate different learning styles, and information is provided with the use of visual, auditory, and written aids.

Although the course is asynchronous and does not require participants to be on the platform at the same time, it is designed so that students are moving through the material at an equitable pace and learning each section's content during a one-week period. This serves to maximize participant engagement with peers and with the course instructor to create a robust learning environment with a vibrant exchange of ideas, solutions, and best practices.

The course covers the following topics:

1. Social Identity in Deeply Divided Societies
2. The President's Task Force on 21st Century Policing
3. Challenges in Community Policing
4. Impact of Policing Structures on Policing Behavior
5. Police Reform
6. Federal Law and Policing

The goals of the course are:

1. To instill participants the values of promoting and protecting civil and human rights and examine the factors which put societies at risk for violating those rights.
2. To emphasize the ways in which the promotion and protection of civil and human rights by law enforcement plays a role in the prevention of mass atrocities.
3. To sensitize law enforcement personnel to the systematic features of policing structures that may negatively impact communities of color, as well as the implicit bias that can impact decision-making at an individual level.
4. To apply those lessons to the challenges facing police today in serving diverse communities in a deeply divided society.

### Component 2: Training of Trainers and Subscription to Support Ongoing Training of Rank-and-File Officers

The second component of the program—Training of Trainers (ToT)—follows the 6-week leadership course. This component includes a one-day in-person session offered by REPAIR’s teaching team for those leaders who have been selected to train rank-and-file officers. ToT also includes a year-long subscription to receive AIPG's support and specialized training materials to facilitate the design of a customizable curriculum to be offered internally.

Each one-day intensive session of the Training of Trainers allows for up to 25 leaders who have successfully completed the initial REPAIR course to work with the teaching team to acquire the necessary knowledge and resources, including a Training Manual, to design a comprehensive 8-hour curriculum for rank-and-file officers. The ToT program itself will cover the outline of the in-person course for rank-and-file officers, best practices of pedagogical engagement, customization of materials specific to a department's history and structure and provide a package of other tools and resources.

The leaders who complete the 1-day ToT session will then be able to train their rank-and-file officers using this newly designed 8-hour curriculum to detect relevant risk factors for civil and human rights abuses, identify appropriate response tools to

promote and protect those rights, and recognize the best practices to foster resilience in targeted communities.

The 8-hour curriculum will cover:

1. Social Identity and Deeply Divided Societies
2. Unpacking Implicit Bias in Policing
3. History of Policing in the US
4. Citizen Review Boards and Police Reform
5. Becoming Evil: The Psychology of How Ordinary People Commit Atrocities
6. Policing in Traumatized Communities

Additionally, and in collaboration with the REPAIR teaching team, departments will identify challenges and issues in the communities where they work to customize their training curriculum.

During the design and initial implementation of the 8-hour curriculum for rank-and- file officers, the REPAIR teaching team will provide ongoing support directly to department instructors over the course of this training. This support will include the provision of training materials and expert consultations to answer questions and troubleshoot pedagogical challenges encountered by trainers, provide supplementary educational materials, and continue to facilitate the customization of the REPAIR curriculum to local contexts. After this initial training period for rank-and- file officers, REPAIR course contents and support for department instructors will be provided through a further negotiated agreement.

### Component 3: Trauma- Informed Policing Course

Our newest addition to the REPAIR Program course offerings is our 3-week, 12- hour curriculum on Trauma-Informed Policing. This is one of the 5 priorities for Police Reform determined by the Council on Criminal Justice’s Task Force on Policing. In the Council’s words, “Officers who are trained to identify and address trauma in the community, and who have a heightened awareness of their own exposure to stress and trauma and seek help as needed, are better equipped to police in an equitable and respectful manner.” This course aims to address those professional development needs by promoting a trauma-informed approach to policing that will enhance officer wellness as well as community relations.

We offer 2 different versions of this course. The first is designed for law enforcement leadership, who, as a prerequisite, must first participate in the REPAIR leadership course, which covers essential material on social identity, deeply divided societies, and the history of policing, not covered in depth in this course.

The second is a more introductory and accessible version designed for lower rank officers who are not required to first participate in the REPAIR course, but will encounter its material through their department's own Training of Trainers designed curriculum.

This course follows the same model as our REPAIR leadership course, including self-led reading assignments, interactive and reflective exercises, and discussions. It is also asynchronous but designed so that students are moving through the material at the same pace and learning each section's content during a one-week period. This serves to maximize participant engagement with each other and with the instructor in order to create a robust learning environment with productive discourse and a vibrant exchange of ideas, solutions, and best practices.

The course covers the following topics:

4. Understanding Deeply Divided Societies
5. Impacts of Direct and Vicarious Trauma on Officer Wellness and Safety
6. Policing in Traumatized Communities

The goals of the course are:

1. To understand the defining features of a deeply divided society and the consequences of living in such a society.
2. To emphasize the ways in which policing can promote adaptive resiliency in a deeply divided society.
3. To reinforce the need for law enforcement personnel to be self-aware of the impacts of direct and vicarious trauma on their own personal wellness.
4. To sensitize law enforcement personnel to recognize and address trauma and apply that knowledge to increase cultural understanding between officers and the communities they serve.