

BROWN UNIVERSITY DEPARTMENT OF PUBLIC SAFETY



TRAINING & CONTINUING EDUCATION for Police and Public Safety Officers



The Brown University Department of Public Safety strives to achieve excellence and deliver the high level of service its community deserves and expects. With training as a top priority, we maintain proficiency and skills in an ever-changing environment. We are committed to enhancing our partnership with the community and are eager to build, locate, and facilitate training programs that will benefit its officers and the public we serve.

Each year, members of the department of Public Safety receive a series of in-service and specialized training to support the departments training initiative to introduce segments of its CORE Training Program to align our efforts with the 21st Century Policing training model.

Diversity Training



In 2018, DPS hired Elon Cook Lee, program director for the Center for Reconciliation and curator for its new museum project on the history and legacy of slavery and enslaved resistance as a training consultant.

Elon Cook Lee is a museum activist, public historian and race womanist. A genealogist, Brown University–educated public historian and National Association for Interpretation–trained workshop developer and instructor, Cook Lee uses workshops, walking tours and exhibitions developed using feminist, anti-oppression frameworks to improve the discourse around forgotten or erased elements of American history.



In 2017, Dr. Scout, a specialist in LGBTQ engagement strategies, was hired by DPS to lead an intensive three day workshop for police and safety officers focusing on cultural competency and community engagement (LGBTQ, transgender, diverse populations), health disparities, data collection, language tips, stigma and how it affects lives, trends, and strategies to enhance service within these communities.

Dr. Scout is an open trans man who uses a little humor and personal experience to help trainees become more comfortable and proficient with serving disparity populations. He received his Ph.D. from Columbia University in 2005 with specialty in transgender health. Topics covered during this segment were cultural competency and community engagement (LGBTQ, transgender, diverse populations), health disparities, data collection, language tips and tricks, stigma and how it affects lives, trends, and strategies to enhance service within these communities. Materials published by the International Association of Chiefs of Police on responding to sexual violence in LGTBQ communities serve as reference and guidance for public safety materials.

Folowing this training, Dr. Scout was recommended by DPS to present at the annual conference of Commission on Accreditation for Law Enforcement Agencies held in Providence, Rhode Island.



Verbal Communication and De-Escalation Skills

One of the greatest tools a law enforcement professional possesses is the ability to influence the overall outcome of interactions. In 2018, DPS will be holding a two-part training for all uniformed personnel: Bystander Intervention and Education, followed by Conflict Resolution. This training will be facilitated by Brown University's Ombudsperson, Ruth Rosenberg and Brown students who will be participating in role playing exercises. Uniformed personnel in all classifications will be participating in selected scenarios. Transcripts will be given to each group and acted out in a controlled environment so that officers can implement conflict resolution and de-escalation techniques discussed in previous training sessions.

In 2016 and 2017, officers attended de-escalation training focused on today's peacekeeper and their ability to effectively evaluate others and utilize communication skills to make sound decisions that result in safe and successful resolutions. This training utilizes scientific research, numerous case studies, and a wide array of videos of real-life encounters to offer training scenarios with the goal of understanding and improving officer interaction skills. Officers develop a thorough understanding of human nature and how communication skills can be utilized to effectively read body language, detect deception, and recognize pre-attack indicators. Officers are also taught techniques to successfully build rapport, calm the irrational, and present one's self as an aware and tactically sound professional law enforcement officer.

Fair and Impartial Policing

Bias-based Policing and Racial Profiling: In 2017, Facilitator Chris Ahern instructed officers on perspectives on racial profiling and bias-based policing. This Fair and Impartial Training Program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula addresses, not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, socio-economic status and so forth. These curricula are founded on the following fundamental principles:

- Having biases is normal to human functioning
- Biases are often unconscious or "implicit," thus influencing choices and actions without conscious thinking or decision-making
- Policing based on biases or stereotypes is unsafe, ineffective and unjust.
- Fair & Impartial Policing is a cornerstone of procedural justice and important for the achievement of agency legitimacy
- Officers can learn skills to reduce and manage their own biases

Dr. Lorie Fridell, Associate Professor at the University of South Florida and the CEO of Fair and Impartial Policing LLC, is a national expert on biased policing. Her primary research areas are racial profiling and police use of force. Dr. Fridell developed the "fair and impartial policing" perspective that is based on the science of bias. With funds from the DOJ, she and experts have created various fair and impartial policing curriculums targeting: police command staff, patrol officers, first line supervisors, police trainers and community members. Facilitator Chris Ahern is known for teaching this class at the Cambridge Police Academy, Lowell Regional Academy, Brookline Police Academy and the School of Justice Studies at Roger Williams University.

Active Shooter/Active Threat



This training was broken down into two parts. Both Sworn members and communications officers were assigned on line training modules to prepare them for the upcoming practical exercise of handling an active shooter/threat situation. Both groups prepared by reviewing department and university policy and procedures, articles pertaining to the training subject and sent various live scenarios for group discussions on how to handle these types of circumstances.

Both groups were then assigned to a three day, hands-on training where all were placed in situations where they needed to be decisive and deliberate with actions pertaining to active shooter/threat.

Stressors and role players were placed strategically in an off campus school dormitory setting to teach officers to rely on their training and skill sets when coming face to face with an active shooter/threat situation.

This training was given by certified Federal Law Enforcement Training Center instructors which is the recognized standard training by the Rhode Island Municipal Police Training Academy.

Mental Health First Aid

Mental Health First Aid is a course which teaches officers how to identify, understand and respond to signs of mental illnesses and substance abuse disorders. The training gives you the skills you need to reach out and provide initial help and support to someone who may be developing a mental health or substance abuse problem or experiencing crisis.

Mental Health First Aid does not teach police officers to be therapists, rather it will teach them how to recognize the symptoms of mental health problems, how to provide initial help and how to go about guiding a person towards appropriate professional help. It also focuses on the stresses that officers are exposed to in the course of their duties and how that relates to maintaining good mental health. Common mental health problems; what is depression, symptoms and causes of depression; treatment and resources of depression; crisis first aid for suicidal behavior, symptoms, causes of anxiety disorders; treatment and resources for anxiety disorders; crisis first aid for panic attacks; symptoms and causes for psychotic disorders and psychosis; crisis first aid for overdose victims; maintaining good mental health of officers.

2019 Scheduled Training

- Anti Defamation League training for Law Enforcement
- Diversity: Deaf and Hard of Hearing Contacts and Communication
- CPR-AED-BFA
- Domestic Violence/Sexual Assault/Stalking/Cyberstalking
- Women in Leadership (Conference Host RI)
- UOF/Response to Aggression: Active Shooter/Building Searches and Clearances
- Hate Crimes and Law Enforcement Reporting
- Diversity: LE Response to Mental Health/Illness
- Path of the Guardian
- Bias-based Policing/Racial Profiling: Fair and Impartial Policing/Procedural Justice
- Community Policing
- Legal Updates/Fourth Amendment
- Officer Wellness
- Ethics
- Motor Vehicle Stops/Racial Profiling
- UOF/Response to Aggression: Firearms
- Diversity: LE interaction with people with disabilities (ADA)
- Communication/De-Escalation/Community Policing: Conflict Resolution (Brown)

Core Training

CORE TRAINING: The Brown University Department of Public Safety has categorized training subject matter into six main areas. These areas are Bias-based Policing/Racial Profiling, Diversity, Community Policing, Communications Skills/De-Escalation Techniques, Policy/Procedure/Procedural Justice, Use of Force. These categories serve as descriptors of the many sub-categories of training that may be incorporated. The department's core training program is structured to motivate both new and experienced officers and to further professionalism within the agency. Core training ensures that personnel are kept up to date with new laws, technological improvements, and revisions to agency policy, procedures, rules and regulations. Frequency of this training is determined by State Law, POST Requirements, CALEA/RIPAC Standards, Policy and University requirements.

- 1) Bias-based Policing/Racial Profiling**
 - a. Fair and Impartial Policing
 - b. Issues on Bias Based Profiling
 - c. Enforcement activity reporting
 - d. Enforcement activity monitoring
 - e. Accountability
 - f. Transparency
- 2) Diversity**
 - a. Race/Ethnicity
 - b. Gender
 - c. Religion
 - d. Culture
 - e. Generational
 - f. Social/Economic
 - g. Disabilities (ADA)
- 3) Community Policing**
 - a. Building trust and partnerships
 - b. Community interaction
 - c. Problem solving
 - d. Customer Service
 - e. Protecting the community
- 4) Communications Skills/De-Escalation**
 - a. Verbal communications
 - b. Department interaction
 - c. De-escalation
 - d. Interview skills
- 5) Policy, Procedure, Procedural Justice**
 - a. New, updates/changes to policy
 - b. New, updates/changes to procedures
 - c. New, updates/changes-legislation-city ordinances
- 6) Use of Force**
 - a. Communication skills
 - b. De-escalation skills
 - c. Case law
 - d. Authorized Lethal Weapons
 - e. Authorized Less-Lethal Weapons