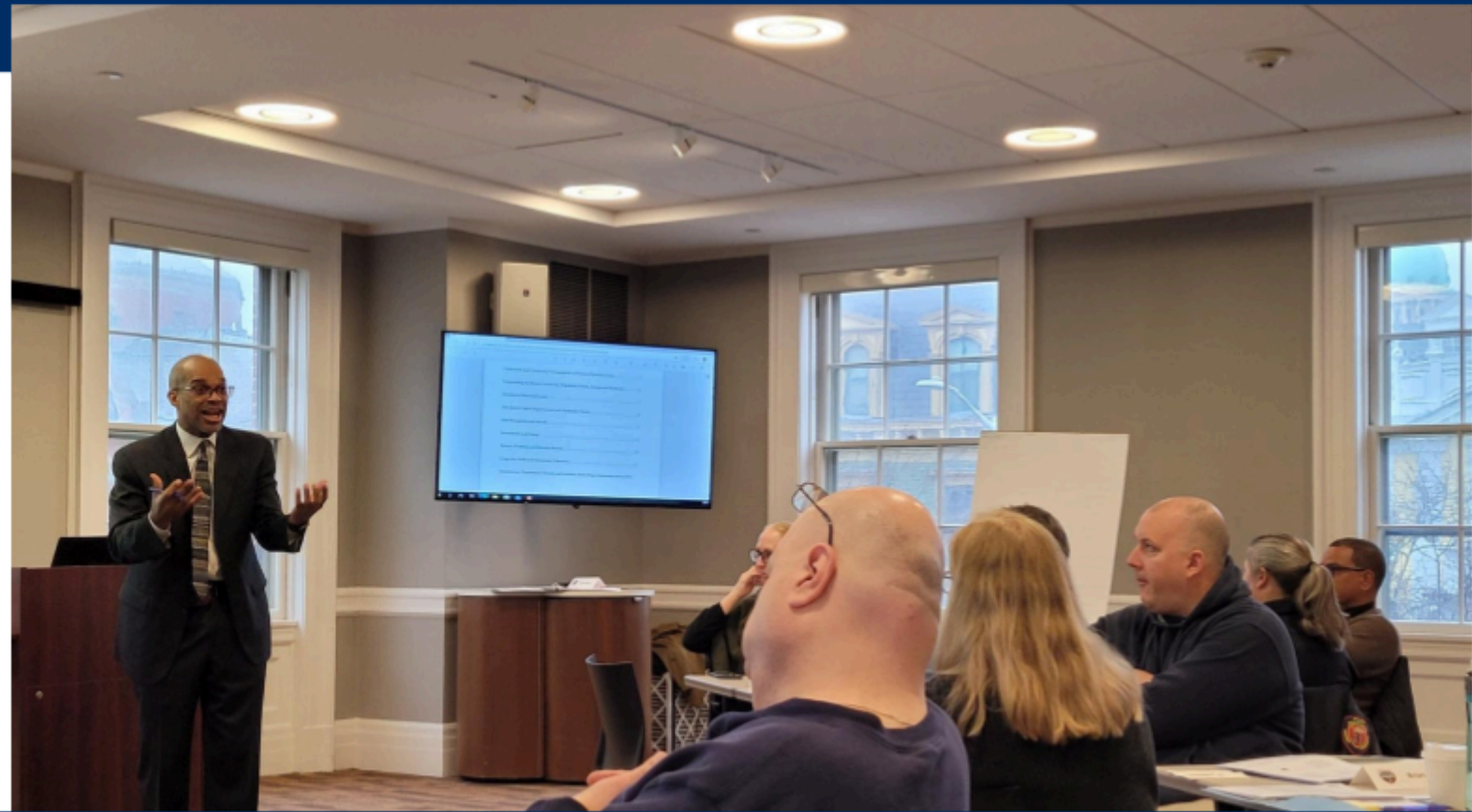


# BROWN UNIVERSITY DEPARTMENT OF PUBLIC SAFETY



## 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 our training initiative of introducing segments of its CORE Training Program to align our efforts with the 21st Century Policing training model.

# Overview of 2021-2022 Trainings



In the wake of the murder of George Floyd the year prior and the ensuing national conversation on policing, the Department of Public Safety placed a heavy emphasis on implementing Brown University's Diversity and Inclusion Action Plan within its department.

DPS staff and officers completed trainings focused on reviewing policies and response to mental health crises, hate crimes, implicit bias, workplace harassment, and first aid.

## Justice Reform



Officers attended a two-day mini-conference hosted at Rhode Island College by the Rhode Island Guardians Association (RIGA) which examined how justice reform looks after the murder of George Floyd. The conference placed a heavy focus on implementing procedural justice initiatives and greater transparency and accountability among law enforcement with training sessions on implicit penalties bias and building cultural competency skills.

At the conference, officers heard keynote speeches from Ronnell Higgins, chief of police at Yale University, Joe Reddish chair of the Rhode Island Commission on Prejudice and Bias, and Christina Fernandes, a RIC student who has researched the implementation of police body cameras.

# Hate Crime Review

Keith Hoffman from the Rhode Island Attorney General's Office Civil Rights team presented training to DPS staff and officers reviewing hate crimes within the state and nation in the wake of the recent national conversation. Staff were given a refresher on how hate crimes are reported and what factors to consider in reporting. This review encompassed bigotry and bias training to better support DPS recognition of hate crimes in the moment. Finally, staff reviewed state and national statutes pertaining to hate crimes.



# Learning from the Tree of Life Tragedy



Brad Orsinin speaking, on the same trip, at the Jewish Alliance of Greater Rhode Island. Image by Fran Ostendorf.

DPS was proud to host Brad Orsini, Senior National Security Advisor for the Secure Community Network during the summer of 2021 while he visited Providence hosting programs and active-shooter workshops for the community, Jewish organizations, and law enforcement. Noting a dramatic rise in anti-Jewish crimes, Orsini, a veteran of the FBI, travels the country discussing security and the importance of training and perception. Sponsored by the Jewish Alliance, this training emphasized the lessons learned in the law enforcement and security community in 2018's Tree of Life Tragedy.

# Supplemental Trainings

- **Intervening in Crisis to Stop Suicide**
- **Justice Reform: Building Trust and Legitimacy after George Floyd**
- **Mental Health Review - Substance Abuse, Depression, Suicide, Coping Mechanisms**
- **Hate Crime - Statute/Reporting/Civil Rights Review**
- **Lessons Learned from Tree of Life Tragedy in Pittsburg, PA**
- **Annual: Harassment in the Workplace**
- **Implicit Bias for Call Takers**
- **2021 Hate Crimes Summit**
- **Suicide: Prevention, Screening & Response Training**
- **True De-escalation is a Mindset Before It's a Tactic**
- **Mental Health First Aid – RIMPA**
- **Fair and Impartial Policing Training Policy Review**

## 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 training program is structured to motivate both new and experienced officers and to further professionalism within the agency. This 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 availability, State Law, POST Requirements, CALEA/RIPAC Standards, Policy and University requirements.

# Core Training (cont.)

## 1) Bias-based Policing/Racial Profiling

- a) Fair and Impartial Policing
- b) Issues on Bias Based Profiling
- c) Enforcement activity monitoring
- d) Enforcement Activity reporting
- 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