

**NEW  
ERA  
OF  
PUBLIC  
SAFETY**

AN ADVOCACY TOOLKIT FOR FAIR, SAFE,  
AND EFFECTIVE COMMUNITY POLICING



# POLICE TRAINING

Adequate and ongoing training for police officers is essential. To serve communities well and to maintain public safety, officers must stay up to date on best practices and continue to develop their skills.



## Key Challenges

### **Lack of uniformity:**

There are no universal standards for police trainings; each state and jurisdiction set their own requirements for officer training.

### **Minimal instruction:**

Some departments only offer baseline trainings to officers. And some trainings only have a one-time completion requirement.

### **Lack of community involvement:**

Effective training, especially related to marginalized communities (such as cultural competency, gender bias, hate crimes, procedural justice, bias-free policing, sexual misconduct, leadership training, and issues related to LGBTQ communities and people with disabilities), requires the input of people from the communities most affected by the practices. Many departments develop and deliver these trainings without involving the community.

# Making Change

## **Require training.**

All officers should be required to complete training on procedural justice, bias-free policing, crisis response, de-escalation, and cultural competency.

## **Consult the community.**

Departments should seek input from community members in the development and implementation of all trainings.

## **Ensure transparency and accountability.**

Departments should maintain complete, accurate, and up-to-date records of training curricula, materials, and attendance. Department leaders should periodically review, audit, and assess training programs to ensure they discuss contemporary topics and use adult education techniques.

# How to Advocate for Change

## **Change the law.**

Urge your state and local legislators to pass laws mandating trainings related to community policing, including procedural justice, bias-free policing, crisis response, de-escalation, and cultural competency.

## **Activate your community/civilian oversight board.**

If your community has an oversight board, encourage it to review data and policies to ensure training is effective. The oversight board can also recommend that departments involve community members in the development of training initiatives and curricula, and the public release of training materials.

## **Demand a policy.**

Demand that your police department immediately pass and effectively enforce policies that mandate training in community policing for all officers.

# Talking Points

## **Effective training supports community policing.**

Training serves as the foundation by which departments teach officers practices and tactics to police in a fair, safe, and effective manner, and affirms a commitment to community policing.

# Overcoming Opposition

## **The Opposition:**

“Trainings are time-consuming and costly. Police officers should spend their time patrolling the streets, not taking classes in a classroom.”

## **Overcoming the Opposition (1):**

“Officers who receive trainings in de-escalation and minimizing force, crisis response, procedural justice, implicit bias, cultural awareness, and sexual misconduct perform better in the field and will resort to force less often, which reduces the department’s exposure to legal liability.”

## **Overcoming the Opposition (2):**

“Training makes for better officers and improves relationships with the community. When communities have stronger relationships with police departments, they are more likely to cooperate in solving serious crime.”





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