

## INTRADEPARTMENTAL CORRESPONDENCE

June 23, 2020  
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**TO:** The Honorable Board of Police Commissioners

**FROM:** Chief of Police

**SUBJECT:** TRAINING AND DELIVERY PLAN 2020

### RECOMMENDED ACTION

1. It is recommended that the Board of Police Commissioners REVIEW and APPROVE the attached Training and Delivery Plan 2020

### DISCUSSION

The Los Angeles Police Department continues to recognize the importance of cultivating and investing in lasting relationships with the diverse communities we serve. Given the urgency of these issues, it is important that the Department underscores the principles of the President's Task Force on 21<sup>st</sup> Century Policing. The attached plan supports important work done by the Task Force, emphasizing the Pillars of Building Trust and Legitimacy, Policy and Oversight, and Training and Education.

The Department intends to build on these principles by further emphasizing Procedural Justice as a guiding principle for internal and external policies and practices; and as a guiding tool for interactions with rank and file officers and with the community we serve.

It is our mandate to continue building on our incremental gains by further collaborating with the community, thus ensuring transparency and a high quality of effectiveness in the areas of De-escalation, Procedural Justice, and Implicit Bias training at all levels of the Department.

The attached document outlines an action plan moving forward, with training commencing in June 2020. The plan also provides an overview of initiatives being developed and training for sworn officers, including command staff.

The Honorable Board of Police Commissioners

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If additional information regarding this report is required, please contact Lieutenant Mario Mota, Office of Support Services, at (213) 486-0127.

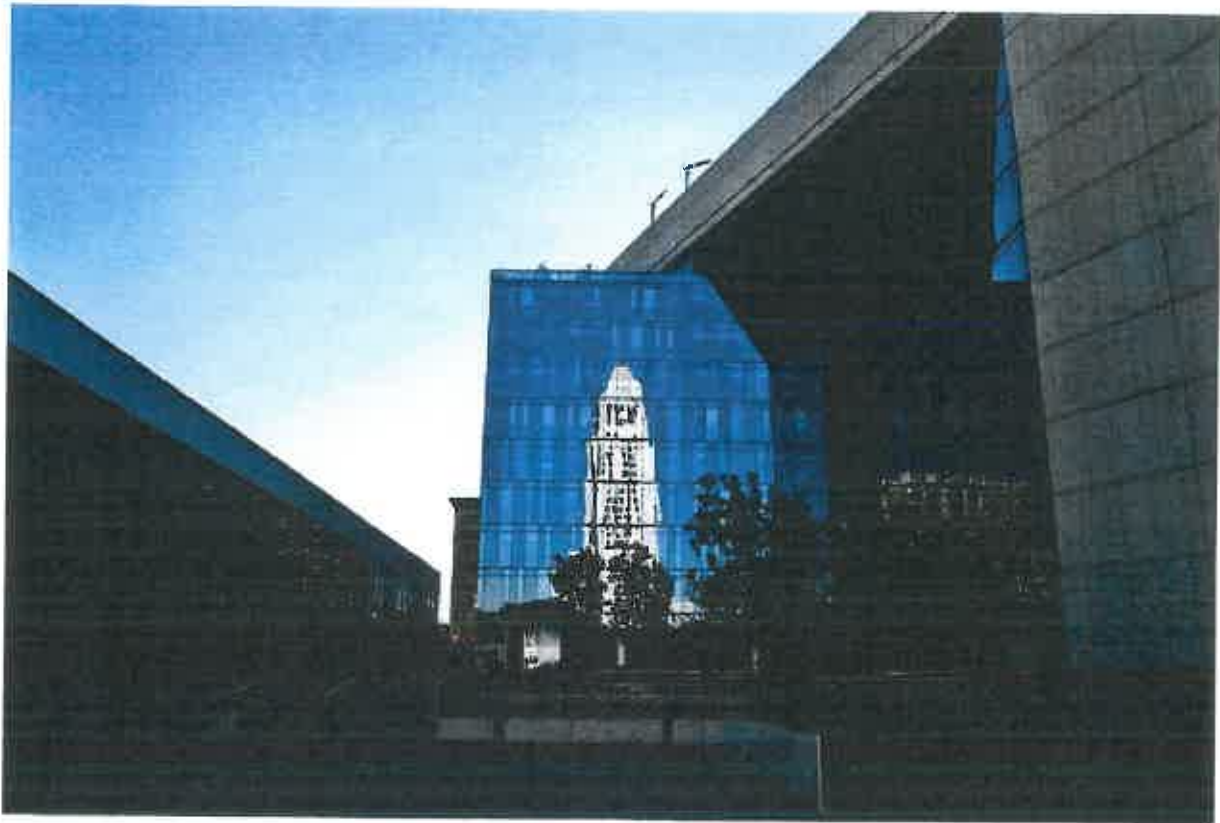
Respectfully,



MICHEL R. MOORE  
Chief of Police

Attachment

# **LOS ANGELES POLICE DEPARTMENT**



## **SAFE LA TRAINING AND DELIVERY PLAN 2020**

**Prepared by: Training Group  
June 8, 2020**

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## **INTRODUCTION**

In light of recent events around the country the Los Angeles Police Department (LAPD) continues to recognize the importance of cultivating and investing in lasting relationships with the communities we serve. Given the urgency of these issues, it is important that the Department underscore the principles of the President's Task Force on 21<sup>st</sup> Century Policing. This plan supports important work done by the Task Force emphasizing the Pillars of Building Trust and Legitimacy, Policy and Oversight, and Training and Education.

To that end, the Department intends to build on these principles by enhancing Procedural Justice as a guiding principle for internal and external policies and practices to guide interactions with rank and file officers with the community we serve.

It is our mandate to continue building on our gains by further collaborating with the community to ensure transparency and a high quality of effectiveness in the areas of De-escalation, Procedural Justice, and Implicit Bias training at all levels of the Los Angeles Police Department.

## **PHASE ONE**

### **IMMEDIATE TRAINING PLAN**

The Los Angeles Police Department, the Office of Support Services, and the Board of Police Commissioners (BOPC) have committed themselves to ensuring systematic changes throughout the LAPD as a result of SAFE LA events in the following areas:

- Community Engagement
- Meaningful Partnerships
- Constitutional Policing
- Accountability
- Increased Transparency
- Strengthening of Public Trust

As leaders in our profession, it is our responsibility to continuously seek ways to improve. As a law enforcement family, we are bound by our Core Values and Management Principles and are obligated with embracing the constructs of these ideas. The Los Angeles Police Department remains committed to policing with purpose, compassion and partnerships. The following is the contributing framework on how to accomplish these training goals moving forward.

Enhance training in the following areas:

- Expand Mental Health Intervention Training (MHIT) to train 900 officers in 2020 from 700 in 2019 to address at risk and vulnerable populations along with addressing the State initiative SB230.
- Complete De-escalation and Large Scale Events/ Incident Management training for the entire Department by end of 2020.
- Deliver Procedural Justice Training to remainder of Department.
- Deliver Implicit Bias II Continuing Education course to Department.
- Deliver Command and Control with the addition of Implicit Bias concepts.

## ENHANCE TRAINING BY THE END OF 2020

Direction has been provided to ensure that the following two courses are prioritized and completed by the end of 2020:

- Command and Control course identified by the Peace Officer Standards and Training (POST) as De-Escalation and Tactical Communication, Course Control No. 1850-20799-19-046.  
(This course will be referred as Command and Control throughout this document)
- Mental Health Intervention Training (MHIT)  
Course Control No. 1850-20911019-018

## CURRENT STATE OF TRAINING COMPLETED FOR SWORN YEAR TO DATE

Looking forward, an aggressive plan with achievable goals has been developed to train all sworn Department personnel in the areas of Command and Control and MHIT by the end of 2020. The following information has been provided as a reference point for deployment data.

**Note:** The total sworn numbers have been extracted from Deployment Period No. (DP) 5, May, 10, 2020, LAPD Sworn Personnel by Rank Roster, and indicates our overall total as 10,368. For command staff between the ranks of Chief of Police to Captain, a total of 113 employees have been identified. A total of 9,832 sworn personnel has been identified within the ranks of lieutenants and below. There are 423 Reserve officers indicated on the Roster.

TEAMS Cognos report, as of June 5, 2020			Sworn- 9,945
Course	Completed	To Be Trained	Total
MHIT	3,042*	6,897	9,939
Command and Control	5,002	4,929	9,931

Reserve Officers are not factored into the above information. Attrition may create variables when comparing data.

\* As of May 2020, 80% of all reported mental health related radio calls were responded to by at least one MHIT trained officer in the primary unit.

## MENTAL HEALTH INTERVENTION TRAINING

The Mental Health Intervention Training (MHIT) provides students with the knowledge, skills and ability to identify people with mental illness and effectively assess, communicate, intervene, manage field encounters and prepare accurate documentation.

At the completion of MHIT the student will be able to identify a person suffering from a mental illness or in a mental health crisis, properly manage and deescalate the situation and conduct a comprehensive assessment of the individual pursuant to 5150 of the Welfare and Institutions Code (WIC). This includes the completion of the required documentation.

Using lecture and learning activities including case studies, the student will:

- Recognize the most common mental illnesses they may encounter as law enforcement officers.
- Develop empathy and an understanding that a mental illness is a medical condition and not a choice.
- Develop an understanding of the laws and Department policies involving persons suffering from a mental illness.
- Develop and utilize effective de-escalation techniques needed to bring about a peaceful resolution to an incident involving a person suffering from a mental illness or in a mental health crisis.
- Formulate the questions necessary to conduct an effective mental health assessment.
- Identify the mental health related behavior(s) that establish the probable cause for an involuntary mental health hold pursuant to 5150 WIC or 5585 WIC.
- Know the appropriate referral information to provide the subject and or family if the behavior(s) do not rise to the level of an involuntary detention pursuant to 5150 WIC.
- Be able to complete the Mental Evaluation Unit intake procedure and required forms.
- Understand the Department's philosophy in the management of calls for services involving persons suffering from a mental illness.

**Note: Revisions to the curriculum will be made to ensure Implicit Bias and Procedural Justice are properly addressed.**

**Delivery of Training Plan and Timeline**

<b>MHIT-Training Projection</b>	
<b>Start Date:</b>	<b>Deployment Period No. 7</b>
<b>Course Delivery:</b>	<b>25 Classes</b>
<b>Class Size:</b>	<b>30 Students per session (Covid-19 restriction maximum)</b>
<b>Frequency:</b>	<b>Weekly (excluding holidays) 25 classes over 7 months (4) Classes each DP No. 7, 8, 9, 10, 11 (3) Classes DP No. 12 (2) Classes DP. No 13</b>
<b>Trained in 2020:</b>	<b>188</b>
<b>25 x 30 =</b>	<b>750 + 188 = 938</b>

Mental Health Intervention Training falls under the responsibility of Detective Bureau, Detective Support and Vice Division. The facilitators for this course include Department and Non-Department partners. Specifically, to our Department, the Crisis Response Support Sections Mental Evaluation Unit, which includes the Training Detail, Systemwide Mental Assessment Response Team, and the Case Assessment Management Program (CAMP) are responsible for facilitating this course along with the Los Angeles County, Department of Mental Health, the National Alliance on Mental Illness Greater Los Angeles County, the Autism Society of Los Angeles, and the Stella Adler School of Acting.

Training Group and Police Training and Education will maintain connectivity with the Office of Special Operations to support and ensure curriculum revisions and the delivery plan is successful.

To deliver the additional MHIT courses, a \$5,000 cost is associated with the classes. A Revolving Training Fund line item has already been identified and secured for MHIT.

Based on the demand to provide this course Department-wide, permanent training sites have been identified and secured at the Metropolitan Communications Dispatch Center and Police Headquarters Facility.

### **COMMAND AND CONTROL TRAINING**

The Command and Control course consists of an overview of use of force policy and defining elements of Command and Control. This course places an emphasis on Incident Command concepts and introduces Procedural Justice into UOF training. Three different field scenario environments are used to challenge our officers on critical decision-making, utilizing Command and Control concepts, and managing calls with multiple officers. In addition, the course will allow the Department to address current issues while continuing to meet State mandates, enhance skill sets, and to fully understand and incorporate the forthcoming revised Use of Force Policy. The key blocks of instruction would incorporate:

- Legal Update and New Use of Force Policy (incorporating SB230);
- Leadership in Challenging Times: Procedural Justice and Implicit Bias;
- De-escalation Scenarios – Responding to Vulnerable Populations;
- Mobile Field Force Concepts; and,
- Perishable Skills Training for Firearms: Critical Decision Making and Use of Force.

The scenarios that take place engage students to utilize proper placement and coordination of several officers called for back-up. The final field exercise is a larger event that breaks into two incidents and runs for an extended time. Debriefs all include the utilization of the PATROL acronym; Planning, Assessment, Time, Redeployment and/or Containment, Other Resources, Lines of Communication, reinforcing the ideas in this concept and how Command and Control contributes to de-escalation. Revisions will be made to add Implicit Bias concepts into the curriculum.

With a progressive and consistent training plan, the remaining officers could conclude the Command and Control Course by the end of summer and the new course of instruction could be provided to approximately 75% of the officers by the end of the year. The remaining officers could complete this training by the end of January. Additionally, the specific training for command officers would be tailored to their specific roles and responsibilities in the Department and the City.



**Delivery of Training Plan and Timeline**

<b>Command and Control-Training Projection</b>			
<b>Start Date:</b>	<b>Deployment Period No. 6</b>		
<b>Course Delivery:</b>	<b>4 times a week Monday through Thursday</b>		
<b>Class Size:</b>	<b>60 students a class</b>		
<b>Frequency:</b>	<b>4 times a week Monday through Thursday. Ending DP No. 12, Week A, November 26, 2020.</b>		
<b>Trained in 2020:</b>	<b>5,002</b>		
<b>54 x 4=216</b>	<b>54 Per day</b>	<b>216 a week</b>	<b>864 per DP</b>
<b>216 x 24 weeks=</b>	<b>5,184 (4,929 need to be trained). Goal will be met by DP No. 12 Week A</b>		

Command and Control requires courses to be conducted at Elysian Park due to the specific resources needed to deliver this training, such as; the Force Options Simulator room, range, field and availability of classrooms.

The training cadre will be re-assigned to Elysian Park, starting June 11, 2020. Two days of logistical preparation will be needed to prepare the training environment for students. Typically, there is a 45-day lead time for training orders, planning and approvals. For this enhanced roll out, a spreadsheet will be provided citywide via the One Drive cloud where all training coordinators can schedule available personnel in real time. This document will be designed and built by In Service Training Division (ISTD). All training orders can be issued over the next two weeks while working closely with Office of Operations and Office of Special Operations staff and all other offices for endorsement and emphasis to lessen the deployment impact on operations.

On a continual effort to ensure all support entities are also included in comprehensive training, the below table depicts the state of current training for:

- Custody Services Division
- Communication Division
- Security Services Division

**CUSTODY SERVICES DIVISION TRAINING AND COMMUNICATIONS DIVISION**

The below matrix captures data regarding Implicit Bias, Mental Health Awareness for Corrections, Mental Health Awareness and Tactics, Employee Wellness and De-escalation training provided to Civilian staff assigned in the job descriptions of Detention Officers and Police Service Representatives. (Addendum 6)

Custody Services Division		Communications Division	
Course	Employees Trained	Course	Employees Trained
Implicit Bias (2018-2019)	350	POST Basic Dispatcher Course (2015 to present)	212
Mental Health Awareness Training for Corrections (2018-2019)	371	There is a 3-hour block of instruction on Introduction to Persons with Mental Illness (2 Hour Lecture Based Training provided by MEU/1 Hour Lecture Based Training provided by CD Training Unit.)	
Mental Health Awareness and Tactics (2019-2020)	326		
Employee Wellness (2018-2019)	344		
De-escalation	De-escalation is infused into several course curriculums beginning at the Academy level (all Recruits since 2006) and throughout in-service training courses. De-Escalation training does not have an end date, as we continuously provide this to both new recruits as well as in-service training every two years.	Police Service Representatives often take the course "Callers in Crisis: Suicidal Calls" as part of their Career Development.	

## PHASE TWO

### ACTION PLAN MOVING FORWARD

#### HISTORICAL PROJECT

This joint BOPC and Department initiative is focused on expanding a Department-wide deeper understanding of our history with the communities we serve, the impact of previous generations of policing, and the historical lessons which can better prepare the service response of every officer. The primary goal to serve better, with true understanding, compassion, and development of lasting partnerships is not only timely, but critical in the growth and legitimacy of our Department. In addition, there will be an analysis on the impact that our actions have had on forming perceptions. This would also include incorporation of oral histories and accounts.

An orientation hub of sorts, not just of maps and statistics, but of the people, for the people, and by the people.

Preliminarily, this initiative will start with Department's policing efforts citywide including academy training, so that those new officers with limited exposure and life experience can better be oriented to and understand this community, its trials, tribulations, and true partnerships. Secondly, as education continues throughout an officer's career and rank structure, it is fundamental that promotional classes are infused with an understanding of community history as the Department builds and expands organizational leadership. These would include, for example, curricula for field training officers and all supervisory ranks. Specialty courses will also be examined for understanding history as it relates to special assignments. The third goal would be to create oral and written histories for each of our 21 geographic areas, updated yearly, so any officer, of any tenure, of any rank, at any time, could learn about the unique events, experiences, and incidents which shaped the communities' lives.

This program overview will cover the framework for integrating this content and collaborating with community stakeholders. While it is expected that this framework may expand as greater input is received, it should provide an understanding of the course development process and the primary areas where this information will first be distributed to include:

- 1) Community Collaboration to include active participation in review of training curriculum and panel discussion with students;
- 2) Academy Training;
- 3) Promotional In-Service Courses; and,
- 4) Divisional History for Officer Orientation.

The development of the curriculum is currently being crafted and the roll out is pending, having been delayed due to the COVID-19 Pandemic. To ensure the legitimacy of this training, curriculum designers will continue to collaborate with community leaders to ensure that lessons accurately reflect the sentiments of our communities throughout our history. This partnership will also allow students to hear directly from the various communities we serve. The design of this course reflects the emphasis made by Pillar Two of the President's Task Force on 21<sup>st</sup> Century Policing:

*"Law enforcement agencies should collaborate with community members, especially in communities and neighborhoods disproportionately affected by crime, to develop policies and strategies for deploying resources that aim to reduce crime by improving relationships, increasing community engagement, and fostering cooperation."*

Pillar Two additionally discusses the importance of a clear understanding of the use of force policy, mass demonstrations, search and seizure, procedural justice, and the delivery of de-escalation training. The Historical Project will include those topics and lessons learned from the Safe LA demonstrations and the community perspective towards policing during Safe LA.

## **IMPLICIT BIAS PART II**

Currently, Police Training and Education leadership is in the beginning stages of developing an Implicit Bias Training Part II. This course will be instructed by an individual who has credibility

within the community and will model the prior Implicit Bias training. The way the new course is designed can maximize the number of students to attend and receive the training (120 a day) while responding to public safety concerns and providing room for social distancing by utilizing small group rotations. In this way, both efficiency and quality of training will be enhanced.

In 2017, Doctor Bryant Marks presented a course entitled, Implicit Bias and Community Policing to the entire Department. The content of this course included:

- The Definition of Implicit Bias
- The Scientific Research Behind Implicit Bias
- Examples of Implicit Bias within Policing and Society
- Strategies to Increase Awareness and Minimize Effects of Implicit Bias

At the request of BOPC, an assessment was conducted with collaboration from academic researchers from the University of Southern California. This assessment facilitated further review of current research on Implicit Bias, and what has been shown to make an impact on addressing areas of bias, but also on influencing overt behavior. The three key areas that showed the most significant impact included: a) Intergroup contact and cooperative learning; b) Habit-breaking strategies; and c) Mindfulness.

The goal for the Department's Implicit Bias Part II training plan is to promote further understanding, comprehension, and practice of strategies that are more likely to impact behavior. Outreach has started to identify local partners and experts in this area for collaboration and expansion of this training. Since this course is still in development, the curriculum and rollout plan is pending. The goal is to develop the course and roll it out by September 2020. With an objective to train a significant portion of the officers by the end of 2020.

### **CROWD CONTROL AND CROWD MANAGEMENT - CRITICAL SKILLS FOR FIELD OPERATIONS**

Police Training and Education are in the beginning stages of re-developing Crowd Control and Crowd Management – Critical Skills for Field Operations for Lieutenants and Below.

The course objectives will include:

- Update on new Use of Force Policy  
SB 230 and AB392
- De-Escalation scenarios (Including mental illness/ homeless/ vulnerable populations)
- Mobile Field Force Concepts and Lessons Learned
- Perishable Skills Enhancement for UOF Decision Making

It is the intended goal to expeditiously craft the training and launch it as soon as a quality course can be developed. Training videos will be incorporated from recent civil unrest incidents. The details of the course are pending. (See Addendum 2)

**CROWD CONTROL AND CROWD MANAGEMENT TECHNIQUES FOR COMMAND STAFF**

The critical need for oversight, situational awareness, and meaningful management of First Amendment and of major large-scale group incidents remains a perishable skill in need of reinforcement. Crowd Control and Crowd Management incidents require command staff to have an acute situational awareness regarding various aspects of the crowd and incident. Working with large crowds often require incident commanders to provide guidance to crowds through the use of various techniques.

This course will reinforce concepts for command staff to continuously monitor, guide and message professional and patient behavior consistent with Department policy and procedures during crowd management incidents and provide an understanding of crowd dynamics, social and crowd psychology.

**Note:** There will be flexibility built into the training plan to adjust for Department needs.

**ADDITIONAL:**

**COMMAND OFFICER TRAINING – LEADERSHIP ENHANCEMENT AND DEVELOPMENT SESSIONS (LEADS)**

All Command Officers (Captain and above) attend executive level training two to three times per year. Starting in July, relevant course material would be collected for the design of training to meet the critical content as outlined by the BOPC as well as upcoming changes to the Use of Force Policy.

Content Areas to Include:

- New Use of Force Policy – meeting the SB230 requirements
- Crowd Control and De-escalation concepts
- Procedural Justice and Implicit Bias Training

Course Design:	July 2020
Community Input and Design:	July 2020/ August 2020
Finalize Course Content:	August 2020

Start Training:	September 2020
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This course will reinforce concepts to encourage command staff to continuously monitor, guide and message professional and patient behavior consistent with Department policy and procedures during crowd management incidents.

**LIVE BWV FOR EVERY RECRUIT**

On April 28, 2015, the BOPC approved the use of Body Worn Video (BWV) by sworn Department personnel to record enforcement and investigative contacts with the public. Recognizing that training the Department’s personnel on the proper deployment and usage of BWV begins in the Regular Basic Course (Academy), the Department authorized the use of BWV, with the capability of recording, for integration into the Academy. Body Worn Video

procedures have been established for Training Division staff, In-Service Training Division staff and recruit personnel for use during training in the Academy.

Body Worn Video is a progressive policing approach to help strengthen the Department's community engagement efforts. The BWV is intended, but not limited to, enhancing:

- Police operations and safety;
- Police reporting;
- Officer accountability;
- Investigation and resolution of personnel complaints;
- Documentation of evidence for criminal prosecution; and,
- Reduction of Department liability.

It is the Department's intent that when recruit personnel graduate the Academy, BWV is an integral and fundamental piece of equipment to be deployed and utilized each working shift. Emphasizing the importance of BWV in Recruit training underscores the importance of transparency and accountability.

Steps to finalize the implementation of recruit training with live BWV devices are near completion, which includes the development of a training portal for the video retention for training and review purposes. The launch date for the Body Worn Video Pilot Program is set for August 3, 2020, for all recruits in Class 8/20. All recruits in this class will be issued live BWV cameras. The pilot program will last the duration of this academy class, which consists of six months of training. This time period will allow our Academy staff to evaluate best practices consistent with Police Officer Standards and Training standards in a live body worn video training environment from start to finish when the recruits graduate.

Once this benchmark is reached Academy staff will evaluate what the most effective training methods for recruit officers are. Training will then be enhanced to best prepare them for the transition to a probationary police officer in the field. Following this six-month benchmark, on January 16, 2021, every recruit officer in training will be trained with live BWV.

### **GENERAL TRAINING UPDATE**

The Department ensures that after every Categorical Use of Force there is a General Training Update (GTU) completed within 90-days of the date of the incident.

For all Categorical Use of Force incidents (with the exception of Officer Involved Shootings hits/no hits), every GTU shall be comprised of five mandated topics.

- Use of Force Policy / Use of Deadly Force
- Command and Control
- Tactical Communication
- Tactical Planning
- Equipment Required / Maintained

For all Officer Involved Shootings (OIS) incidents, every GTU is be comprised of six mandated topics.

- Use of Force Policy / Use of Deadly Force
- Command and Control
- Tactical Communication
- Tactical Planning
- Equipment Required / Maintained
- Force Options Simulator (FOS)

During the 72-hour brief, the Command Officer should make specific recommendations as to any additional subject areas to be covered in the GTU. Training Division handles all GTU's.

### **PRACTICAL QUALIFICATON COURSE**

In September 2019, In-Service Training Division developed a Practical Qualification Course (PQC). On February 19, 2020 a live demonstration of this course was presented to the Chief of Police and the Direct Reports. This course would supplement the regular bi-monthly pistol qualification course with instruction that include the following:

- Target Discernment**
- Target Identification and Background**
- Curtailment of Lethal Force**
- Predictability**
- Contagious or Sympathetic Fire**
- Static Targets and Shooters**
- Use of Less Lethal Options**
- Command and Control**
- Tactical De-escalation**
- Partner or Supervisor Roles**
- Verbalization**
- Lighting**
- Drawing and Reloading from Concealment (plain clothes, detective, off-duty personnel)**

The PQC was approved by the Chief of Police and a Pilot program was launched but was immediately placed on hold due to the COVID-19 pandemic.

### **CURRICULAR REVIEW**

There will be a review of all existing courses to identify and revise all applicable training to ensure that related De-Escalation, Procedural Justice, and Implicit Bias are properly addressed.

### **CRITICAL TRAINING IMPACT**

To lessen the impact to operations it is recommended that only essential mandated courses run concurrent to this plan. The following have been identified by Training Group as priorities due to BOPC mandates, POST mandates or are required courses:

- Perishable Skills Program (PSP) Training
- Taser-Train the Trainer
- Field Training Officer (FTO) / Field Training Officer Update
  - 130 FTOs to attend the FTO Update by the end of July 2020
  - 196 FTOs to attend FTO Update by the end of November 2020
  - 31 FTOs to be scheduled to attend FTO Basic Course
- Re-integration Training

**IDENTIFY COURSES CONTAINING DE-ESCALATION, PROCEDURAL JUSTICE, AND IMPLICIT BIAS**

Attached in Addendum No. 3-5 is a breakdown of all courses containing Procedural Justice, Implicit Bias, and De-Escalation training identified by minutes of instruction within each respective course lesson plan.

**CONCLUSION**

Training Group is committed to ensuring that Department Personnel are trained in the areas identified by the Los Angeles Police Department and Board of Police Commissioners. We have prioritized these areas and have developed a plan to ensure this training is delivered throughout the year (Addendum 7). To support the efforts of our Training Cadre, we will monitor training on a weekly basis to ensure compliance with our training goals while working closely with our partners from other Offices to mitigate deployment and operational impacts during the summer months. Additionally, Training Coordinators will be advised that they will be expected to backfill any forecasted vacancies. All training provided will incorporate COVID-19 hygiene safety protocols until further notice. This will be overseen by the commanding officer of In-Service Training Division and Training Division.

**ADDENDA:**

1. Proposed Command Staff Training LEADS 2021
2. Crowd Control and Crowd Management - Critical Skills for Field Operations
3. Field Tactic Courses Integrated with De-Escalation
4. Courses Integrated with Mental Health Training
5. Courses Integrated with Procedural Justice and Implicit Bias
6. Training Plan for MHIT and Command and Control for Custody Services Division and Communication Division
7. Training Plans for MHIT and Command and Control



**PROPOSED  
COMMAND STAFF TRAINING**

**LEADS 2020**

- 1 hour**      **CHIEF of POLICE**  
Setting the Vision for the Future of LAPD in Los Angeles
- 30 min**      **COVID UPDATE** – Hygiene Protocols and Community Recovery  
Employee and Command Officer Care Update
- 1 hour**      **TRUTH & RECONCILIATION**      **Guest Speaker**  
What does that Mean? Why does it Matter?  
LAPD and Community History Project  
Understanding the Past to Reshape the Future  
What could reconciliation look like?
- 1.5 hour**      **LEADERSHIP IN CHALLENGING TIMES:  
PROCEDURAL JUSTICE & IMPLICIT BIAS**  
Video / Table Top Exercises  
Source Document: Procedural Justice Training Bulletin
- LUNCH**
- 1 hour**      **NEW UOF POLICY OVERVIEW**  
Updates on UOF  
Leadership in a UOF Board
- 3 hour**      **MFF LESSONS LEARNED:**  
**Mobil Field Force Concepts & Leadership Lessons Learned**  
**After Action Report Review -**  
**\*\* New California MFF legal updates (Governor Newsom)**  
**Lessons Learned from 2020 LAPD and National examples**  
**Preparation for upcoming election and large crowd events**

**Course Design:**  
**Community Input and Design:**  
**Finalize Course Content:**  
**Start Training:**  
**Determine if training is by Bureau or all Command Staff**

**Adjust DP 6**  
**DP 7**  
**DP 8**  
**DP 9**

**DRAFT TRAINING PLAN**  
**CROWD CONTROL AND CROWD MANAGEMENT CRITICAL SKILLS FOR**  
**FIELD OPERATIONS**

<b>TIME</b>	<b>COURSE CONTENT</b>	<b>Location / Class Size</b>	
<b>45 min</b>	<b>Welcome &amp; Introduction</b> <b>UOF Update – New Policy –</b> <b>Review and Understanding of UOF**</b> <b>SB 230 and AB392</b> <b>Source Document: New UOF Policy</b>	<b>Gym</b>	<b>120</b>
<b>BREAK and MOVE INTO ROTATIONS –</b>		<b>Four Groups of 30</b>	
<b>Group A</b> <b>105 min</b>	<b>Leadership in Challenging Times:</b> <b>Procedural Justice &amp; Implicit Bias</b> <b>Video / Table Top Exercises</b> <b>Source Document: Procedural Justice Training Bulletin</b>	<b>Class # 206</b>	<b>30</b>
<b>15 min</b>	<b>Rotate &amp; Break</b>		
<b>Group B</b> <b>105 min</b>	<b>De-escalation Scenarios (including Mental Illness) **</b> <b>Incorporate class content from CNT Course and MHIT</b> <b>Three Different Scenarios utilizing Tactical Vests (check equipment)</b> <b>Source Documents: Tactical De-escalation – Tactical Directive</b> <b>Tactical Disengagement Training Bulletin</b>	<b>Field</b>	<b>30</b>
<b>15 min</b>	<b>Rotate &amp; Break</b>		
<b>Group C</b> <b>105 min</b>	<b>Mobile Field Force Concepts &amp; Lessons Learned</b> <b>** New California MFF legal updates (Governor Newsom)</b> <b>Lessons Learned from 2020 LAPD and national examples</b> <b>Preparation for upcoming election and large crowd events</b>	<b>Class #2</b>	<b>30</b>
<b>15 min</b>	<b>Rotate &amp; Break</b>		
<b>Group D</b> <b>30 min</b>	<b>Perishable Skills Enhancement for UOF Decision Making **</b> <b>Station 1: Manipulation Skills</b>	<b>Shotgun Range</b>	<b>30</b>
	<b>Break into Groups</b>		
<b>25 min</b>	<b>Station 2: FOS</b>	<b>FOS Room</b>	<b>10</b>
<b>25 min</b>	<b>Station 3: Large Group / Multiple Officers</b>	<b>Shotgun Range</b>	<b>10</b>
<b>25 min</b>	<b>Station 4: Working in Partners</b>	<b>Hogan’s Alley</b>	<b>10</b>

**\*\* PSP FIREARMS = 4 hours – will plan to submit with POST**

**Addendum No. 2**

**DRAFT TRAINING PLAN**  
**CROWD CONTROL AND CROWD MANAGEMENT CRITICAL SKILLS FOR**  
**FIELD OPERATIONS**

<b>Course Design:</b>		<b>DP 6 and 7</b>
<b>Professional Advisory Committee (PAC - Community) Review:</b>		<b>DP 7</b>
<b>Instructor Development and Train the Trainer:</b>		<b>DP 8</b>
<b>Start Training:</b>	<b>Tuesday - September 8, 2020</b>	<b>DP 9, Week B</b>
<b>Class Size:</b>	<b>120 – Small groups of 30 in Rotations</b>	
<b>Frequency:</b>	<b>4 times / Week</b>	
<b>Officers Trained /week:</b>	<b>480 Officers / Week</b>	
<b>Duration:</b>	<b>14 Weeks – until December 18<sup>th</sup>, 2020</b>	
<b>TOTAL TRAINED:</b>	<b>6,720</b>	
<b>Resume:</b>	<b>January 4, 2021</b>	<b>DP13, Week C</b>
<b>Frequency:</b>	<b>4 times / Week</b>	
<b>Officers Trained /week</b>	<b>480 Officers / Week</b>	
<b>Duration:</b>	<b>6 Weeks – including make-up classes</b>	
<b>TOTAL TRAINED:</b>	<b>9,600 – FINISHED: END OF DP1 - 2021</b>	

## FIELD TACTICS COURSES INTEGRATED WITH DE-ESCALATION

**Note: All Course that review the Department's UOF policy are also required to cover De-Escalation.  
Times indicated below indicate instruction time for de-escalation.**

*De-escalation:  
Techniques, and command and control tactics to preserve human life, reduce the intensity of encounters with violent suspects, and mitigate the need for a higher level of force.*

	COURSE TITLE	Minutes In Course	# TRAINED 2017	# TRAINED 2018	# TRAINED (2019)	# TRAINED THRU MAY 2020	TOTAL # TRAINED
1	BASIC COURSE INTENSIVE - ACADEMY RBC (USE OF FORCE)	11,880	414	388	367	N/A	1,169
2	ARREST & CONTROL: (PERISHABLE SKILLS PROGRAM)	120	676	3,345	1,597	139	5,757
3	ARREST/CONTROL TECHNIQUE UPDATE (10HR)	60	28	6	24	1,313	1,371
4	BICYCLE PATROL SCHOOL	240	66	42	67	N/A	175
5	BICYCLE PATROL TACTICAL FIREARMS	120	13	19	2	N/A	34
6	BICYCLE PATROL UPDATE	120	36	111	215	20	382
7	BICYCLE RAPID RESPONSE TEAM	90	67	28	69	N/A	164
8	CROWD CONTROL (UOF UPDATE II-ICDC)	150	1,461	5,484	686	N/A	7,631
9	DE-ESCALATION & TACTICAL COMMUNICATION (ADVANCED STRATEGIES FOR COMMAND & CONTROL)	570	N/A	137	3,758	1,156	5,051
10	FIELD TRAINING OFFICER	160	124	109	135	23	391
11	FIELD TRAINING OFFICER UPDATE	200	N/A	N/A	N/A	16	16
12	FOOT PURSUITS (PSP)	30	388	365	287	22	1,062

	COURSE TITLE	Minutes in Course	# TRAINED 2017	# TRAINED 2018	# TRAINED (2019)	# TRAINED THRU MAY 2020	TOTAL # TRAINED
13	MACTAC BASIC	30	41	N/A	N/A	N/A	41
14	MACTAC PRACTICAL	30	114	173	220	N/A	507
15	MACTAC SQUAD LEADER	30	51	43	65	N/A	159
16	MACTAC UPDATE	30	483	737	449	34	1,703
17	POLICE SCIENCE & LEADERSHIP I (PSL) *253 TRAINED IN 2016 THAT INCLUDED DE-ESCALATION	150	294	342	370	97	1,356
18	METRO- CRISIS NEGOTIATION (CNT)	120	36	27	N/A	N/A	63
19	METRO- CROWD MGMT & CONTROL FOR PATROL	30	658	N/A	N/A	N/A	658
20	METRO- UOF/DE-ESCALATION (IGP)(CNT)	540	N/A	N/A	148	90	238
21	OFFICER SAFETY FIELD TACTICS INSTRUCTOR	120	19	45	29	13	106
22	OFFICER SAFETY/FIELD TACTICS UPDATE	90	335	62	89	53	539
23	PEDESTRIAN STOPS- WEAPONS	30	95	113	N/A	N/A	208
24	POLICE SCIENCE & LEADERSHIP II (PSL)	780	N/A	N/A	N/A	23	23
25	SEARCH - ARREST WARRANT	30	337	645	562	121	1,665
26	SUPERVISOR UPDATE (COMMAND & CONTROL)	60	170	66	N/A	N/A	236
27	SUPERVISORY COURSE-OIS INVESTIGATION-FID(SUPV RESP)	120	170	205	122	55	552
28	SUPERVISORY COURSE-UOF/D INSTRUCTION/ARCON	120	(AS ABOVE)				0
29	UNDERCOVER OPS- TACTICAL RESPONSE	90	266	243	341	33	883
30	UNDERCOVER OPS- TACTICAL RESPONSE Non-POST	90	1	N/A	2	N/A	3
31	VEHICLE STOPS- ADVANCED	30	N/A	N/A	14	N/A	14
32	WATCH COMMANDER SCHOOL	90	103	151	112	44	410
33	MENTAL HEALTH INTERVENTION TRAINING (MHIT) *992 TRAINED IN 2016 THAT INCLUDED DE-ESCALATION	360	674	675	684	138	3,163

	COURSE TITLE	Minutes in Course	# TRAINED 2017	# TRAINED 2018	# TRAINED 2019	# TRAINED THRU MAY 2020	TOTAL # TRAINED
34	Less Lethal Weapons Instructor	60	0	45	0	0	45
35	Less Lethal Weapons (40mm stand alone outside of ICDC)	30	0	0	54	0	54
36	Less Lethal Munitions (Metro) 40mm-37mm-B8	60	91	20	65	0	176

## COURSES INTEGRATED WITH MENTAL HEALTH TRAINING

**Note: Times indicated below indicate instruction time in minutes to mental health training**

*Mental Health Intervention:  
Identify a person suffering from a mental illness or in a mental health crisis, properly manage and de-escalate the situation, to provide assistance.*

	COURSE TITLE	Minutes in Course	# Trained 2016	# TRAINED 2017	# TRAINED 2018	# TRAINED (2019)	# TRAINED THRU MAY 2020	TOTAL # TRAINED
1	CUSTODY TRAINING OFFICER SCHOOL	480	0	29	0	0	360	389
2	CUSTODY SERVICE DIVISION ACADEMY	480	0	0	0	12	0	12
3	DETENTION TRAINING OFFICER COURSE	480	0	0	14	0	37	51
4	CRISIS INTERVENTION MENTAL HEALTH TRAINING	480	40	388	0	0	0	428
5	FIELD TRAINING OFFICER (2017-2019 TRAINING CYCLE)	240	0	124	109	135	23	391
6	FIELD TRAINING OFFICER UPDATE (2020-2022 TRAINING CYCLE)	120	0	0	0	0	16	16
7	MENTAL HEALTH INTERVENTION TRAINING (MHIT)	2400	902	674	675	684	138	3,163
8	POLICE SCIENCE & LEADERSHIP I (PSL)	120	253	294	342	370	97	1,356
9	POLICE SCIENCE & LEADERSHIP II (PSL)	240	0	N/A	N/A	N/A	23	23
10	SUPERVISOR COURSE	120	0	170	205	122	55	552
11	ROLL CALL TRAINING - SMART TEAM/SLO	20	1,409	2,678	2,338	4,294	1,410	12,129
12	BASIC COURSE INTENSIVE - ACADEMY RBC	1,140	N/A	414	388	367	N/A	1,169

## COURSES INTEGRATED WITH PROCEDURAL JUSTICE AND IMPLICIT BIAS

**Note:** Times indicated below indicate instruction time in minutes to procedural justice and implicit bias

*Procedural Justice:  
Develop police officers who are empathic, relationship-focused and prepared to work positively with and for the community they serve.*

	COURSE TITLE	Minutes in Course	# TRAINED 2017	# TRAINED 2018	# TRAINED (2019)	# TRAINED THRU MAY 2020	TOTAL # TRAINED
1	BASIC COURSE INTENSIVE - ACADEMY RBC	9284.5	414	388	367	N/A	1,169
2	BEST PRACTICES IN PROACTIVE ENFORCEMENT - GED METRO	30					549
3	BUILDING PUBLIC TRUST- PRESERVATION OF LIFE TRAINING	60	N/A	N/A	N/A	N/A	421
4	FAIR & IMPARTIAL POLICING - TTT	480	N/A	10	N/A	N/A	10
5	GANG INTERVENTION INTRODUCTION	60	260	136	235	36	667
6	FIELD TRAINING OFFICER UPDATE	2	211	125	146	16	498
7	LEADS-PUBLIC ENGAGEMENT FOR CO'S: PROCEDURAL JUSTICE	60	N/A	N/A	N/A	N/A	106
8	MUSEUM OF TOLERANCE	480	192	230	307	83	812
9	IMPLICIT BIAS	240	8,019	N/A	N/A	N/A	9,188
10	POLICE SCIENCE & LEADERSHIP I (PSL)	210	294	342	370	97	1,356
11	POLICE SCIENCE & LEADERSHIP II (PSL) (L250)	540	N/A	N/A	N/A	23	23
12	CONFLICT MANAGEMENT	60	0	99	65	28	192
13	CONFLICT RESOLUTION FOR LAW ENFORCEMENT PERSONNEL	60	139	N/A	N/A	N/A	139



	COURSE TITLE	Minutes in Course	# TRAINED 2017	# TRAINED 2018	# TRAINED (2019)	# TRAINED THRU MAY 2020	TOTAL # TRAINED
14	LGBTQ CULTURAL COMPETENCY	30			4,312		4,312
15	LGBTQ CULTURAL COMPETENCY	240			28		28

The Los Angeles Board of Police Commission, News Release directed the following Enhancements on Police Training, June 3, 2020 ([http://www.lapdonline.org/police\\_commission/new\\_view/66600](http://www.lapdonline.org/police_commission/new_view/66600))

Enhance training in the following area: (Priorities Highlighted end of 2020 goal)

- Expand Mental Health Intervention Training to train 900 officers in 2020 from 700 in 2019.
- Complete De-escalation and Crowd Control Training form the entire Department by end of 2020.
- Deliver Procedural Justice Training to remainder of Department.
- Deliver Implicit Bias Update Course to Department.

The below matrix describes the projected Training Plans for MHIT and Command and Control.

Custody Services Division		Communications Division	
Course	Employees Trained	Course	Employees Trained
Implicit Bias (2018-2019)	350	POST Basic Dispatcher Course (2015 to present)	212 /598
Mental Health Awareness Training for Corrections (2018-2019)	371	There is a 3-hour block of instruction on Introduction to Persons with Mental Illness (2 Hour Lecture Based Training provided by MEU/1 Hour Lecture Based Training provided by CD Training Unit.)	
Mental Health Awareness and Tactics (2019-2020)	326	Police Service Representatives often take the course "Callers in Crisis: Suicidal Calls" as part of their Career Development.	
De-escalation	There is a 3-hour block of instruction on Introduction to Persons with Mental Illness (2 Hour Lecture Based Training provided by MEU/1 Hour Lecture Based Training provided by CD Training Unit.) Police Service Representatives often take the course "Callers in Crisis: Suicidal Calls" as part of their Career Development.		

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The below matrix describes the projected Training Plans for MHIT and Command and Control.

TRAINING TEAMS COGNOS Report, as of June 5, 2020 (Sworn 9,945)	
Course	Sworn Completed
MHIT	3,042
Command and Control	5,002
MHIT-Training Projection	
Start Date: Deployment Period No. 7	Sworn to be trained
Course Delivery: 25	6,897
Class Size: 30 Students per session (COVID-19 restriction maximum)	4,929
Frequency: Weekly (excluding holidays) 25 classes over 7 months (4) Classes each DP No. 7, 8, 9, 10, 11 (3) Classes DP No. 12 (2) Classes DP. No 13	Command and Control-Training Projection
Trained in 2020: 188	Start Date: Deployment Period No. 6
25 x 30 = 750 + 188 = 938	Course Delivery: 4 time a WK, Mon-Thurs 60 students a class (COVID-19 restriction maximum)
	Frequency: 4 times a week Monday through Thursday. Ending DP No. 12, Week A ending November 26, 2020.
	Trained in 2020: 5,002
	(60 per day X 4 classes per WK) = 240 a week/960 per DP

Addendum No. 7