

POLICE REFORM AND REINVENTION COLLABORATIVE COMMITTEE MEETING



12/17/2020

PRRCC SECTION IV

RECRUITING AND SUPPORTING EXCELLENT PERSONNEL

1. Recruiting a Diverse Workforce

- ❑ What are the demographics of your agency?
 - *69 % White, 18% Black, 13% Hispanic, 13% female*
- ❑ What are the demographics of your community?
 - *91.5% White, 1.37% Black, 2.78% Hispanic 0.05% Native American, 5.55% Asian, 0.02% Pacific Islander 0.51% from other races*
- ❑ Are those demographics aligned?
 - *No*
- ❑ Does your agency reflect the diversity of the community it serves?
 - *No – much more diverse*
- ❑ What are ways in which your agency recruits diverse candidates that better represent the demographics of the communities you serve?
 - *The reputation of the Department has aided in providing us with excellent diverse candidates for employment.*

1. Recruiting a Diverse Workforce Contd.

- What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities?
 - *N/A*
- How can you encourage youth in your community to pursue careers in law enforcement?
 - *Not a huge interest*
 - *Have provided an internship with HGHS and college students when there has been interest*
 - *SRO interaction*
- What actions can your agency take to foster the continued development and retention of diverse officers?
 - *Once hired, Officers do not leave, many stay well beyond when they can retire.*

2. Training and Continuing Education – *Yearly De-escalation, Implicit Bias Training, Procedural Justice Training, Use of Force Training*

- How can you develop officer training programs that reflect your community values and build trust between police officers and the communities they serve?
 - *Procedural Justice Training – previously discussed*
 - *Community Policing Philosophy ingrained in FTO training from day one.*
 - *Community outreach program? – previously discussed*
- What training policies can you adopt to ensure that police officers continuously receive high-quality, relevant in-service training sessions?
 - *Yearly review by executive staff to determine training for next year – last year we planned for de-escalation training, this year we are preparing for procedural justice training next year.*
- How can leadership training improve community policing and strengthen relationships between your police department and members of the public?
 - *All supervisors attend yearly in-service training at the Police Academy*

2. Training and Continuing Education Contd.

- ❑ How can your police department use its training programs to avoid incidents involving unnecessary use of lethal or nonlethal force?
 - *De-escalation training*
 - *Use of Force Simulator - scenario-based use of force decision-making and de-escalation training.*
 - *Recruit Training – Professional Communications, Procedural Justice, Crisis Intervention Training, and Roleplaying Scenarios all deal with de-escalation. It is an overall theme in the academy.*
 - *Verbal Judo – many of our older Officers attended this course which was de-escalation before it being called de-escalation.*
 - *Use of Force Training - Last year I updated our Use of Force Policy incorporating de-escalation into it. Every Officer has been trained on this policy in the past two years.*
- ❑ How can your police department use its training programs to avoid potential bias incidents and build stronger connections with communities of color and vulnerable populations?
 - *Yearly Implicit bias training*
 - *Procedural justice training 2021*

2. Training and Continuing Education Contd.

- How can your training program help officers effectively and safely respond to individuals experiencing mental health crises or struggling with substance abuse?
 - *Additional mental health crisis intervention training*
 - *Use of Force Simulator - scenario-based/role-playing use of force decision-making and de-escalation training.*
 - *Received training in substance awareness and interactions – all patrol vehicles have Naloxone in them. We've had 2 saves.*

3. Support Officer Wellness and Well-being

□ What steps can you take to promote wellness and well-being within your department?

- *Employee Assistance Program – EAP*

- *Crisis Intervention*

- *Counseling*

- *The Westchester B.L.U.E. Foundation (Brothers in Law Enforcement Uniting Efforts) is a non-profit, volunteer peer-support group dedicated to providing a CONFIDENTIAL and supportive environment for police officers and their families to cope effectively with stresses experienced during a career in law enforcement. The Foundation will reduce existing gaps in the access and availability of necessary support services. Supported and promoted by Department Leadership.*

- **Psychological Services:** *The Foundation's primary mission, utilizing a specialized professional mental health network, is the prevention and reduction of suicide, marital problems, substance abuse, and stress-related psychological and physical disorders among our officers. All services will be completely CONFIDENTIAL and job-protective.*

- **Practical Supportive Services:** *In the event of the injury or death of an officer, their brothers in blue, through the Foundation, will provide volunteer practical, financial, and emotional support to the families, including shopping, child care, home care, transportation, counseling, etc.*

3. Support Officer Wellness and Well-being Contd.

- ❑ *The Westchester B.L.U.E. Foundation Contd.*
 - **Physical Health Services:** *The Foundation will also provide routine health screening programs, educational programs, and other medical support services so police officers can take a proactive role in managing their physical as well as their mental well-being.*
 - Department Chaplin – Reverend Martha Jacobs
- ❑ Are there ways to address officer wellness and well-being through smarter scheduling?
 - *Officers are not allowed to work more than 16 hours in a 24 your period.*
 - *Officers are not allowed to work more than two 16 hour tours in a row.*
- ❑ How can you effectively and proactively address the mental health challenges experienced by many police officers throughout their careers?
 - *Employee Assistance Program – EAP*
 - *The Westchester B.L.U.E. Foundation*
 - *Suicidal early warning sign training?*