

Department of Public Safety Standards and Training

# Maintenance Training for Police Certification- Equity

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## Introduction

The Department of Public Safety Standards and Training (DPSST) is committed to providing high-quality training to Oregon’s public safety professionals. This commitment includes developing an officer’s knowledge and skills, but also includes preparing officers to serve their communities equitably.

### Mission

To cultivate excellence in public safety by developing and delivering training and upholding established professional standards.

HB 2162 Section 10 called for the Department of Public Safety Standards and Training (DPSST) to develop, and establish by rule, a statewide equity training program for police officers. This shall include the minimum training required to obtain and maintain basic certification as a police officer under ORS 181A.490.

This report defines equity training for the purposes of police training in Oregon, identifies the required hours, and provides examples of training topics that would be considered equity training under this new rule.

## What is Equity Training?

In a broad sense, equity training seeks to achieve fair and impartial (equitable) outcomes within a system. The International Association of Chiefs of Police (IACP) provides a model policy on bias-free policing which states:

People having contact with agency personnel shall be treated in a fair, impartial, bias-free, and objective manner, in accordance with law, and without consideration of specified characteristics as defined in this policy.

IACP provides the following definitions:

- **Biased Policing:** Discrimination in the performance of law enforcement duties or delivery of police services, based on personal prejudices or partiality of agency personnel toward classes of people based on specified characteristics.
- **Fair and Bias-free Treatment:** Conduct of agency personnel wherein all people are treated in the same manner under the same or similar circumstances irrespective of specified characteristics.



- **Police Services:** Sometimes referred to as community caretaking functions, these are actions and activities that may not directly include enforcement of the law, but that contribute to the overall well-being of the public. These include, but are not limited to, such tasks as welfare checks; death notifications; public assistance to persons who may be lost, confused, or affected by mental or physical illness; traffic control; medical emergencies; lifesaving services; crime prevention; public information; and community engagement.
- **Specified Characteristics:** For the purposes of this policy, real or perceived personal characteristics, to include but not limited to race, ethnic background, national origin, immigration status, gender, gender identity/expression, sexual orientation, religion, socioeconomic status, age, disability, or political affiliation.

## Why Equity Training?

According to *An Evidence-Assessment of the President's Task Force on 21<sup>st</sup> Century Policing* (2016):

Studies have shown disparate policing outcomes associated with race, age, gender, and sexual orientation. In addition to these disparate outcomes, research also finds that Black and Hispanic citizens have much poorer perceptions of the police than whites. Reducing perceptions of disparity may be just as important as reducing actual disparate outcomes in terms of improving police legitimacy in the eyes of citizens.

The complete Evidence-Assessment of the President's Task Force on 21<sup>st</sup> Century Policing can be found at the following link <https://www.theiacp.org/resources/evidence-assessment-of-presidents-taskforce-on-21st-century-policing>

## Required Hours

Effective January 1, 2023, all certified officers (police, corrections, parole and probation, and liquor and cannabis regulatory specialists) are required to complete three hours of equity training during every three-year maintenance cycle.

These hours are part of the 84 hours of the certification maintenance training requirement.

Concepts that must be included (must include at least one):

1. Increasing awareness and understanding of diverse identity, thought, and experiences
2. Strategies to mitigate disparate outcomes
3. Improving public trust and confidence
4. Diversity, equity, and inclusion in the workplace



## Suggested Training Topics

The following topics are some examples of knowledge and skill training that contributes to equitable policing. This is not an exhaustive list. Where available, no or low-cost suggestions on where to acquire the training is listed. This is not a list of required training.

### **Increasing awareness and understanding of diverse identity, thought, and experiences**

- Behavioral Health
  - Autism Spectrum Disorder
  - Neurodivergence
  - Intellectual disabilities
  - Mental health
  - Substance abuse and addiction
  
- Diversity, Equity, and Inclusion
  - Cultural awareness
    - Deaf and Hard of Hearing community
    - Persons experiencing homelessness
    - Indigenous persons
    - LGBTQ+ community
    - Black community
      - *Local- The Red Door Project*
  - Cultural competence
  - Cultural Intelligence (CQ)
  - Cultural humility
  - Inclusive language
  
- Trauma
  - Understanding trauma
    - Understanding Trauma (*Justice Clearinghouse Online Course*)
    - The Impact of Trauma: A Trauma-Informed Lens and Response Webinar (*International Association of Chiefs of Police Learning Portal*)
    - Neurobiology of trauma



## Strategies to mitigate disparate outcomes

- Behavioral Health
  - Crisis Intervention
  - De-escalation
    - Advanced De-escalation and Escalation Prevention Training for CIT Professionals (ADEPT) (*DPSST regional offering*)
- Bias
  - Awareness- understanding bias, implicit bias, unconscious bias, reducing bias, bias-free policing, stereotyping, counter-stereotyping
    - Changing Perceptions: A Fair and Impartial Policing Approach (*COPS Training Portal*)
  - Counter Bias Simulation Training (CBTSim™) <https://www.faac.com/milo/cognitive/cbtsim/>
  - Fair & Impartial Policing® <https://fipolicing.com/training/>
- Criminal Investigations
  - Addressing and preventing gender bias in response to sexual assault, domestic violence, and stalking
    - Balancing the Scales of Justice Webinar: Critical Need for Law Enforcement Agencies to Identify Gender Bias in Responses to Sexual Assault and Domestic Violence (*International Association of Chiefs of Police Learning Portal*)
  - Bias crime investigations
  - Critical Language Access Needs of Victims (*International Association of Chiefs of Police Learning Portal*)
  - Human Trafficking in American Indian and Alaskan Native Communities (*International Association of Chiefs of Police Learning Portal*)
  - Missing and Murdered Indigenous Persons
    - Public Law 280 Training Program for Enhanced Collaborative Law Enforcement <https://cops.usdoj.gov/tribalpolicing>
    - Police and Missing and Murdered Vulnerable Populations (*International Association of Chiefs of Police Learning Portal*)
  - Responding to sexual and domestic violence in LGBTQ+ communities
- Legal
  - Americans with Disabilities Act
  - Federal Civil Rights Act
  - Oregon profiling laws
- Stops and Searches- Risk of bias in discretionary activities
- Trauma



- Oregon DOJ trauma training to be available in 2023
- Trauma-informed response
  - Gender Bias and the Media (*International Association of Chiefs of Police Learning Portal*)
  - Trauma-Informed Approaches and Interviewing of Labor Trafficking Victims (*International Association of Chiefs of Police Learning Portal*)
  - <https://traumainformedoregon.org/>
- Victim interviewing
  
- Use of Force
  - Identity and stereotype threat
  - Implicit bias and use of force
  - Mitigating bias- Counter Bias Simulation Training (CBTSim™)

### Improving public trust and confidence

- Emotional Intelligence (EQ)
  
- Peer intervention
  - Active Bystandership for Law Enforcement (ABLE) <https://www.law.georgetown.edu/cics/able/>
  - Ethical Policing is Courageous (EPIC) <https://epic.baltimorepolice.org/>  
<http://epic.nola.gov/home/>
  
- Procedural Justice

### Diversity, equity, and inclusion in the workplace

- Culture- developing a speak up culture
  
- Diverse workforce- recruiting and retaining
  
- Trauma in the Workplace: A Better Response (*Justice Clearinghouse Online Course*)
  
- Workplace inclusivity