



STANH PE 2023

Collaboration and Standardization of Police Education: Considering the Mass Casualty Commission Recommendations & Beyond

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Purpose

Why we are here?

- Harness the power of this network to further collaborate and engage on important national training initiatives

What will we do in the next hour?

- Discuss the importance behind Mass Casualty Commission (MCC) recommendations and how they affect police training
- Identify actions that we can collectively undertake to eat the elephant 'one project at a time'

Background

- In aftermath of the George Floyd murder, the Canadian Association of Chiefs of Police (CACP) Human Resources + Learning committee and CPKN collaborated to **inventory existing training related to how police officers engage citizens and the communities they serve.**
- The idea was to **promote trust and confidence in policing** by demonstrating proactiveness in providing culturally relevant training to police officers.
- The project was motivated by the Black Lives Matter and Defund the Police movements, as well as the operational challenges and inevitable economic consequences of the COVID-19 pandemic
- CPKN hired Dr. Angela Ripley to **conduct a survey of the 18 largest police agencies** in Canada

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Survey

18 Police agencies surveyed

185 Courses identified

5 Themes:

1. Community Policing
2. Cultural Competence
3. Trauma Informed Practice
4. Ethical Policing Using Procedural Justice
5. Crisis Intervention and De-escalation

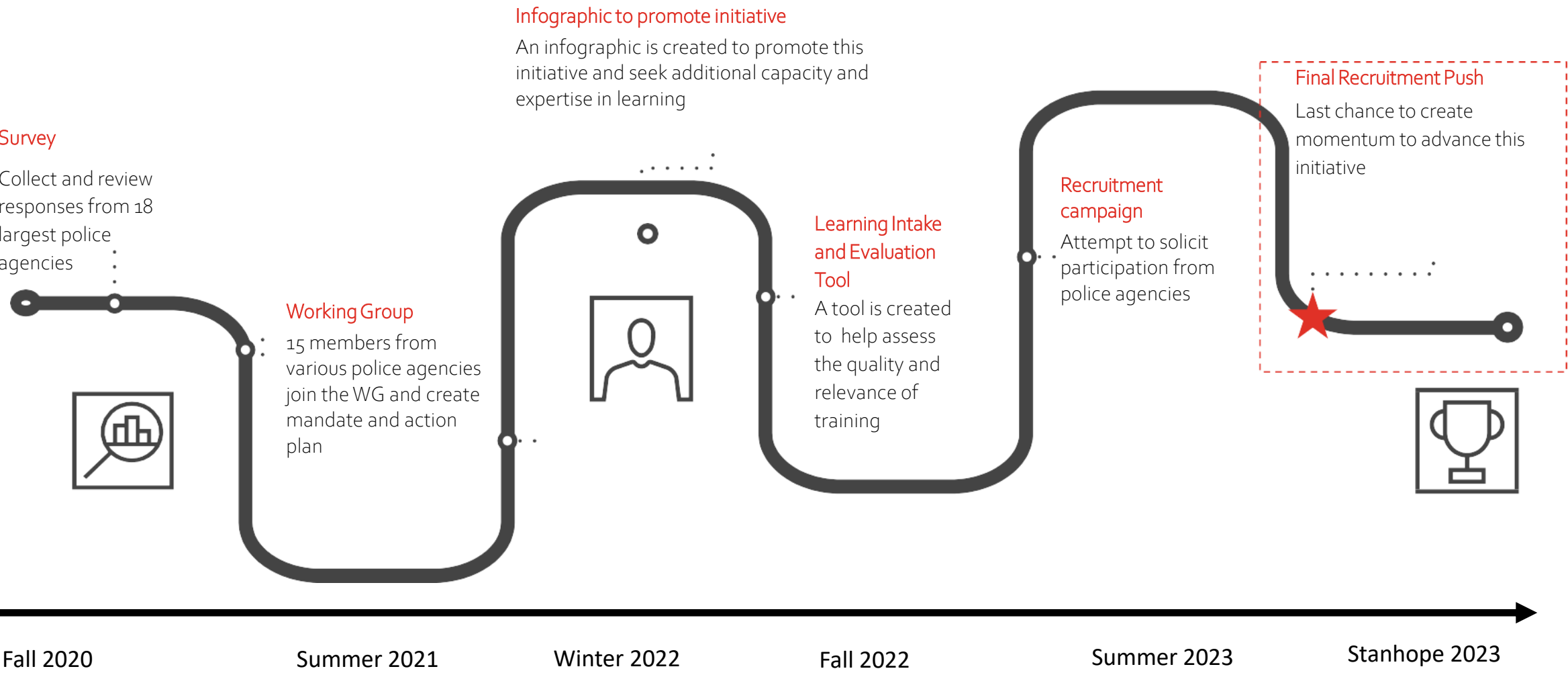
Results: Overall lack of available training under the themes of Cultural Competence, Trauma-Informed Practice & Ethical Policing Using Procedural Justice

Working Group Mandate

Armed with the survey results, CACP's HR+L committee formed the **Community Engagement/Trust & Legitimacy Working Group** to:

- Act as a virtual community of practice to support information and content-sharing; creating and maintaining an **inventory of nationally relevant training**.
- Conduct **in-depth content analysis** to identify nationally relevant training and point to any existing gaps.
- Develop additional training either as stand-alone courses or embed within existing training programs.
- Monitor other initiatives so **not to duplicate efforts** with other committees

Timeline of efforts



Why is this so important to police training?

- Trust and Confidence in policing is essential to the functioning of a just and stable society. **Police training** plays a pivotal role in shaping public perceptions of law enforcement agencies. When police officers are well-trained, competent, consistent and ethical, it enhances public trust and confidence in their abilities to protect and serve the community.
- Trust and confidence in the police are closely linked to the quality and effectiveness of their training. A well-trained police service can foster a stronger sense of trust in law enforcement/public safety organizations.
- It is imperative that police training programs continually evolve to address the diverse needs and expectations of the communities we serve. **Transparency, community collaboration, and a commitment to ethical and professional conduct** are essential components of effective policing to bridge the gap between law enforcement and the public.

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Considering the MCC report recommendations:

2 main themes related to training:

- 1) Modernizing Police Education and Research
- 2) Create a university-based Canadian police education system

In summary:

- We urge federal, provincial, and territorial ministers and police services to **work together** to **establish national standards for a common, university-based approach to police education**.
- The new police education model should adhere to national standards, but it should be offered on several campuses in different Canadian regions
- Police services to collaborate with universities on research and programming, and in the development of evidence-based policies and procedures

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What does this mean?

- The causes at the very root of for these recommendations have been discussed in this specific forum for as long as Stanhope has existed
- Ultimately, the MCC's recommendations are asking us to adopt a more professional, collective approach to police education.
 - ***COLLABORATION:*** Working together with Academia to ensure an evidence based approach to learning and evaluation
 - Adopting common, modernized competency profiles that better reflect the realities of policing today
 - Creating standardized curriculums and policing standards

It's time to chat about the *Community Engagement/Trust & Legitimacy Working Group!*

At your tables, take 15 minutes to discuss the following, and be prepared to share in plenary:

1. Do the five themes from the survey still resonate with you? What are the most pressing gaps that could be addressed through training within your service/organization?
2. What topic/competency should become a national training standard? Are you willing to contribute to this initiative?
3. What solutions would allow this community to respond to the training recommendations from the MCC report?

The header features a row of vertical rectangular panels. The central panels contain the text 'STANHOPE 2023' in a serif font. The letters 'STANHOPE' are dark blue, while '2023' is light blue. A red maple leaf with white and blue wavy lines is positioned between the 'H' and 'P'. The background of the panels is a light beige texture with faint, repeating patterns of the word 'STANHOPE'. On the far left and right, there are vertical strips of various flags, including the Quebec flag and the Canadian flag.

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Thank you!