



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

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

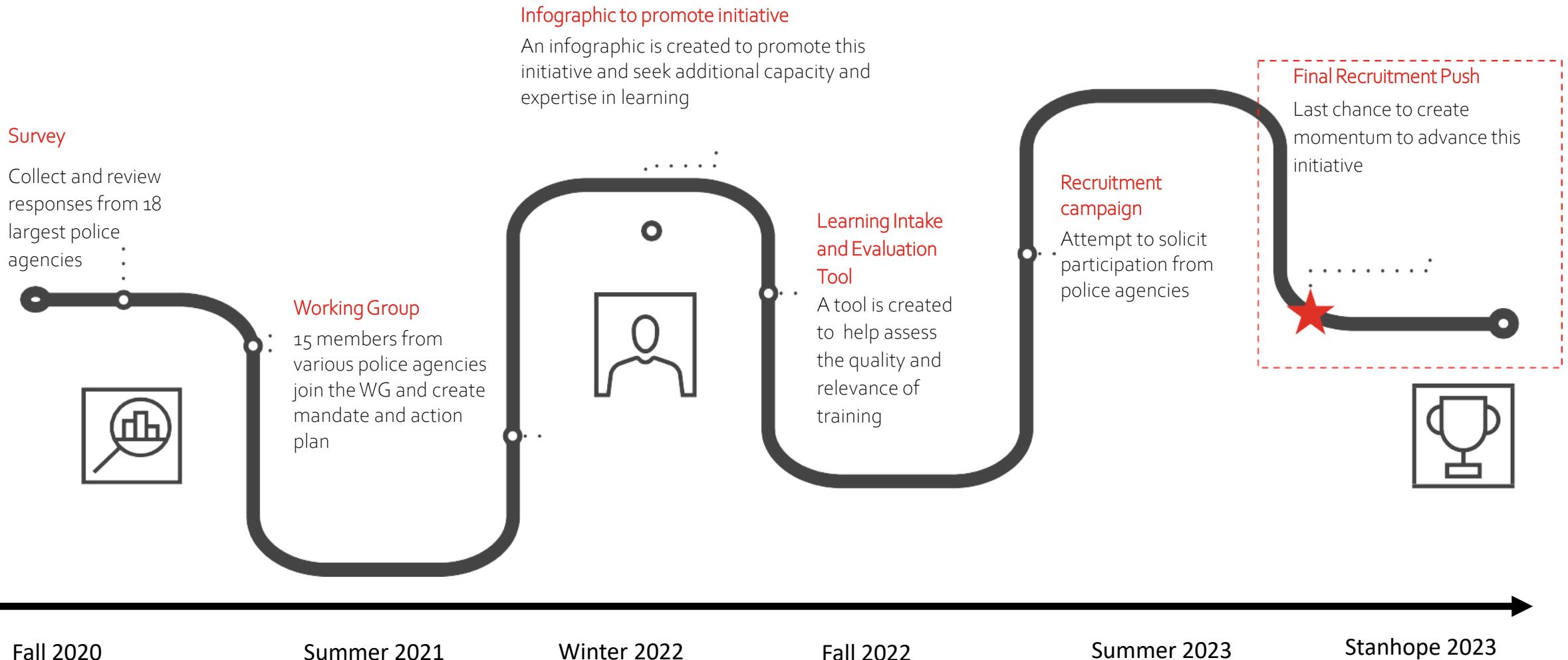


Working Group Mandate

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.



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



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?



Thank you!