

## CATEGORIES FOR DISCUSSION

- Hiring
- Training
- Promotion
- Improper conduct allegations
- Data
- Body cams/video
- Community outreach/relations
- Community advisory panels
- Policies

## TUESDAY'S LAW ENFORCEMENT CONVERSATION

Issues around recruitment, hiring, training and retention of law enforcement officers. Following topics have been forwarded to us. This is not an exhaustive list – other topics will no doubt come up during discussion.

- Review of current status.
- Invest in additional initiatives to reach out to a more diverse hiring pool, including measurable assessments of those efforts and outcome.
- Develop and deploy model questions and selection criteria, for all new officers and staff.
- Identify and deploy a new written entrance examination for police applicants.
- Identify and deploy a new psychological examination tool for all police applicants.
- Review and update question banks for polygraph examinations of all police applicants.
- Develop and deploy a list of essential areas of inquiry for police applicant background investigations.
- Develop a community-based evaluation for new applicants.
- Ensure that all applicants fully disclose any prior performance or disciplinary problems and/or any existing legal agreements with former employers. • Option: Applicants must sign a waiver that allows previous employers to release information relating to prior job performance including any confidential agreements that are subject to non-disclosure agreements The importance of and detail surrounding the history of disparate treatment by police and all other aspects of the criminal justice system. This includes the history of law enforcement upholding and

protecting antiquated and unjust laws, implicit and explicit bias, cultural humility, effective communication and de-escalation. Such training must be regularly taught and updated at all levels.

- Consistent training and understanding of core values, drafted and adopted in collaboration with community, by all members of every agency.
- Mandatory annual training on critical topics including: core values of policing, cultural competency/humility, effective communication/de-escalation/use of force – including training scenarios.
- Emphasis on regional training delivery to ensure broad accessibility.
- Ongoing, sustained, advocacy with municipal and state officials for increased investment in training.
- Ongoing collaboration with communities to modify training as needed.
- Develop and use updated, statewide training, schedules, and different methods to provide such training
- Develop and deploy model questions and selection criteria for all new supervisors
- Develop and deploy pre-command courses and knowledge checklists for supervisors and executives to be used in selection and training of all new supervisors and as a basis to train / cross-check the knowledge of all existing supervisors. (e.g. Act 56 and other topics)
- Develop a statewide hiring/consulting team for law enforcement executives (Chie Charge Training Council to develop policies around use of force, de-escalation, cross cultural awareness, (H454) Charge Training Council to develop policies around use of force, de-escalation, cross cultural awareness, (H454) Must have training in mental health, de-escalation, community relations
- Actively vet all applicants and recruit officers that are reflective in a proportional representation of the community.
- Use psycho evaluation on all applicants
- Make up and oversight of Training Council/Academy