Avoiding One-And-Done Police Trainings;
How did we get here?

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Why Here, Why Now?

• UNDERSTANDING the Problem!
• Disconnect between the police & Communities of Color
• Procedures & Policies not racially biased?? Then What?

• Why is there still such tension?

• People’s perceptions form the basis for their reality .... and thus their actions
Why the Anger ... Why NOW?

- It is critical that we address racial issues in order to uncover personal and institutional biases that effect everyone, especially people of color.

- Black and Brown people in the U.S. have had a tumultuous relationship with the police for hundreds of years.

- Building trust and legitimacy through empathy is the starting point for building bridges
Why the Anger ... Why NOW?

Not just a snap shot
• It’s not just the George Floyd situation.
• It’s not just Breonna Taylor,
• It’s not just Ahmaud Arbery,
• Michael Brown,
• Sandra Bland,
• Walter Scott,

Historical context
• Tamir Rice,
• Laquan McDonald,
• Freddie Grey,
• Alton Sterling,
• Eric Garner,
• Philando Castille,
• Terrence Crutcher
WE must acknowledge ...

1. Much of law enforcement history is not pretty.

2. The widespread existence of unconscious bias.

3. Something happens to people in law enforcement over time (cynicism).
Pathway Forward ????

• Back to basics …

• Instead of just changing policy, we need to change culture (behavior)

• CULTURE EATS POLICY FOR BREAKFAST
Learn By Doing

• Behavior is changed by repetition & mimicking good behavior
• Role play & Scenario Based Learning
• Getting involved: hands-on activities
• REPEAT
Building Blocks of Understanding

1. Awareness
2. Tolerance
3. Appreciation
5. Repetition
Goals & Objectives

1). Improve communications & crisis intervention skills
2). Provide specific skill training on how to overcome communication barriers and conflict,
3). Develop Cultural Competence,
4). Increase community dialogue and engagement,
5). Improve community relations & cooperation
6). ... REPEAT
A few KEY Concepts of Changing Behaviors

1. Learn from past experiences, and improve on proven methods of effective communications (learn),

2. For every point, there is a counterpoint (be flexible),

3. Every group has some great people, some average people, and some bad people (be forgiving),

4. Always expect that someone will challenge you (be prepared)

5. **Reinforce positive behaviors by repetition**
The Five Methods of Learning

- Visually
- Reading
- Hearing
- Doing
- Writing
Tips for Effective Cross-Cultural Communications

• Be flexible/adapt your style
• Use gender-neutral and inclusive language
• Be aware of non-verbal cues (giving and receiving)
• Acknowledge trust issues (history)
• Avoid generational and cultural references and terms
• Be patient
LISTEN:

Do NOT take things personally
Communication is KEY …
“A skilled communicator has a chewed up tongue.”
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