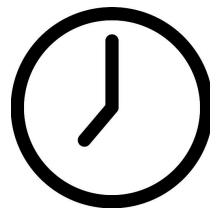
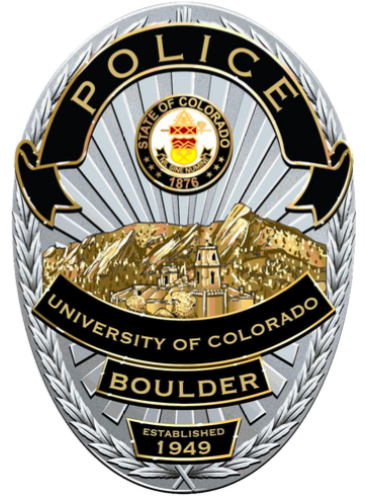


2021 TRAINING REPORT

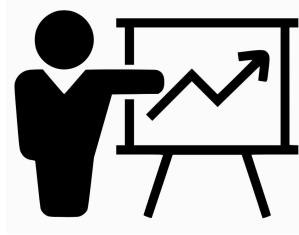
CUPD utilized its training center throughout the year, hosting a mini-academy for new officers, the Pac-12 Chiefs Conference and many in-service trainings.

Instruction in less-lethal response techniques and Integrated Communications & Tactics (ICAT) were held, along with officer and staff training in diversity, equity and inclusion and effective listening. Several members of CUPD became LEBA-certified mountain bike officers and others added skills to become motorcycle officers.



77+ hours

Our staff received over 77 hours of Annual In-service Training from January 2021 through October 2021.



15+

Trainings Courses were hosted at CUPD's Training Center, including Inclusive Leadership, Clery Act Training, Our Community Listens, Crime Scene Photography, Lethality Assessment "Train the Trainer," Advanced Interviewing Techniques, ALERRT "Train the Trainer."

Striving for higher standards and accountability for our officers

Making Excellence Inclusive. Transforming Campus Culture. Combating Racism. These words are found on the main webpage for the Office of Diversity, Equity and Community Engagement at the University of Colorado at Boulder. The CU Boulder Police Department is fully committed to this future and partnering with the Academic and Boulder community. We recognize DEI incentives by taking steps to go beyond the required training for police officers in the State of Colorado and looking to our community to help us create a Department representative of our community for our community. We have taken strides under our own vision and with the assistance of experts and others to try to become better in our profession and in our community.

At the end of 2021, CUPD began to process of collecting needed material to apply to Georgetown Law's ABLE Project for implementation in the 2022 training year.

ABLE – Active Bystandership for Law Enforcement incorporates the ten standards of community support, meaningful training, dedicated coordination, program awareness, accountability, officer wellness, reporting, measuring officer perceptions, follow-through, and paying it forward to do a better job at intervening when necessary to prevent colloquies from causing harm or making costly mistakes. The ABLE Project sees benefits of the meaningful active bystandership as including reducing the unnecessary harm to civilians, reducing unnecessary harm to officers, improving police/community relations, improving officer health and wellness, reducing the risk of officers losing their jobs, improving officer job satisfaction, reducing the risk of lawsuits against the Department, University, and individual officers, and individual officers, and improve citizen satisfaction with our agency. <https://www.law.georgetown.edu/cics/able/>

In 2021, CUPD partnered with the Our Community Listens class from the Chapman Foundation for Caring Communities.

Diversity, Equity, and Inclusion for Law Enforcement starts with listening. In 2021, CUPD started to have people attend Our Community Listens from the Chapman Foundation for Caring Communities. Initially the class was allowed for a number of Law Enforcement participants to attend free of-charge and was hosted by CUPD. This class brought training specifically in listening as a skillset that is not often taught in law enforcement. The class allowed participants to learn their own behavioral style and how it affects interactions; allowed participants to improve their ability to attentively listen and understand the impact that listening can have on others; develop a more effective way to have difficult conversations; trained participants to feel empowered to strengthen and heal broken relationships; and to see the world in a different way, through a more compassionate lens. This investment to this training has extended into 2022 with additional classes.

In 2021, following on the successful implementation of ICAT, CUPD broadened training to include two reports we believe are foundational to the future of policing. Specifically, these reports are the Guiding Principles on Use of Force from the Police Executive Research Forum and the Final Report of The President's Task Force on 21st Century Policing.

In 2021, a portion of CUPD officers yearly training was dedicated to enhance the line-level officers understanding on these two reports. Recognizing The Final Report of The President's Task Force on 21st Century Policing from May 2015 and PERF's Guiding Principles on Use of Force from March 2016 have fundamental ideas that frame our vision of successful policing in our community.

At the top of the thirty guiding principles on use of force are:

1. The Sanctity of Human Life Should Be At The Heart of Everything an Agency Does.
2. Agencies Should Continue to Develop Best Policies, Practices, and Training on Use-Of-Force Issues that go Beyond The Minimum Requirements of Graham v. Connor.
3. Police Use of Force Must Meet the Test of Proportionality
4. Adopt De-escalation as Formal Agency Policy.
5. The Critical Decision-Making Model Provide A New Way to Approach Critical Incidents
6. Duty to Intervene: Officers Need To Prevent Other Officers From Using Excessive Force
7. Respect the Sanctity of Life by Promptly Rendering First Aid

The complete Guiding Principles on Use of Force report can be found here:
<https://www.policeforum.org/assets/guidingprinciples1.pdf>

The President's Task Force on 21st Century Policing is centered around five ares:

Pillar 1. Building Trust and Legitimacy

- Pillar 2. Policy and Oversight
- Pillar 3. Technology and Social Media
- Pillar 4. Community Policing and Crime Reduction
- Pillar 5. Training and Education
- Pillar 6. Officer Wellness and Safety

The complete Final Report of The President's Task Force on 21st Century Policing can be found here: https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

In 2019, CUPD began the process of researching and brought in 2020 training on Integrating Communications, Assessment, and Tactics (ICAT) from the Police Executive Research Forum (PERF)

ICAT - Integrating Communications, Assessment, and Tactics is designed to provide police officers with the tools, skills, and options needed to successfully and safely defuse many critical incidents. At the center of the training program is the Critical Decision-Making Model, a decision-making tool that help officers assess situations, make safe and effective decisions, produce better documentation, and learn for future calls and responses. At core of the Critical Decision-Making Model are Ethics, Values, Proportionality, and the Sanctity of Human Life.

C.R.S. 24-31-315 mandates the following additional in-service training requirements for Colorado peace officers on a five year period:

Every POST certified full-time, part-time, and reserve peace officer employed by a Colorado law enforcement agency is required to train in Proper Holds and Restraints, Anti-Bias training, Community Policing / Community Partnership training and De-Escalation training. The trainings must be completed at least once every five years. For full details about this mandate, please see the C.R.S. 24-31-315 Training & Resource Guide page.

2021 Commissioned DEI Training

Our Community Listens from the Chapman Foundation for Caring Communities

The Final Report on The Presidents Task Force on 21st Century Policing (In-Service Training)

PERF Guiding Principles on Use of Force (In-Service Training)

Deescalation based on Dolan Group Training

Critical Decision-Making Model and Core Values of CDM (In-Service Training)

Integrating Communication, Assessment, and Tactics (In-Service Training)

Ethics In Law Enforcement (PoliceOne Academy)

Constitutional and Community Policing (Police One Academy)

2020 Commissioned DEI Training

Acknowledging and Managing Implicit Bias (Online Video by Dr. Bryant T. Marks)

We Need to Talk About Injustice (TED Talk by Bryan Stevenson)

Critical Decision-Making Model and Core Values of CDM (In-Service Training)

Integrating Communication, Assessment, and Tactics (In-Service Training)

Anti-Bias Training for Law Enforcement (PoliceOne Academy)

Community Policing: Legitimacy and Trust (Police One Academy)

De-Escalation and Minimizing Use of Force (PoliceOne Academy)

Ethics in Law Enforcement (PoliceOne Academy)

2019 Commissioned DEI Training

Anti-Bias Training for Law Enforcement (PoliceOne Academy)

De-Escalation and Minimizing Use of Force (PoliceOne Academy)

Community Policing (PoliceOne Academy)