

INTRADEPARTMENTAL CORRESPONDENCE

June 9, 2021
1.0

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: RESPONSE TO LOS ANGELES CITY COUNCIL (FILE NO. 20-0783) AD
HOC COMMITTEE ON POLICE REFORM REPORT

RECOMMENDED ACTION

1. That the Board of Police Commissioners (BOPC) APPROVE and TRANSMIT to the Mayor and City Council the Department's response on the Ad Hoc Committee on Police Reform Report requests.

DISCUSSION

The Department was directed to report to the Los Angeles City Council on use of force policy changes in respect to Assembly Bill 392 (AB 392) and Senate Bill 230 (SB 230), as well as our process for updating training models, and how use of force is applied during peaceful protests.

Community Policing and Procedural Justice

The concept of procedural justice is grounded within recruit academy training through an enhanced curriculum which provides recruits with a background of community history. In addition, an ongoing discussion on procedural justice is integrated throughout in-service training courses.

Use of Force Policy

The Department published Special Order No. 23 and Special Order No. 4, which were in response to AB 392 and SB 230. These bills aligned the state's use of force standard with the federal standard for "objective reasonableness" and established criteria for the use of force and deadly force. In addition, the bills require each law enforcement agency to determine if the use of deadly force was "necessary," ensure the utilization of de-escalation techniques, and establish factors for evaluating and reviewing all use of force incidents. Lastly, it made these policies available to the public.

Crisis Intervention

The Mental Evaluation Unit meets and exceeds the state's standards for mental health crisis response training. The Bureau of Justice has recognized the Department's training, in collaboration with community mental health professionals and the Mental Health Crisis

Response Program Advisory Board, as one of nine national training sites for other agencies, known as a Police Mental Health Collaboration (PMHC).

Response to First Amendment Activities and Crowd Control

In October of 2020, the Department published a Use of Force Tactics Directive which reminds officers of the differences between a lawful assembly and an unlawful assembly. It defines clear objectives for managing crowds and identifying violent lawbreakers from the crowd. Crowd intervention techniques training and training to recognize group behavior are also included. Dispersal order instructions, media access, and types of less than lethal munitions and use of force reporting for crowd control are also explained in the directive.

Updated Training

Legislative mandate changes are made known to law enforcement agencies by Peace Officers Standards and Training (POST). The Department gathers subject matter experts and, if necessary, works with academic institutions, community partners, or other agencies to identify potential solutions. The Professional Advisory Committee (PAC), the Use of Force Review Board (UOFRB), and the Tactical Training Review Committee (TTRC), are some of the entities which recommend and/or review changes to policy and training. Policy changes that are required by legislation, police commission, community input or use of force outcomes will result in a series of reviews of source documents, manual sections, formal and informal practices, and documented training.

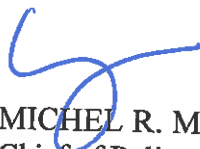
National and International Best Practices

The Department regularly participates in working groups with POST, International Association of Chiefs of Police, or other national consortiums to expand awareness and understanding of law enforcement training from other entities. The Office of the Inspector General also conducts best practices research and reports back to the BOPC with recommendations.

The attached fact sheet and documents address the City Council's questions regarding the Police Reform Report.

Should you have any questions, please contact Deputy Chief Dominic Choi, Director, Office of Support Services at 213-486-4810.

Respectfully,



MICHEL R. MOORE
Chief of Police

Attachment

**LAPD Report Back to City Council
Ad Hoc Committee on Police Reform
TRB Project 21-029
June 2021**

PURPOSE

On October 23, 2020, the Ad Hoc Committee on Police Reform of the Los Angeles City Council proposed a motion to direct the Los Angeles Police Department (LAPD) to report on items in relation to enhancing community policing and procedural justice training standards. The motion mentioned recent events such as the murder of George Floyd and the call for police reform. The Department was directed to report on the following items:

1. A plan to enhance community policing and procedural justice training standards to include: duty to intercede, crisis intervention, de-escalation, use of force standards set by Assembly Bill 392 and Senate Bill 230, and the Department policy on use of force at peaceful protests and other First Amendment activities.
2. Policy development and processes of updating training models and supervisory standards when implementing major policy updates as required by law, such as Assembly Bill 392 and Senate Bill 230, including how the Department deals with in-policy use of force incidents and the resulting impact on the community.
3. National and international best practices for training officers, and what additional training programs could be implemented within the Department.
4. The Department was instructed to work with the Chief Legislative Analyst (CLA) and the City Administrative Officer (CAO) to report on the feasibility of soliciting input into the process of updating and modernizing the Department's training methods.

DEPARTMENT ACTIONS

The first request has several content areas that have been incorporated into the Department's training efforts for the past several years based on the President's Task Force on 21st Century Policing (2015) and ongoing state requirements. The Safe LA Plan that was submitted in June 2020, emphasized the Department's direction to continue to support these national recommendations that emphasize the Pillars of Building Trust and Legitimacy, Policy and Oversight, and Training and Education. It is the mandate of the Department to continue building on past gains by further collaborating with the community to ensure transparency. It is also the mandate to continue to train Department members to de-escalate and use the minimum level of force, as well as incorporate the tenets of procedural justice within the Department and when interacting with the community. As identified in the national recommendations, training and education are critical components of reform. However, without the structure and support of the other pillars, they are not enough to accomplish the reform.

Community Policing and Procedural Justice

The first supporting document (Attachment A) contains the LAPD Comprehensive Training Overview related to procedural justice, which is defined as the fairness of processes used by those in positions of authority (law enforcement) to reach specific outcomes or decisions. The concept of procedural justice is grounded within recruit academy training through an enhanced

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curriculum which provides recruits with a background of community history, as well as a trip to the Museum of Tolerance, and community engagement through participation in the Days of Dialogue. Additionally, there are mandated instructional blocks set by the California Police Officer Standards and Training (POST) on Principled Policing.

In addition, an ongoing discussion on procedural justice is integrated throughout in-service training courses, such as scenario-based training, or specialized courses related to promotions or specific assignments such as schools for watch commanders, detectives, field training officers, and Community Safety Partnership (CSP) officers.

Use of Force Policy

In February and August of 2020, the Department published Special Order No. 4 and Special Order No. 23, respectively, which amended the policy on use of force (UOF) to ensure compliance with state legislative mandates from Assembly Bill 392 and Senate Bill 230. Assembly Bill 392 modified the California state standard on evaluating the UOF to align it with the federal standard of “objective reasonableness,” as well as establishing specific criteria to determine if the use of deadly force was “necessary.”

Senate Bill 230 mandates that agencies maintain a UOF policy with specific criteria included. These requirements include, but are not limited to, guidelines on the UOF, utilizing de-escalation techniques and other alternatives to force when feasible, specific guidelines for the application of deadly force, an obligation to report potential excessive force, an obligation for an officer to intercede when observing another officer using force that is clearly beyond that which is necessary, training standards, factors for evaluating and reviewing all use of force incidents, and several other criteria.

The Department’s updated policy is aligned with the legal mandates. Training courses use the current policy as a source document and contain a policy review in context to the topic of training.

The attached LAPD Comprehensive Training Overview on De-escalation and Use of Force (Attachment B) provides an integrated response to this question by referencing source documents and ongoing training courses pertaining to UOF training.

Crisis Intervention

The Mental Evaluation Unit (MEU) is an important Department resource which deploys a sworn officer along with a licensed clinician to radio calls and incidents that involve a person suffering from a mental health crisis, as well as offers trained advice to officers in the field during mental illness related incidents. Mental Evaluation Unit, via training updates and guidance, has ensured that the Department meets and exceeds the state standard for mental health crisis response training. Over the past several years, significant partnerships have been established with the Department of Mental Health (DMH) and the National Alliance for the Mentally Ill (NAMI)

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which has allowed the Department to be at the forefront of training in responding to mental health crisis calls.

The LAPD Comprehensive Training Overview on Mental Illness (Attachment C) identifies all source documents and training opportunities extended to Department employees regarding the response to those in a mental health crisis. This training is given to employees that may have to respond to mental health crisis incidents including Police Service Representatives (Operators) at Communications Division, Security Officers at Security Services Division, and Detention Officers at Custody Services Division.

The MEU works closely with Training Division (TD) and Police Training and Education (PTE) to include community partners in the review and development of various publications, roll-call training, and other training courses. The comprehensive response strategy to crisis intervention is a multi-layered approach that includes triage by trained dispatchers, a 24-hour triage line, co-response teams, follow-up case managers and focused community engagement. Community mental health professionals work side-by-side with law enforcement and co-facilitate the Mental Health Intervention Training (MHIT). They also work with a Mental Health Crisis Response Program Advisory Board to consistently engage community partners for best practices. These joint efforts have led to recognition from the Bureau of Justice as one of nine national training sites for other agencies, known as a Police Mental-Health Collaboration (PMHC)¹. Mental Evaluation Unit also worked with the Guidance Center (a community-based mental health services provider) and other agencies to create free web-based roll-call training for law enforcement which addresses crisis intervention for those experiencing mental illness.

Response to First Amendment Activities and Crowd Control

In October of 2020, the LAPD published a Use of Force Tactics Directive titled, Crowd Management, Intervention and Control. It states that it is the mission of police officers to protect the constitutional rights of all members of the public, including individuals participating in lawful activities such as public speeches, marches, demonstrations, picketing, rallies, and celebratory events. The Department has made it a priority to facilitate these lawful First Amendment activities.

The Directive mentioned above is designed to educate and inform officers and supervisors about what differentiates a lawful assembly from an activity that may become unlawful. It also defines clear objectives for managing a crowd, as well as distinguishing between peaceful protestors and violent lawbreakers. In the case of a peaceful assembly, crowd intervention techniques are defined so that officers may recognize how unlawful behavior by a few individuals does not constitute the entire assembly to be unlawful, and officers are directed to attempt to warn lawbreakers and to intervene when needed, so that the demonstration may continue. Officers are trained to recognize when the group behavior has become unlawful, aggressive, or otherwise uncontrollable, and when it is reasonable for the assembly to be declared unlawful.

¹ The Council of State Governments, Justice Center. <https://csgjusticecenter.org/projects/police-mental-health-collaboration-pmhc/law-enforcement-mental-health-learning-sites/los-angeles-police-department/>

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The Directive instructs officers in the objectives of crowd control and dispersal, in the instances that the assembly becomes unlawful. In those cases, a clear dispersal order is given via amplified sound, in multiple languages, and documented by Department members via audio and video recording.

The Department's goal is to provide media with as much access as possible during an event. Thus, the Department will designate a media staging area out of the impacted area, but within viewing and audible distance.

The above-mentioned Directive also explains the Department's UOF policy, which does not deviate or grant exceptions for crowd control situations. **Officers may use only that force which is objectively reasonable.** Officers are required to verbalize and attempt to gain voluntary compliance.

The Directive explains what type of munitions and other tools are available to officers for crowd control instances, as well as method for reporting a UOF.

Additionally, it should be noted that the Department has added other tools meant to protect officers and potentially de-escalate the need for force to be used. A policy was published regarding how officers may respond when they are exposed to lasers that are used by the crowd. In addition, officers have been provided with eyewear to protect against the laser light. The Department recently approved the use of a shield made for crowd control situations that may protect officers on the skirmish line from projectiles and other objects that are thrown from the crowd. After the May-June 2020 civil unrest, over half of Department personnel were provided with refresher training on crowd control tactics.

Updated Training

When legislative mandates are changed or updated, POST notifies law enforcement agencies of subsequent training course adjustments that are required. POST distributes the mandated training materials and references to incorporate into recruit and in-service training. The Department reviews the materials and evaluates what changes need to be made to the training curriculum and disseminates new policies accordingly.

For items that are not related specifically to tactics, the Director of PTE works with Department Subject Matter Experts (SME) to assess the potential training needs to be addressed. Depending on the topic, outside resources are pursued from academic institutions, community partners or other agencies to identify potential solutions or resources for addressing the training need. The Professional Advisory Committee (PAC) is a longstanding community committee that works with the Director to vet various training opportunities and ensure the best possible educational methodologies are being used. There are currently two subcommittees that inform the Director on Evidence-Based Policing and Community Outreach/Human Relations.

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Along with the Director, Office of Support Services (OSS), the Commanding Officer of Training Bureau has a critical role on the Use of Force Review Board (UOFRB) where each categorical UOF is critically examined on a case-by-case basis for compliance with the law, Department policies and procedures, and the use of de-escalation strategies and tactics to protect the public. The involved officer's commanding officer is called upon to assess each UOF, but also address and respond to community impacts. Any changes that are identified to be incorporated into training policy as a result of the UOFRB are immediately made known to Training Bureau and are appropriately assigned for research and development.

The Tactical Training Review Committee (TTRC) is organized to develop the best practices in tactics, firearms, use of force policy, and training for both the recruit and in-service training curriculum. Topics related to new tactical responses, weapon systems or policies are addressed through the team efforts of the TTRC.

Policy changes that are required by legislation, Board of Police Commission (BOPC), community input or UOF outcomes will result in a series of reviews of source documents, manual sections, formal and informal practices and documented training. To make officers aware of new policies or changes in existing policies, the Department frequently distributes publications, roll-call training video segments, or a video from the Chief of Police. The Department strives to make officers aware of important changes in a timely manner, so they are aware of their responsibilities. Formalized training may be created, or existing training may be modified and recertified with the new materials.

National and International Best Practices

The Department regularly seeks and shares information from national and international partners within policing and outside professions as the opportunities arise. This collaboration has expanded, as many conferences or events that would have been too expensive or time consuming for Department representatives to attend are now made accessible through virtual seminars and conferences. Across the nation, there is a significant effort to identify evidence-based practices in policing, particularly as it relates to the topics that were identified in the President's Task Force on 21st Century Policing. The International Association of Chiefs of Police (IACP) sought to research and provide evidence of the effectiveness on the six pillars (Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety) and shared a recent summary of their findings.² It appears that while these six pillars have been highly supported, it is difficult to identify research and evidence-based outcome.

The Department regularly participates in working groups with POST, IACP, or other national consortiums to expand awareness and understanding of law enforcement training from other

² The International Association of Chiefs of Police, www.theiacp.org/resources/evidence-assessment-of-presidents-taskforce-on-21st-century-policing

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entities. Additionally, the Office of the Inspector General (OIG) has researched national best practices and reported back to the BOPC on recommendations for the Department. The first report was made in 2016 and resulted in various site visits for Department trainers to examine how to expand and improve training. The second report published in 2019, “Follow-Up Review of National Best Practices³,” found that the Department has made gains in policy, practice and training.

The Department has collaborated with our community partners to create unique training initiatives. The Department was the first agency to implement Police Sciences and Leadership (PSL) I and II. Police Sciences Leadership I requires academy class recruits to return after graduation for enhanced training at critical points in their early career development, which includes MHIT. This training is not required by POST but is designed specifically to enhance training and provide a better foundation for the first five years of an officer’s career. Police Sciences Leadership II is a POST-approved course which focuses on de-escalation and reasonable force options while using the principles of procedural justice in policing. There has been strong support of this follow-up training by the OIG, and by police commissioners who have attended. The feedback from both officers and community members who have participated has also been positive. While pandemic restrictions have limited the ability to engage in this collaborative training, the hope is to resume this training soon with full support.

In addition to MHIT, the Department now incorporates alternative responses for dispatch to mental health related calls for service. Certain calls for service related to mental illness are redirected to Didi Hirsch for an alternative response. These programs will be assessed and evaluated for contributions to evidence-based practices.

The Department has recently established the Community Safety Partnership Bureau (CSPB) to enhance the Department’s goal of building relationships with diverse communities. While the Department has developed policies and training for CSPB officers, these concepts are useful and applicable to all Department personnel. During the implementation of CSPB, The University of California, Los Angeles (UCLA) completed an extensive study which included community and officer surveys, and an assessment of crime trends. The results of the survey indicated that the ongoing efforts of CSPB are making a positive impact within underserved communities and a correlating significant reduction of crime.

Similarly, programs such as identifying a Community Liaison Officer (CLO) within each Department gang unit will further enhance the relationship with the City’s Gang Reduction Youth Development (GRYD) and the communities we serve.

Additionally, the “community history project” has been supported and encouraged from Los Angeles community stakeholders. This project, established in 2019, adds Los Angeles community and Department-related historical content across all aspects of training.

³ Los Angeles Police Commission, Review of National Best Practices, May 2, 2017, www.oig.lacity.org/significant-reports

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The Department intends to continue collaborating with community stakeholders to make further progress in building trust. We know we can learn from outside agencies and will continue to do so, but our own community can best tell us their public safety needs.

Training Method Modernization

As instructed, the Department has reached out to the Office of the Chief Legislative Analyst (CLA) and City Administrative Officer (CAO) to begin discussions on the financial feasibility of modernizing the Department training methods.

Conclusion

Public safety is an essential requirement for the growth and development of healthy communities in Los Angeles. Los Angeles Police Department employees recognize that our Department plays an important role in building trust that is needed to move our communities from frustration to co-operation. Investing in procedural justice, both internally and externally, will create the kind of workplaces and communities where we foster the value of every person. The attention to best practices in the areas of de-escalation and UOF will help us refine our policies, practices and responses to reflect the reverence for human life at the core of a profession committed to service. The Department looks forward to support City government and the Ad Hoc Committee on Police Reform to foster collaboration that would make the City of Los Angeles the safest big city in America.

AD HOC COMMITTEE ON POLICE REFORM REPORT relative to enhancing community policing and procedural justice training standards in the Los Angeles Police Department (LAPD).

Recommendations for Council action, pursuant to Motion (Price - O'Farrell - Harris-Dawson - Wesson):

1. DIRECT the LAPD to report in regard to:
 - a. A plan to enhance community policing and procedural justice training standards in the LAPD to include:
 - i. Duty to intercede
 - ii. Crisis intervention
 - iii. De-escalation
 - iv. Use of force standards set by AB 392 and SB 230, and how force is used when dealing with large crowds such as those found at the numerous peaceful protests recently across the City.
 - b. Its policy development, and processes of updating training models and supervisory standards when implementing major updates as required by law, such as AB 392 and SB 230 with said report to include background on how the LAPD deals with incidents where force used is within policy but could have negative consequences within the community.
 - c. National and international best practices for training officers, and what additional training programs could be implemented in the LAPD.
2. INSTRUCT the Chief Legislative Analyst (CLA), with the assistance of the LAPD and the City Administrative Officer (CAO), to report in regard to the feasibility of issuing a Request for Information (RFI) to solicit input into the process of updating and modernizing LAPD's training methods.

Fiscal Impact Statement: Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 23, 2020, your Committee considered a Motion (Price - O'Farrell - Harris-Dawson - Wesson) relative to enhancing community policing and procedural justice training standards in the LAPD. According to the Motion, the tragic murders of George Floyd in Minneapolis and Rayshard Brooks in Atlanta which has re-sparked the call for police reform regarding how officers interact with the community members they took an oath to protect and serve. Numerous

organizations across the country, including many within Los Angeles, have called for a new standard of training for officers within the LAPD. Last year in California AB 392 (Weber) and SB 230 (Caballero) were signed and chaptered making significant changes to the ways in which police officers are able to use force when dealing with members of the community.

AB 392 (Weber), redefined the circumstances under which a homicide by a peace officer is deemed justifiable. SB 230 (Caballero), requires that each law enforcement agency within California by January 1st, 2021, maintain a policy that provides guidelines on the use of force, utilizing de-escalation techniques and other alternatives to force when feasible, specific guidelines for the application of deadly force, and factors for evaluating and reviewing all use of force incidents, among other things. In addition, the bill requires each agency to make their use of force policy accessible to the public.

Training and education standards within LAPD's Police Academy are regularly reviewed and updated, in order to ensure that graduates have the right mindset and skills to act as a guardian of the public. LAPD has adopted training in community policing, procedural justice and de-escalation in addition to more traditional police training. However, more can be done to ensure training is robust, to foster a culture in the LAPD that incentivizes and rewards using de-escalation and other community policing techniques, especially when dealing with large crowds at peaceful protests. It is important too that this training is not just focused on recruits, but on existing officers. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion as detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

AD HOC COMMITTEE ON POLICE REFORM

<u>MEMBER</u>	<u>VOTE</u>
WESSON:	YES
KORETZ:	YES
LEE:	ABSENT
CEDILLO:	YES
HARRIS-DAWSON:	YES
ARL	
10/23/20	

-NOT OFFICIAL UNTIL COUNCIL ACTS-

LAPD COMPREHENSIVE TRAINING OVERVIEW PROCEDURAL JUSTICE

February 2021

Prepared by Police Training and Education

STRENGTHENING PROCEDURAL JUSTICE TO REDUCE BIAS - At the request of the Board of Police Commissioners, an assessment was conducted for the Implicit Bias training provided to the Department in 2017 by Dr. Bryant Marks, with a total number of 9,188 officers trained. This assessment facilitated further review of current research on Implicit Bias, and what has been shown to make an impact on addressing areas of bias, but also on influencing overt behavior. The three key areas that showed the most significant impact included:

- Intergroup contact and cooperative learning
- Habit-breaking strategies; and
- Mindfulness

Given the current research findings, the Department is looking at existing training to ensure that evidence-based practices are being incorporated along with classroom learning to build on the progress of the 2017 Implicit Bias training. The goal for the Department's training plan is to promote further discussion and planning on the Department's shared responsibility to ensure we are providing the best possible service to the communities we serve. As such, Procedural Justice is not only a key concept from The President's Task Force on 21st Century Policing but is additionally, a proactive method for addressing habits or practices related to mitigating the potential impact of implicit bias.

SOURCE DOCUMENTS – PROMOTIONAL EXAMS AND INTERVIEWS

Training Bulletin - Contacts with the Public – Part I: Legal Considerations
Training Bulletin - Contacts with the Public – Part II: Procedural Justice
Training Bulletin – Anti-Discrimination and Harassment – Part I: Key Terms & Concepts
Training Bulletin – Anti-Discrimination and Harassment – Part II: Workplace Equity

ONGOING TRAINING

1. Recruit Basic Course (Academy)
2. Police Sciences & Leadership 1 – for Probationary Officers, Trained with Academy Class
3. Police Sciences & Leadership 2 – for Officers, in Year 3, Trained with Academy Class
4. Mental Health Intervention Training (MHIT)
5. Gang Intervention Course
6. Museum of Tolerance (27 Classes/Year – to resume after Covid Restrictions Removed)
“Building Community Trust: Cultural Diversity and Racial Profiling”
7. Field Training Officer Update
8. Supervisor School
9. Internal Affairs School

10. Watch Commander School
11. Command Development School

Training in Development:

1. Community Safety Partnership (CSP) Fundamentals – 1 Week
2. Community Liaison Officer (CLO) – 1 Day
3. Implicit Bias Training – City-Wide Online Training, March 2021

Past Training through Grants:

1. Conflict Resolution for Supervisors
2. Conflict Resolution for Command Officers

COMMAND STAFF- For ranks of Captain and above, and Civilian Equivalents

- LEADS –Training for All Command Staff- 10/2020 **120+ Command Officers**
History, Policing, Racism and Policy.
University of the District of Columbia, Dr. Demczuk & Dr. Thompson
- LEADS –Training for all Command Staff- 1/2020 **120+ Command Officers**
Community Safety Partnerships Overview and Vision with Connie Rice
New UOF Policy Updates- AB 392
- LEADS –Training on Procedural Justice -11/01/2018 **106 Command Officers**
Public Engagement: The Vital Leadership Skills in Difficult Times
Pepperdine University, School of Public Policy.

SPECIALIZED TRAINING

Historical Project – Academy & In-Service

Ongoing

This initiative is focused on expanding a Department-wide deeper understanding of our history with the communities we serve, the impact of previous generations of policing and the historical lessons which can better prepare the service response of every officer. The primary goal to serve better, with true understanding, compassion, and development of lasting partnerships is not only timely, but critical in the growth and legitimacy of our Department. Initial curriculum design and development has been both piloted and implemented into academy training and concludes with facilitated discussions by Days of Dialogue on “Racism, Policing, the Pandemic and Beyond.”

Community history is being expanded into in-service training for existing officers to complement discussions on procedural justice, community policing, truth and reconciliation. Historical case studies will be utilized in each promotional school from FTO through Command Officer training. Finally, this project will extend beyond the training environment and now each Division will be required to capture the unique historical overview of the communities being served and the history with LAPD for their own Divisional History Books.

Police Sciences and Leadership (PSL I) 2016 to Present 1,632 Officers

- **Officers on Probation – trained by class, 11 Months After Graduation,**
Officers Trained to Date: **1,632**
- **Primary Topics:**
 - National Topics in Policing – Implicit Bias, Image & Impression Management
 - Investigation Skills – Interviewing, Emotional Intelligence, & Special Populations
 - Use of Force Review, Legal Review, De-escalation, Building Community Trust
- This course initially had a block on Procedural Justice and then modified the curriculum to incorporate the training from Dr. Marks on Implicit Bias. By incorporating this content for all new officers both in the academy and then refreshed in PSL, the Department is ensuring that all officers have a foundational understanding of these critical concepts and how they apply to their role within the community.

Police Sciences and Leadership II (PSLII)

- **Officers, trained by class, 2 years after PSL I .. 23**
- **Primary Topics:**
 - De-escalation Scenarios
 - POST Perishable Skills on Communication and Arrest and Control
 - Procedural Justice / Ethics
 - Use of Force Overview - UOF Review Boards – Process and Adjudication
 - Active Bystandership and Peer Support
- This course was about to go into further production when COVID restrictions required this course delivery to be suspended.

FTO Update- All FTO's receive updated training every three years.

2017-2019 Cycle	482 Officers
2020-2022 Cycle	155 Officers

Best Practices in Proactive Enforcement

- **Officers Trained by Bureaus for GED/Metro 549 Officers**
- **Supervisor Training on Procedural Justice and Body Worn Video (BWV) Review for GED/Metropolitan Division February/March 2020**

Mental Health Intervention Training (MHIT) 4,217 Officers

Confronts bias for people dealing with mental illness – this course incorporates cooperative learning by team, taught with clinicians from the Department of Mental Health. Includes field trips to community service providers, and presentations with community members with mental illness as well as family members from the National Alliance for the Mentally Ill. Confronts the stigma of a mental health diagnosis.

Procedural Justice from the Inside Out *August 2020* **204 Sworn/Civilian**

After the civil unrest in the Summer of 2020, LAPD leadership recognized the need to consider our internal response to racial tensions, protests, Black Lives Matter, the protests, defunding the police, and "taking a knee." Utilizing a "Wellness Day" format, these sessions were able to provide a positive and safe environment for talking about these issues in a respectful way that would support and develop the Department instead of fostering future divisiveness.

2017-18 PSP Training Cycle – Implicit Bias **9,188 Officers**

Implicit Bias training provided to the Department in 2017 by Dr. Bryant Marks at the direction of the Board of Police Commissioners. This 4-hour class covered the fundamentals of implicit bias, the research and the community impact specific on police legitimacy. This course discussed the Pillars of the President's 21st Century Task Force on Policing and the utilization of Procedural Justice as a means to mitigate the potential impact of implicit bias.

GANG INTERVENTION *2017 to Present* **1,231 Officers**

Confronts bias for gang members and those living in neighborhoods with gang members. Counter stereo type exposure and co-learning are incorporated into this course by integrated exercises, having officers work together with gang interventionists as part of the course.

LGBTQ CULTURAL COMPETENCY **4,347 Officers**

Focus is on team teaching with members of the Transgender Community. Confronts bias with members of the LGBTQ community. Provides methods and strategies for habit-breaking responses. Roll call training for divisional deployment in was completed 2019. Training video released for Department-wide implementation in 2020.

MUSEUM OF TOLERANCE –

Approximately 25 Classes per year *2017 to Present* **812 Officers**
Building Community Trust and Biased Policing – 10-hour Course, training 30 Officers/Week every Thursday; meets State Mandate for Training on Biased Policing every 5 years.

CONFLICT RESOLUTION FOR COMMAND OFFICERS

130+ CO's trained

16-hour Course – Training collaboration with Pepperdine University available with grant funding. This course provides the tools necessary for the early identification, prevention, de-escalation, and resolution of conflict in the workplace and with the community. Students learn to identify conflict and develop the skills to manage conflict at the onset of issues.

CONFLICT RESOLUTION FOR SUPERVISORS

32 hours

812 Supervisors

Training collaboration with Pepperdine University available with grant funding. This training is designed to address the tactical and interpersonal skills necessary for supervisors to handle the conflict that occur in the workplace. Conflict management creates efficiency, effectiveness, increases morale, preserves careers and protects employees.

TRAINING HISTORY

o April 2020`	Training Bulletin on Procedural Justice
o 2020	Principled Policing added to Academy Curriculum
o Fall 2018	Procedural Justice added to the Command & Control Course Curriculum and scenario debriefs
o 2017-2018 PSP Training Cycle	Implicit Bias
o Fall 2018	LEADS – Public Engagement for Command Officers: Procedural Justice
o Spring, 2018	PSL: Implicit Bias (4 hrs) – Dr. Bryant Marks
o Spring, 2017	Implicit Bias (4 hrs) – Dr. Bryant Marks
o June 2016	PSL I Launched with PJ integrated in Curriculum
o January 2016	FTO Update (4 hrs) – Fair and Impartial Policing
o Summer 2015	Building Public Trust / Preservation of Life Training
o September 2015	Fair and Impartial Policing – TTT for 25 Instructors
o December 2014	Fair and Impartial Policing – Command Staff Training
o January 2012	Vehicle Stops – Constitutional Law/Biased Policing Training
o Fall 2010	Training for the HACLA Program (CSP) with integrated Relationship-based Policing Curriculum
o September 2010	Senior Staff Meeting – Direct Reports training on Bias and Constitutional Policing
o 2010 COP Notice	Constitutional Policing on E-Learning (LMS)
o 2010	Senior Lead Officer PIII+1 Training on Customer Service, Biased Policing and Leadership

- 2004 POST Requirement Training on Racial Profiling – all Department personnel; integration of Racial Profiling in RBC
- 2003 Creation of Diversity Training Review Committee (Members include NAACP, Urban League, First AME Church, CSUN, Anti-Defamation League, USC) and recommendations were implemented
- 2001 Paragraph 117 of the Consent Decree was written into all LAPD Curriculum. Continuing Education Delivery Program
- 1996 to Present Museum of Tolerance
- 1995-1998 Cultural Awareness Workshop

LAPD COMPREHENSIVE TRAINING OVERVIEW: DE-ESCALATION AND USE OF FORCE

February 2021

2016 to Present

Prepared by Police Training & Education

SOURCE DOCUMENTS / SYSTEMS CHANGES

Use of Force Policy	October 2020
Training Bulletin Volume XLVII, Issue 5 Tactical Disengagement	July 2018
Training Bulletin Volume XLVII, Issue 4 Command and Control	July 2018
De-escalation Resource Guide (for Instructors)	Spring 2018
Use of Force-Tactics Directive No. 16: Tactical De-Escalation Techniques	October 2016

Department Lesson Plans –

- Instructional Design Unit (IDU) identified a total of 79 courses into which Tactical De-escalation and Tactical Communication are to be incorporated in conjunction with the New Use of Force Policy (October, 2020)
- The Academy update is completed as well as the current courses being taught. Since most Department courses have been suspended due to COVID-19 restrictions, updated curriculum will be required before new courses can be presented to Department personnel.

Promotional Exams and Interviews – 2017 to present

- After completion of the Tactical Directive on De-escalation in 2016, questions on De-escalation were integrated into all promotional exams and questions were inserted into interviews.
- The Use of Force Policy is required content for testing and interviews

Force Investigation Interviews and Use of Force Boards –

- Incorporated debriefing of de-escalation efforts as it relates to an officer's response in the field and updated Use of Force Policy (AB 398 and SB 230)
- General Training Update (GTU) – All officers involved in a Use of Force Board will complete a GTU within 2 weeks of an incident and prior to returning to the field. Mandated concepts include:
 - 1) Use of Force Policy;
 - 2) Reverence for Human Life;
 - 3) Tactical De-Escalation;
 - 4) Command and Control;
 - 5) Equipment Required/Maintained; and
 - 6) Reality-Based Training as needed.

ONLINE TRAINING – LMS / ROLLCALL

Updated Use of Force Training (SB230)	9,011 – February 2021
Command and Control Video	7,371 – August, 2018

COMMAND STAFF

• Crowd Management & Control by Divisions	Fall, 2020
• LEADS – Incident Command System	October 2020
• LEADS – New Use of Force Policy AB 392	January 2020
• LEADS - Use of Force Trends / Case Law	June 2017
• LEADS – De-escalation	December, 2016
• LEADS – Use of Force Update/ Less Lethal	June, 2016
• Command Development	Ongoing

IN-SERVICE TRAINING – DEPARTMENT WIDE

CROWD MANAGEMENT AND CONTROL – Sept. 2020	4,145	Ongoing
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COMMAND AND CONTROL (C&C) March 2019	7,512	Ongoing
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INTEGRATING COMMUNICATION, DE-ESCALATION & CROWD CONTROL (ICDC)	7,791	February, 2019
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USE OF FORCE UPDATE (UOF UPDATE)	8,826	January, 2018
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POST MANDATED PERISHABLE SKILLS TRAINING	Ongoing
○ Driving	4 hours
○ Firearms	4 hours
○ Arrest & Control	4 hours
○ Communication	2 hours

IN-SERVICE TRAINING - SPECIALIZED

TRAINING DIVISION – ALL INSTRUCTORS and TRAINING COORDINATORS

- De-escalation Training of all instructors involved in facilitating training on UOF
- Incorporated best practices from De-escalation Resource Guide into facilitation

USE OF FORCE – DE-ESCALATION	454 Total
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- 8 Hour Course designed by SWAT Crisis Negotiators for front line officers

MENTAL HEALTH INTERVENTION TRAINING (MHIT) 4,217 Total

- **RESET, HOPE Officers, All FTO's, PSL Officers, SLO's, and LACDMH**
- 2020 - 82% of Mental Health Crisis Calls are managed by a MHIT Trained Officer
- Linked to increase in more appropriate referrals, linkages, and decreased recidivism
- **CUSTODY SERVICES DIVISION** – 8 hours, in progress, **389** trained (80%)
- **SECURITY SERVICES DIVISION** – 4 hours, 16 classes, Completed in 2019
- **COMMUNICATIONS** – PSR's – 4 hours, in Academy Training

POLICE SCIENCES and LEADERSHIP I (PSL I)

- **Officers on Probation – trained by class, 11 Months After Graduation,**
Officers Trained to Date: **1,632**
- **Primary Topics:**
 - National Topics in Policing – Implicit Bias, Image & Impression Management
 - Investigation Skills – Interviewing, Emotional Intelligence, & Special Populations
 - Use of Force Review, Legal Review, De-escalation, Building Community Trust

POLICE SCIENCES and LEADERSHIP II (PSLII)

- **Officers, trained by class, 2 years after PSL I - 23**
- **Primary Topics:**
 - De-escalation Scenarios, Intense Encounters, Arrest and Control
 - Procedural Justice / Ethics
 - Use of Force Overview - UOF Review Boards – Process and Adjudication
- This course was about to go into further production when COVID restrictions required this course delivery to be suspended.

BEST PRACTICES IN PROACTIVE ENFORCEMENT (BPPE)

GED/Metro Training by Bureaus – OWB, OCB, OSB, OVB: **549 Officers/Supervisors**

INTEGRATED INTO KEY DEPARTMENT COURSES:

- **REGULAR BASIC COURSE (RBC; LAPD Academy Training)**
- **FTO SCHOOL AND FTO UPDATE**
- **ALL FIREARMS COURSES**
- **GENERAL TRAINING UPDATES (GTU)**
- **SUPERVISOR SCHOOL**
- **WATCH COMMANDER SCHOOL**
- **COMMAND DEVELOPMENT**
- **LEADS – Leadership Enhancement and Development Sessions (One Day Courses for Command Staff)**

Note: It takes 12-18 months to train the whole Department in a one-day course depending on class size and deployment needs

LAPD COMPREHENSIVE TRAINING PLAN MENTAL ILLNESS

February 16, 2021

BRIEFING NOTES for Command Staff
Prepared by the Mental Evaluation Unit

Mental Evaluation Unit (MEU) Administrative-Training Detail

The Administrative Training Detail is responsible for conducting the 40-hour Mental Health Intervention Training (MHIT), which is delivered every other week. The Detail is also responsible for addressing mental health-related topics during training for Field Training Officers (FTO), Police Service Representatives (911 operators), Security Services (security for Los Angeles City facilities) and Adult Custody Officers (jail personnel).

SOURCE DOCUMENTS

- Standard Roll Call Training Program, Deployment Period #10-05, "Suicide by Cop Indicators"
- Standard Roll Call Training Program, Deployment Period #10-05, "Suicide by Cop Tactical Considerations"
- Standard Roll Call Training Program, Deployment Period #3-06, "8102(a) WIC-Weapons Confiscation"
- Standard Roll Call Training Program, Deployment Period #10-06, "5150.05 WIC-Mental Health History"
- UOFRD, Roll Call Briefing Sheet, June 3, 2013, "Mental Illness Contacts"
- Chief of Detectives Notice, January 17, 2014, "Duty to Preserve Property of a Person Taken into Custody for a MH Evaluation"
- Chief of Detectives Notice, July 21, 2015, "Implementation of Laura's Law"
- PTB Notice, May 1, 2014, "Mental Health Update Training Requirement"
- OCOP Special Order No. 6, March 16, 2016, "Manual sections revised, Field Notebook Divider, Release of Firearm Advisement Form."
- OO, Operations Order No. 5, June 3, 2016, "MHIT Training Requirement for Sworn Personnel assigned to Homeless Outreach Programs"
- OO Notice, December 28, 2017, "NAMI Initiative"
- Chief of Detectives Notice, January 18, 2018, "Providing Alternatives to Hinder Extremism (PATHE) Risk Assessment and Management Strategy/CAMP Investigative Entity"
- OCOP Notice, July 27, 2018, "LAPD Inmate Classification Screening Form"
- Roll Call Training Update, September 2016, "Transport Request of a Person with Mental Illness from a Hospital"
- UOF-Tactics, Directive No. 16, October 2016, Tactical De-escalation Techniques"
- Chief of Detectives Notice, November 18, 2016, "Gun Violence Restraining Orders"
- Chief of Detectives Notice, May 19, 2017, "Determination of Persons Suspected from Suffering from Mental Illness"
- Chief of Detectives Notice, November 19, 2018, "Apprehension and Transportation Orders"
- OO Notice, March 29, 2019, "MEU Contact Disposition Codes on DFAR"

ONGOING TRAINING

- MHIT (Police Sciences & Leadership 1 [PSL 1] and Inservice Classes)—40 hour
- Crisis Intervention MHIT—8 hour
 - FTO Compliance (Senate Bill 29)
 - Security Services Division (SECSD)
 - Custody Services Division (CSD)
 - LA Bureau of Sanitation, Watershed Protection Division(WPD)
 - Los Angeles County Probation (Juvenile Camp) – 8/22/2019
- FTO School—4 hour
- FTO School Update—2 hour
 - NOTE: Previous 4-hour course changed to 2 hours per Field Training Section's request (legal and policy updates)
- Supervisor School—2 hour
 - Systemwide Mental Assessment Response Team (SMART) Supervisors (Operations, Policy and Procedure)
- Emergency Broadcast Operator (EBO) School—1 hour (as of 2020)
- CSD Academy—8 hour

ONLINE TRAINING

- National Alliance on Mental Illness (NAMI) Video (LMS) December 28, 2017
- Roll Call Training Series—seven (7) blocks of training with questions & answers
- POST Mental Health Update video—2 hour (since 2016; update in progress)

COMMAND STAFF

Recommendations:

- Provide briefings on training strategies at all CO meetings
- Provide a block of instruction at Command and Development School

RECENT PUBLICATIONS

- Homeless Outreach Program Personnel MHIT requirement (Operations Order No. 5, June 3, 2016)
- FTO Manual (MHIT Requirement)
- Patient Dumping (Chief of Detectives Notice, May 14, 2020)
- Targeted Violence Community Reference Guide (Chief of Detectives Notice, October 27, 2020)
- OCOF Special Order No. 30, December 9, 2020

TRAINING BULLETINS

- **Handcuffing**, Volume L, Issue 1, January 2021
- **Tactical Disengagement**, Volume XLVIII, Issue 5, July 2019
- **Developmental Disabilities**, Volume XL, Issue 1, October 2018
- **Barricaded Suspects**, Volume XLV, Issue 4, December 2016
- **Excited Delirium**, Volume XLVIII, Issue 3, December 2016

SPECIALIZED TRAINING DESCRIPTION AND STATISTICS

MHIT (40 hour)

Provides patrol officers with best practices in dealing with persons suspected of suffering from mental illness. This course incorporates an interactive adult learning model which is taught by LAPD officers and Department of Mental Health (DMH) clinicians, that includes field trips to community service providers, small group activities, case studies, and presentations with community members with mental illness, as well as family members with lived experiences.

First Delivery: June 2014

Course Deliveries through February 2021: 149

Total Students Trained through February 12, 2021: 4461

Outside Agencies Trained (DMH civilians, LAPD civilians, Federal Officers, LAFD Arson and Medics, Military): **409**

LAPD Totals: 4052

PSL Totals: 1814

CRISIS INTERVENTION MHIT (8 hour)

This is a condensed course derived from the 40-hour MHIT, which provides a basic mental health training model that MEU uses as a framework to provide training to City entities/partners.

- **FTO Compliance** (8 hour)

Provides patrol officers with best practices in dealing with persons suspected of suffering from mental illness. This course incorporates an interactive adult learning model which is taught by LAPD officers and Department of Mental Health clinicians. It excludes field trips to community service providers and student presentations.

Total Students Trained: 428 from 2016-present

NOTE: The delivery of this course resulted in the Department's compliance with FTO training and a State reimbursement to the City of Los Angeles in the amount of \$545,424.

- **SECSD (8 hour)**
Provides police officers and unarmed/private security personnel with training to assess situations involving persons at Los Angeles City facilities who may be suffering from mental illness and may meet the 5150 Welfare and Institutions Code (WIC) criteria.

Total Students Trained: 51 from 2018 through 2019

- **CSD (8 hour)**
Provides detention officers with training to assess situations involving persons who are in a jail environment suffering from mental illness and may meet the 5150 WIC criteria. The assessment may necessitate segregation, transfer, or release on their own recognizance with a referral to the appropriate mental health care resource.

NOTE: CSD maintains statistics on the total number of students trained.

Total Students Trained: 398 from 2018 through 7/30/2020

- **Bureau of Sanitation, Watershed Protection Division (WPD) (8 hour)**
Provides environmental compliance officers with training to assess situations involving persons who may be suffering from mental illness and may meet the 5150 Welfare and Institutions Code (WIC) criteria.

Total Students Trained: 58

- **EBO School (1 hour)**
Provides dispatchers with current information related to understanding a person with mental illness and how to effectively triage calls for service.

NOTE: Communications Division maintains statistics on the total number of students trained. Since 2018, MEU has provided **eight course deliveries** at EBO Academies. In August 2020, Communications Division reduced the MEU block of instruction to one hour.

Total Students Trained in 2020: 20

- **CSD Academy (4 hour)**
Provides CSD new hires with training to assess situations involving persons who may be suffering from mental illness and may meet the 5150 WIC criteria.

Total Students Trained: 21

- **Probation (8 hours)**
Provides Los Angeles County Probation Officers with training to assess situations involving persons who may be suffering from mental illness and may meet the 5150 Welfare and Institutions Code (WIC) criteria.

Total Trained: 41

- **CARE** (Cleaning and Rapid Engagement) (4 hours)
This was a direct ask from Mayor Garcetti's office to support his initiative to disengage police and train LASAN and LAHSA personnel on best practices in dealing with persons suspected of suffering from mental illness.

Total Trained in September 2019: 262

ROLL CALL TRAINING

- Roll call training is provided on an ongoing basis by MEU SMART officers and MEU SLOs on dealing with the assessment, evaluation and transportation of mentally ill subjects.

In 2020:

- SMART conducted 184 roll call trainings, with **1427** officers trained
- SLOs conducted **155** roll call trainings with **2036** officers trained
- The Guidance Center partnered with the Department to develop a series of web-based trainings for any local or state law enforcement agency across the country to use at no cost. The training series received a Bronze Award in the 40th Annual Telly Awards and was delivered as part of the Department's standardized roll call training from **DP 5 through DP 12, 2019**.

COMMUNITY IMPACT

On May 11, 2020, the MEU received an email from Brittney Weissman, Chief Executive Officer of the National Alliance on Mental Illness (NAMI), Greater Los Angeles County, who advised that they had received a phone call from someone over the weekend who had called 911 for a mental health crisis involving his girlfriend. The caller had nothing but good things to say about his experience with LAPD and the positive outcome. He also shared that he had been connected to NAMI because of referral information that LAPD had provided at MHIT (referral contact information is provided in English, Spanish, and Korean). Weissman wanted to give kudos to the Department for the handoff to NAMI, who was a longer-term solution for the caller.

On June 3, 2020, the Mayor's Office announced that the Department would enhance police training, expanding MHIT to train 900 officers in 2020, from 700 in 2019. As of December 31, 2020, 820 officers were MHIT-trained and 91% to the Department's 900-officer goal.

From January 1, 2020 through February 2021, **82%** of crisis calls are being handled by a MHIT-trained officer.

In February 2021, the MEU's Co-Response model was launched. Rather than have SMART units respond as secondary responders, the new model will have SMART units respond with patrol to some calls to de-escalate the situation, reduce use of force, and connect the individual (or their families) to a support network at the scene of the call. Also, in February 2021, a 9-1-1 Call Diversion Program was launched to have some suicide calls diverted to Didi Hirsch's Suicide Prevention Hotline.

AD HOC COMMITTEE ON POLICE REFORM REPORT relative to enhancing community policing and procedural justice training standards in the Los Angeles Police Department (LAPD).

Recommendations for Council action, pursuant to Motion (Price - O'Farrell - Harris-Dawson - Wesson):

1. DIRECT the LAPD to report in regard to:

a. A plan to enhance community policing and procedural justice training standards in the LAPD to include:

i. Duty to intercede

ii. Crisis intervention

iii. De-escalation

iv. Use of force standards set by AB 392 and SB 230, and how force is used when dealing with large crowds such as those found at the numerous peaceful protests recently across the City.

b. Its policy development, and processes of updating training models and supervisory standards when implementing major updates as required by law, such as AB 392 and SB 230 with said report to include background on how the LAPD deals with incidents where force used is within policy but could have negative consequences within the community.

c. National and international best practices for training officers, and what additional training programs could be implemented in the LAPD.

2. INSTRUCT the Chief Legislative Analyst (CLA), with the assistance of the LAPD and the City Administrative Officer (CAO), to report in regard to the feasibility of issuing a Request for Information (RFI) to solicit input into the process of updating and modernizing LAPD's training methods.

Fiscal Impact Statement: Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 23, 2020, your Committee considered a Motion (Price - O'Farrell - Harris-Dawson - Wesson) relative to enhancing community policing and procedural justice training standards in the LAPD. According to the Motion, the tragic murders of George Floyd in Minneapolis and Rayshard Brooks in Atlanta which has re-sparked the call for police reform regarding how officers interact with the community members they took an oath to protect and serve. Numerous

organizations across the country, including many within Los Angeles, have called for a new standard of training for officers within the LAPD. Last year in California AB 392 (Weber) and SB 230 (Caballero) were signed and chaptered making significant changes to the ways in which police officers are able to use force when dealing with members of the community.

AB 392 (Weber), redefined the circumstances under which a homicide by a peace officer is deemed justifiable. SB 230 (Caballero), requires that each law enforcement agency within California by January 1st, 2021, maintain a policy that provides guidelines on the use of force, utilizing de-escalation techniques and other alternatives to force when feasible, specific guidelines for the application of deadly force, and factors for evaluating and reviewing all use of force incidents, among other things. In addition, the bill requires each agency to make their use of force policy accessible to the public.

Training and education standards within LAPD's Police Academy are regularly reviewed and updated, in order to ensure that graduates have the right mindset and skills to act as a guardian of the public. LAPD has adopted training in community policing, procedural justice and de-escalation in addition to more traditional police training. However, more can be done to ensure training is robust, to foster a culture in the LAPD that incentivizes and rewards using de-escalation and other community policing techniques, especially when dealing with large crowds at peaceful protests. It is important too that this training is not just focused on recruits, but on existing officers. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion as detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

AD HOC COMMITTEE ON POLICE REFORM

<u>MEMBER</u>	<u>VOTE</u>
WESSON:	YES
KORETZ:	YES
LEE:	ABSENT
CEDILLO:	YES
HARRIS-DAWSON:	YES

ARL

10/23/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-