

INTRADEPARTMENTAL CORRESPONDENCE

March 16, 2022

1.14

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: APPROVAL OF MONETARY DONATION

RECOMMENDED ACTION

1. That the Board of Police Commissioners APPROVE the Department's Report and TRANSMIT to the Mayor and City Council for ACCEPTANCE of the following monetary donation of \$1,000,000 for Police Training and Education.

DONOR:

Los Angeles Police Foundation
Ms. Dana Katz, Executive Director
633 West 5th Street, Suite 960
Los Angeles, California 90071
(213) 489-4636

ITEMS:

Active Bystandership
for Law Enforcement
(ABLE) Training
(#2022-022)

VALUE:

\$1,000,000

2. That the Board REQUEST the Mayor and City Council to:
 - A. AUTHORIZE the Chief of Police, or his designee, to negotiate and execute a Professional Services Agreement with Georgetown Law Center for Innovations in Community Safety for a term of 18 months for a sum not to exceed \$100,000, for the provision of training services, subject to the approval of the City Attorney as to form and legality;
 - B. AUTHORIZE the Controller to appropriate \$330,000 to Police Department Trust Fund No. 885/Appropriation Account to be determined, Department No. 70 for the ABLE Training Program, and therefore, reimburse to Fund No. 100, Department No. 70, account number and amount as follows:

Account No. 001092, Overtime Sworn, \$300,000
Account No. 001090, Overtime Civilian, \$30,000
 - C. AUTHORIZE the City Clerk to place the following action relative to the ABLE Training Program on the City Council agenda on July 1, 2022 or the first meeting thereafter:

AUTHORIZE the Controller to appropriate \$570,000 to Police Department Trust Fund No. 885/Appropriation Account to be determined, Department No. 70 for the ABLE Training Program, and therefore, reimburse to Fund No. 100, Department No. 70, account number and amount as follows:

Account No. 001092, Overtime Sworn, \$560,000

Account No. 001090, Overtime Civilian, \$10,000

DISCUSSION

This donation will support the implementation of Active Bystandership for Law Enforcement (ABLE) Training within the Department. Created by the Georgetown Innovative Policing Program, the ABLE Project prepares officers to successfully intervene to prevent harm and create a law enforcement culture that supports peer intervention. The program cultivates a skill set that would apply not only to use of force situations where there is a required duty to intervene, but also additional situations that potentially can cause harm to officers or the community and would benefit from peer intervention (i.e., suicide prevention, over-driving, workplace conflict, etc.). According to the research, the benefits of meaningful active bystandership training are significant, and include:

- Reduced unnecessary harm to civilians;
- Improved police/community relations;
- Reduced unnecessary harm to officers;
- Improved officer health and wellness;
- Reduced risk of officers losing their jobs;
- Improved officer job satisfaction;
- Reduced risk of lawsuits against the department, city, and individual officers; and,
- Improved citizen satisfaction with their law enforcement agency

The Georgetown University Law Center's Innovative Policing Program requires all sworn members and recruits of ABLE-certified departments to receive at least eight hours of initial dedicated ABLE training and at least two hours of annual refresher training. The ABLE training will be taught by two instructors with training materials and facilitator guides provided by ABLE within classes of 25 or fewer officers. The training covers the relevant social science, inhibitors to active bystandership, and strategies and tactics of giving and receiving an intervention.

The principles of active bystandership will also be incorporated into relevant Academy (recruit and in-service) courses, including, among others, Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits. Participating in this program will connect the Department nationally with other ABLE-certified agencies. All ABLE-certified departments contribute to professional research by utilizing the same measures of effectiveness. Approval of this donation will allow the Department to adopt ABLE practices and demonstrate to the community the Department's commitment to reduce harm during public encounters.

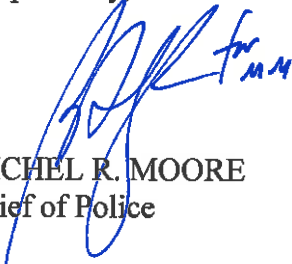
The donation will fund \$100,000 for the ABLE contract with Georgetown Law Center and \$900,000 for overtime of the training cadre and coordinators to train approximately 12,000 employees.

The Los Angeles Police Foundation is an independent, not-for-profit organization that provides critical resources and vital support to the Los Angeles Police Department (LAPD). From essential equipment and state-of-the-art technology to specialized training and innovative programs that would otherwise be unfunded, the Foundation provides funding that directly improves public safety, impacts officer readiness, and enhances the quality of life of all members of the community. As the largest source of private support for the LAPD, the Foundation is passionately dedicated to ensuring that Los Angeles remains America's safest major city. Since being established in 1998, the Foundation has invested tens of millions of dollars in hundreds of LAPD initiatives that promote excellence, expand capabilities, strengthen neighborhoods and create opportunities for at-risk youth. These actions are grounded in the beliefs that a safe city is a strong city and that together we can make a difference.

The donation has been submitted in accordance with Section 5.467 et seq. of the Los Angeles Administrative Code, which provides for the receipt and acceptance of donations to the Department.

If you have any questions, please contact Dr. Luann Pannell, Director, Police Training and Education, at (323) 612-4471.

Respectfully,



MICHEL R. MOORE
Chief of Police

Attachments



APPROVED GRANT

633 W. 5th Street, Suite 960, Los Angeles, CA 90017

Phone (213) 489-4636 FAX (213) 489-4697

email: jacqui@supportlapd.org

3/10/2022

LAPF Grant #	2022-022
Grant Application Received:	March 9, 2022
Grant received from:	Police Training & Education
Contact:	Lieutenant Stacey Vince
Phone:	(323) 612-4471
Grant Name:	Active Bystandership for Law Enforcement (ABLE) Training
Grant Amount:	\$1,000,000.00

A handwritten signature in black ink, appearing to read "Jacqui".

**2022 GRANT APPLICATION**Grant Number 2022-022 (office use only)

Date: 2/8/2022

Amount Requested: \$1,000,000.00

Contact Name: Lt. II Stacey Vince, Serial No. 35048

Department/Unit: Los Angeles Police Department/Police Training & Education

Mailing Address: 1880 N. Academy Drive, Los Angeles, CA 90012

Phone Number: 323-612-4471

Fax Number: 323-222-0945

E-mail Address: 35048@LAPD.online

Name of Program/Equipment requesting funding for: Active Bystandership for Law Enforcement (ABLE) Training

Provide a brief description and the need for the program/equipment (use additional paper if needed):

This program managed by Georgetown University seeks to build skills and Department culture for supporting peer intervention through scenario training. The ABLE Project has created national standards and a training curriculum to teach law enforcement agencies the strategies and tactics for effective and early intervention. ABLE Certification enables the Department to access national research and best practices on how bystandership can be best utilized in law enforcement. Funding is currently being sought to support the implementation of this program Department-wide for both sworn and civilian members.

Has this program/equipment previously been requested through the city budget? ☐ YES ☒ NO

If yes, please list the most recent date of submission and the result: _____

If no, please explain the reason why it was not submitted: There was no funding available in the City budget for this training.

What objectives will be accomplished if the funding is granted?

ABLE Training was created specifically for law enforcement to build skills, address inhibitors to intervention, and to engage and reinforce actions related to intervention for multiple scenarios tailored for law enforcement. This course of study would cultivate a skillset that would apply not only to use of force situations where there is a required duty to intervene, but additional situations that potentially can cause harm to officers or the community and would benefit from peer intervention (i.e., suicide prevention, over-driving, workplace conflict, etc.).

According to the research, the benefits of meaningful active bystandership training are significant, and include:

- Reduced unnecessary harm to civilians
- Improved police/community relations
- Reduced unnecessary harm to officers
- Improved officer health and wellness
- Reduced risk of officers losing their jobs
- Improved officer job satisfaction
- Reduced risk of lawsuits against the department, the city, and individual officers
- Improved citizen satisfaction with their law enforcement agency

How many officers will be impacted with this grant?

The ABLE program is intended for every member (sworn and civilian) of the Department (12,000+). The primary participants for the benefit of this grant request would be the 100 Department trainers/instructors and the approximately 130 members of the Department Command Staff.

How will the community be impacted by this grant?

Every member of the Los Angeles community will be impacted positively by this training through increased Departmental transparency and intervention requirements for all members of the Department and accountability to the community. The ABLE program offers meaningful training that demonstrates to the community our commitment to reduce the incident of harm during public interactions. We have already received more than 15 letters of support for this training from community organizations including from chambers of commerce, community activism groups, public service organizations and community coalitions.

Describe the short-term outcome and long-term impact you anticipate within the Department and in the community it serves as result of this grant.

In both the short-term and long-term, this program will address the deterioration of public trust within our community for law enforcement. The ABLE Project creates standards and a training curriculum to teach both local communities and law enforcement agencies the strategies and tactics for effective intervention. This program will increase public trust through education and transparency as the Department demonstrates their understanding of and respect for community expectations for law enforcement. It will also inform a positive Department culture that supports our commitment to diversity, equity and inclusion in the workplace.

How can the Foundation evaluate success if the funding is granted? (# of people served, objectives reached, surveys, etc.)

Measuring the effectiveness of this training is built into the ABLE training as a requirement to participate. ABLE Standard No. 8 is "Measuring Officer Perceptions" and requires the Department to conduct pre-implementation and post-implementation perception survey among all personnel who will receive the ABLE training. The ABLE team will distribute the survey, and agencies must provide the names and email addresses of officers scheduled for training. The survey data, which is collected anonymously, will be shared with Georgetown University. The data will be held in confidence by the ABLE Project and will be shared publicly only through aggregate reporting without reference to any specific agency. The Department will also conduct internal audits to ensure compliance with attendance and continued quality in meeting the learning objectives. Lastly, the ABLE program, through Georgetown University, will provide ongoing implementation supports and audits to ensure the effectiveness of the training.

Please list or attach an itemized list for expenses or a quote from equipment manufacturer on vendor's letterhead.

Please see attachment entitled "Proposed LAPD Training Plan 2022- ABLE LAPF Grant Expense Information" for cost breakdowns based on implementation plans.

Has your commanding officer approved this request? ☒ YES ☐ NO

Name of commanding officer: Dr. Luann Pannell, Serial No. N1619

Signature of commanding officer:

A handwritten signature in cursive script, appearing to read "Luann Pannell, PhD", written over a horizontal line.

For questions, comments, or concerns, contact Jacqui McAndrews at (213) 489-4636 or email jacqui@supportlapd.org.

**ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT
10 ABLE AGENCY STANDARDS
LAPF GRANT APPLICATION-ATTACHMENT NO. 1**

In order to ensure ABLE-based programs are implemented effectively and meaningfully, a law enforcement agency or regional/state academy wishing to send instructors to participate in an ABLE Train-The-Trainer event, receive other ABLE training or technical assistance, and/or use the registered ABLE trademarks must commit to the following 10 ABLE Standards.

- 1. Community Support.** The agency will submit FOUR letters in connection with its registration. Two letters must be from community organizations (e.g., local group advocating for changes in policing, NAACP chapter, faith organization, etc.) vouching for the sincerity of the agency's interest in self-improvement in general and in ABLE in particular. Additionally, the agency will submit a third letter from the leader of the agency (chief, commissioner, sheriff, etc.) and a fourth letter from the leader of the jurisdiction in which the agency is based (mayor, city manager, city manager, county executive, governor, etc.).
- 2. Meaningful Training.** Officers (including agency leaders) and recruits will receive at least 8 hours of initial dedicated ABLE training and at least 2 hours of annual refresher training. ABLE training will be taught to classes of 25 or fewer officers by two instructors. (Training materials and facilitator guides are provided by ABLE.) The ABLE program will be taught as designed. Unless expressly approved in writing by the Georgetown University Law Center's Innovative Policing Program in advance, you may not change the content, the timing, or the organization of the curriculum. The training covers the relevant social science, the inhibitors to active bystandership, and the strategies and tactics of giving and receiving an intervention. The principles of active bystandership also will be incorporated into relevant Academy (recruit and in-service) courses, including, among others, Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits.
- 3. Dedicated Coordination.** The implementation of active bystandership will be spearheaded by a designated program coordinator, who will roll out, promote, and reinforce the program. The coordinator will be available to provide guidance and assistance to officers as necessary. The coordinator, working with agency leadership, also will ensure that officers sent through the ABLE Train-the-Trainer (TTT) event are given uninterrupted time to attend the event and to complete "homework" assignments during the training week. This includes ensuring that TTT participants are NOT assigned to work shifts or take on projects during the week of TTT training that could interfere with the training (including evening shifts/responsibilities before or after ABLE training days). The program coordinator position does not need to be full-time but should be someone who is respected as a natural leader in the agency.
- 4. Program Awareness.** The agency will institute an active bystandership awareness program. The principles and benefits of peer intervention shall be promoted through regular internal and external communications, including clear messaging from the public safety executive. All officers who complete the active bystander training shall be presented with a visual representation, such as a pin, which they may choose to wear.

ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT
10 ABLA AGENCY STANDARDS
LAPF GRANT APPLICATION-ATTACHMENT NO. 1

- 5. Accountability.** The agency will have a strong written anti-retaliation policy to ensure interveners are not punished, targeted, or otherwise ostracized, and the agency will promptly and fully investigate all instances of apparent retaliation and hold officers accountable for retaliation. The agency's misconduct policy will require the investigation of all apparent instances of a failure to intervene, whether discovered during the course of any use of force or other misconduct investigation, or otherwise. The agency's discipline policy will recognize a successful intervention that prevents misconduct from escalating as a potential mitigating factor in any consequent discipline proceeding.
- 6. Officer Wellness.** The agency will have a meaningful officer wellness program, including access to professional counselors and/or social workers available to provide guidance and support to officers in need.
- 7. Reporting.** An active bystandership program is not intended to alter the agency's reporting policies. In other words, an intervention does not change the reporting obligation of any officer. If an incident is reportable per agency policy, it remains so after the implementation of the active bystandership program. If an incident is not reportable, it does not become so after the implementation of the program. Intervention is a tool to prevent problems before they arise, or to keep problems from escalating after they arise. An active bystandership program reduces or eliminates unnecessary harmful behavior and, thus, reduces or eliminates the need for reporting. It is not a means of increasing or lessening an officer's reporting obligations.
- 8. Measuring Officer Perceptions.** The agency will conduct a pre-implementation and post-implementation perception survey among all personnel who will receive the ABLA training. The ABLA team will distribute the survey, and agencies must provide the names and email addresses of officers scheduled for training. The survey data, which is collected anonymously, will be shared with Georgetown University. Unless agreed otherwise with the jurisdiction, the data will be held in confidence by the ABLA Project and will be shared publicly only through aggregate reporting without reference to any specific agency.
- 9. Follow-Through.** The active bystandership program will be implemented department-wide, with the full and vocal support of agency leadership and command-level staff. Agency leadership shall ensure all officers assigned to take the ABLA Train-the-Trainer are given sufficient/dedicated time and space to take the training without interruption and are not assigned shifts/responsibilities that will interfere with the ABLA training (including shifts or responsibilities before or after ABLA training days). The agency will do its best to cooperate with reasonable requests from the ABLA Project to evaluate the meaningful implementation of the program by sharing policies, training curriculum, and internal communications; and providing access to leadership and officers for interviews.
- 10. Paying It Forward.** Agencies employing ABLA-certified instructors will make reasonable efforts to make ABLA training (by those certified instructors) available to surrounding law enforcement agencies that have been accepted into the program. Such training will be provided at no charge (other than necessary travel expenses). The Department is not required to train

**ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT
10 ABLE AGENCY STANDARDS
LAPF GRANT APPLICATION-ATTACHMENT NO. 1**

outside agencies, but in the spirit of partnership will make space available to them in existing courses, as we have done in past courses.

As depicted on the ABLE website:

If your agency is willing to commit to these principles, you are welcome to:

- (a) apply to register 1-3 instructors in the next available ABLE Train-The-Trainer event
- (b) announce that your agency is ABLE-trained following the completion of the internal training
- (c) make appropriate use of the ABLE trademark in accordance with the guidelines available on the Georgetown website
- (d) reference the ABLE name in your own training materials
- (e) use the teaching materials Georgetown has made available through the ABLE website
- (f) contact the ABLE Project and any of its partner departments for advice and guidance as you set up your program.

NOTE 1: “ABLE,” “Project ABLE,” “ABLE Project,” and “Active Bystandership for Law Enforcement” are registered trademarks of the Georgetown University’s Innovative Policing Program. The trademarks may be used with appropriate attribution to Georgetown in accordance with the guidelines set out above. Neither Georgetown University nor its partners evaluates or certifies police agencies as meeting these ABLE guidelines. Police agencies are responsible for self-certifying their adherence to these guidelines.

NOTE 2: These ABLE Guidelines are modeled after those in use by the New Orleans Police Department through its EPIC Peer Intervention Program. “EPIC” and “Ethical Policing Is Courageous” are registered trademarks of the New Orleans Police Department. The trademarks may be used with appropriate attribution to the NOPD in accordance with applicable NOPD guidelines. NOPD neither evaluates nor certifies police agencies as meeting EPIC guidelines. Police agencies are responsible for self-certifying their adherence to applicable guidelines. The ABLE Project thanks the New Orleans Police Department for its contributions in this area.

1. ABLE OVERVIEW – What is Active Bystandership for Law Enforcement (ABLE)?

Georgetown Law and Sheppard Mullin leaders of the new ABLE Project actively participated in the development of the nation's first police department-wide peer intervention program created by the New Orleans Police Department. That program, called EPIC, for Ethical Policing Is Courageous, has demonstrated the effectiveness of the active bystandership model in reducing misconduct, reducing mistakes and promoting officer health and wellness. The International Association of Chiefs of Police (IACP) also support "Peer Bystander Intervention" and encourage agencies across the nation to adopt the model that started in New Orleans and is now rebranded as ABLE.

The ABLE Project builds upon the groundbreaking work of Dr. Ervin Staub and other experts to create standards and a training curriculum for a robust active bystandership law enforcement program; to teach both local communities and law enforcement agencies the strategies and tactics for an effective intervention; provide program evaluation and certification opportunities; undertake cutting-edge academic research; serve as a national hub for active bystandership resources and technical assistance; and partner with law enforcement agencies across the country like New Orleans, Baltimore, Washington D.C., Charleston, and others that already have made great strides in the area of active bystander training for police officers.

Years of academic research and on-the-ground experience have shown us that effective active bystandership can be taught. The Georgetown Innovative Policing Program, partnering with global law firm Sheppard Mullin, has created the Active Bystandership for Law Enforcement (ABLE) Project to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. Now more than ever, communities across the country, and the law enforcement agencies that serve those communities, are recognizing that first responders must do a better job intervening when necessary to prevent their colleagues from causing harm or making costly mistakes.

<https://www.law.georgetown.edu/innovative-policing-program/active-bystandership-for-law-enforcement/able-program-standards/>

According to the research, the benefits of meaningful active bystandership training are significant, and include:

- Reduced unnecessary harm to civilians
- Improved police/community relations
- Reduced unnecessary harm to officers
- Improved officer health and wellness
- Reduced risk of officers losing their jobs
- Improved officer job satisfaction
- Reduced risk of lawsuits against the department, the city, and individual officers
- Improved citizen satisfaction with their law enforcement agency

**ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT OVERVIEW
LAPF GRANT APPLICATION- ATTACHMENT NO. 2**

Since the George Floyd incident in 2020, the discussion of Active Bystandership for Law Enforcement (ABLE) has grown as a standard for training intervention with police departments across the country. Police Training and Education (PTE) has been actively pursuing ways in which the Department could adopt the framework for intervention as laid out by the program from Georgetown University. It was created specifically for law enforcement to build skills, address inhibitors to intervention, and to engage and reinforce actions related to intervention for multiple scenarios tailored for law enforcement. This course of study would cultivate a skillset that would apply not only to use of force situations where there is a required duty to intervene, but additional situations that potentially can cause harm to officers or the community and would benefit from peer intervention (i.e., suicide prevention, over-driving, workplace conflict, etc.).

In order to ensure ABLE-based programs are implemented effectively and meaningfully, a law enforcement agency seeking to send instructors to participate in an ABLE Train-The-Trainer event, receive other ABLE training or technical assistance, and/or use the registered ABLE trademarks must commit to 10 ABLE Standards. LAPD is already compliant with several of the ABLE Standards but would need to comply with all ten and engage in a Memorandum of Understanding (MOU) with ABLE to move forward with the implementation of the training to be considered an ABLE agency.

The Ten Training Standards Include:

- 1) Community Support
- 2) Meaningful Training
- 3) Dedicated Coordination
- 4) Program Awareness – Marketing and Department-wide Communications
- 5) Accountability – Strong Anti-Retaliation Policy, Disciplinary Process for Failure & Recognition of Successful Interventions
- 6) Officer Wellness – Access to Professional Services for Mental Health & Wellness
- 7) Reporting Policy Required
- 8) Measuring Officer Perceptions – PRE/POST-implementation surveys – collected anonymously
- 9) Follow Through – Implemented Department-wide with Command Level Support
- 10) Paying It Forward – Agreement to work with other agencies involved in the program

*Full definitions of each of the ten standards will be provided in an additional handout.

**2. COST TO IMPLEMENT ABLE TRAINING TO INCLUDE COST FOR
TRAIN THE TRAINER**

To adopt a program of this magnitude for both sworn and civilian employees, funding and deployment issues would need to be addressed. The most effective method would be to utilize a strong Train-the-Trainer program with a Training Cadre that could train on overtime. By utilizing the training cadre on overtime, the Department could ensure that it would not further subtract from an already diminished workforce. Consideration would need to be given to balance the implementation of this training with the significant training requirements from the After-Action Reports of 2020. In addition to the primary training received by officers, a two-hour training update is required to meet program guidelines. This yearly requirement can most likely be met by incorporating ABLE

**ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT OVERVIEW
LAPF GRANT APPLICATION- ATTACHMENT NO. 2**

concepts into existing training. A proposed training plan with estimated costs is attached to the grant application.

3. TURN AROUND TIME FOR TRAINING AND IMPLEMENTATION

The proposed timeline is based on the completed standards, a signed Memorandum of Understanding (MOU), and designated funding. Once those items are completed, the Department build up would require approximately three to four months before an official launch. During those months of preparation, instructors would be trained in a 3-day Train-the-Trainer course, Command Staff would receive the 8-hour course (5 full-day classes of 25 Command Officers), Peer Support members would be trained as Ambassadors in the 8-hour course, and Department-wide messaging would start. Once the Department is ready to launch the training for the rest of the Department, the timeline will depend on the approved format and Department support for the training delivery and could be from 8 months to 18 months.

PROPOSED LAPD TRAINING PLANS - 2022
ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT- LAPF GRANT EXPENSE INFORMATION

OUTLINE OF COSTS

Base Costs:

Administration and Train-the-Trainer Costs \$100,000.00

Implementation Costs:

8-Month Training Plan: \$889,025.20

Total Costs:

Base Cost (\$100,000.00) + Implementation Cost (Dependent on Training Plan)

A detailed outline of the costs for administration, Train-the Trainer and Implementation training plan are detailed on the following pages.

PROPOSED LAPD TRAINING PLANS - 2022
ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT- LAPF GRANT EXPENSE INFORMATION

Total to be Trained:	12,000	<u>Sworn and Civilian Employees</u>
Class Size:	25	
Hours:	8	
Classes Required:	480	
Classes per Team:	96	
Instructors Needed:	2/ class	
Sessions/ Instructor:	@ 9-10	

Five Instructional Teams / 20 per team:	Department-wide 9-hour Instructional Day on Over-Time \$750/Instructor - \$1,500 per class x 500 Classes Instructional Cost = approximately \$750,000 Instructors selected through application process (TBD) Selection
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Train-the-Trainer:	Provided by ABLE, Georgetown University
Generic Classes (1-3 LAPD/ Class)	Free to Agencies that meet the Ten Standards

ABLE TTT Classes/Implementation/Support

Includes:

4 LAPD TTT Sessions:		\$65,000
LEADS - Executive Overview:	\ → /	
Ongoing Implementation Support:		Approximately \$17,000
Evaluation Measures:		
Travel Expenses for ABLE Team		\$17,000

*Costs will be finalized with the signing of the MOU

ADMINISTRATION PLAN

Approximately \$100,000*

LEADS -2-Hour Executive Overview (Possible)
Potentially in General Staff/ Senior Staff and Department Video

IMPLEMENTATION – Start with Command Staff Training
Smaller LEADS: Five Sessions (@25 / Class)

Department-Wide Launch – 5 Training Teams:

Recommended: Similar training framework as Department-wide WMD Training

- Offset from regular training days (Friday/Sat/Sun – 2 or 3 days /week), no competition for training facilities or other training demands on deployment
- Mixed classes of sworn (admin, detective & patrol) and civilian minimizes pull from Patrol

PROPOSED LAPD TRAINING PLANS - 2022
ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT- LAPF GRANT EXPENSE INFORMATION

IMPLEMENTATION STRATEGY:

FIVE TEAMS - Each Team Teaches 96 Sessions:

- | | | |
|------------------------|---|------------------------|
| 1) Valley – ABLE TEAM | \ | 5) <u>HQ ABLE TEAM</u> |
| 2) Central – ABLE TEAM | | |
| 3) South – ABLE TEAM | | |
| 4) West – ABLE TEAM | | |

**** Divide remaining Department Entities (outside patrol) to one of the Teams based on distribution**
Each Bureau Deputy Chief owns an ABLE Team that reports to the HQ ABLE Team.

To Train Approximately 12,000 Employees in 480 classes, each class of employees should contain approximately:

5 Civilians
7 Detective or Specialized Assignment Officers
13 Patrol
25 / Total Class

To facilitate progress and integration of the training plan – various Department-wide schools could also incorporate ABLE training:

- 1) FTO Update – add a 4th day to the Update Course
- 2) Supervisor School
- 3) PSL II

Team Coordinators: All coordination efforts depend on designated Training Plan and stakeholder input

- 10 hours of OT/DP to manage Training Coordination
- 5 Team Coordinators and 1 Department Coordinator
- 6 Coordinators total, coordination overtime = 60 hours
- Plan 1 – 9 DP's x 60 hours = 540 hours = \$45,025.20
- Plan 2 – 13 DP's x 60 hours= 780 hours= \$65,036.40
- Plan 3 – 24 DP's, coordination cost to be absorbed/ reconsidered (2-4 hrs/ mo)

*Coordinators are scheduled for an additional month for required course summary, assessment and evaluation.

PROPOSED LAPD TRAINING PLANS - 2022
ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT- LAPF GRANT EXPENSE INFORMATION

8-MONTH PLAN

3 Days/week => Friday, Saturday, Sunday and 5 Separate Classes/Day

Each Training Team conducts 3 classes per week x 4 weeks = 12 sessions /DP

25/Class = 125 per day, Sworn and Civilian, 60 Sessions/DP

125/Day, 375/Week, 1,500/ DP → Total of 8 DP's or Total: 32 Weeks

Department Course Delivery:

Instructional Cost: \$750,000.00

Coordinator Cost: \$ 45,025.20

\$795,025.20

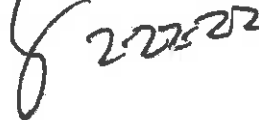
ABLE Delivery: \$94,000.00

TOTAL ESTIMATED GRANT REQUEST: **\$889,025.20***

*These costs would not include the approximately \$100,000 costs listed on page one for the Train-the-Trainer" expenses.

INTRADEPARTMENTAL CORRESPONDENCE

February 8, 2022
12.1.2

TO: Chief of Police 
FROM: Director, Police Training & Education

SUBJECT: LOS ANGELES POLICE FOUNDATION GRANT REQUEST

NAME OF REQUEST: ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT (ABLE)

It is requested that Police Training & Education be approved for funding for Active Bystandership for Law Enforcement training. Approval of this grant benefits the Department as follows:

This training would not only serve the more than 12,000+ members of the Department, it would also serve the nearly 4 million community members within the City of Los Angeles. ABLE Training was created specifically for law enforcement to build skills, address inhibitors to intervention, and to engage and reinforce actions related to intervention for multiple scenarios tailored for law enforcement. This course of study would cultivate a skill set that would apply not only to use of force situations where there is a required duty to intervene, but additional situations that potentially can cause harm to officers or the community and would benefit from peer intervention (i.e., suicide prevention, over-driving, workplace conflict, etc.). According to the research, the benefits of meaningful active bystandership training are significant, and include:

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- Improved citizen satisfaction with their law enforcement agency

The Georgetown University Law Center's Innovative Policing Program requires all ABLE certified department's sworn members (including recruits) to receive at least 8 hours of initial dedicated ABLE training and at least 2 hours of annual refresher training. ABLE training will be taught to classes of 25 or fewer officers by two instructors with training materials and facilitator guides provided by ABLE. The training covers the relevant social science, the inhibitors to active bystandership, and the strategies and tactics of giving and receiving an intervention.

The principles of active bystandership also will be incorporated into relevant Academy (recruit and in-service) courses, including, among others, Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits. Participating in this program will connect LAPD nationally with other ABLE certified agencies. All ABLE certified departments contribute to professional research by utilizing the same measures of effectiveness. Adopting ABLE practices will demonstrate to the community the Department's commitment to reduce harm during public encounters.

If you have any questions or require additional information, please contact Dr. Luann Pannell, Director, Police Training & Education, at (323) 612-4471.



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