

FY 2023-2024 BUDGET QUESTION

Response to Request for Information

DEPARTMENT(S): Austin Police Department

CBQ NO.: 011

REQUESTED BY: Alter (D10)

DATE REQUESTED: 05/23/2023

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REQUEST: In FY 2020-21 the proposed budget included trauma-informed, anti-racism, and Naloxone training. Was this a one-time budget item or ongoing? How many of our existing police officers have received each type of training? What is the plan to ensure all existing officers receive this training? Please also describe when and how future cadet classes will receive trauma-informed, anti-racism, and Naloxone training.

RESPONSE:

Background information:

Two cadet classes overlapped with the October 1, 2020 - September 30, 2021 fiscal year: the 143rd and 144th cadet classes. The 143rd ran from February 18, 2020, to October 23, 2020; the 144th class ran from June 21, 2021, to January 28, 2022.

APD Victim Services transitioned a counselor to the Training Academy mid-way through the 144th cadet class. This counselor reports to APD Training Academy staff to assist with curriculum. Additionally, their purpose is to help inform and direct APD personnel to become genuine trauma-informed representatives of the criminal justice system so as to better serve the Austin community.

Was this a one-time budget item or ongoing?

Funding for all training endeavors is ongoing.

Regarding trauma-informed training: Cadets receive training on victimology, the neurobiology of trauma and trauma-informed interviewing. While line-item requests for training may fluctuate fiscal year to fiscal year, the need for training remains constant. Variations in scope and specificity of training requests result with time constraints, when new endeavors do not prove fruitful and/or when better ways of adhering to best practices present. Victim Services will continue to have a Victim Services Counselor position assigned to the Training Academy to assist with incorporating trauma-informed practices into training.

How many of our existing police officers have received each type of training?

1. Trauma-informed training:

There have been 226 new officers trained by Cadet Training at the APD Academy since the fiscal year specified. Additionally, the Austin Police Department has been providing

victim-centric trauma-informed trainings through the Victim Services Division for decades.

During the 144th cadet academy, three rounds of Field Training Officer (FTO) recertifications were held with trauma-informed components being provided to the FTO's. It is estimated that 100 officers were included in that process.

2. Groundwater Analysis training:

As of May 2023, approximately 668 sworn and civilian employees have participated in the Groundwater Analysis Workshop taught by Joyce James Consulting.

3. Naloxone training:

Currently 1,455 employees have completed the 20-minute online Naloxone training since the fiscal year specified. This number does include employees that have since separated from the department.

What is the plan to ensure all existing officers receive this training?

1. Trauma-informed training:

The Victim Services Counselor assigned to the Training Academy is reviewing curriculum and lesson plans to offer recommendations to make trainings more trauma-informed. The resulting feedback is reviewed by Victim Services supervisors/management and then presented to Training Academy staff for discussions on implementation. Training Academy instructors then have the opportunity to work with this counselor to implement suggested changes.

Efforts to communicate information on trauma-informed methods will take different forms as Victim Services strives to support law enforcement professionals across their careers. The following is a tentative overview of the levels of training needed as we see it currently (it should be noted that this will be an iterative process which will be subject to the limitations of time and resources):

- Cadet Curriculum
- Detective School
- In-service Trainings
- Supervisor Trainings

2. Groundwater Analysis training:

Groundwater Analysis workshops are a required course for all new cadets and all officers laterally transferring to APD through the TOPS academy. For existing officers and civilian staff, Chief Chacon has a goal of having the entire department complete these workshops. When new dates are scheduled the class and registration information is distributed to all personnel. Chief Chacon also sends periodic email reminders strongly encouraging staff to sign up for the course. APD leadership work to keep attendance at these workshops a priority by asking those under their command to continually encourage staff to participate.

3. Naloxone training:

Training reminders are regularly sent to personnel via email with information about how to access the online training.

Please also describe when and how future cadet classes will receive trauma-informed, anti-racism and Naloxone training.

1. Trauma-informed training:

Cadets will continue to receive trauma-informed training during the following blocks of instruction:

- Human Trafficking BPOC 21
- Missing & Exploited Children BPOC18
- Sexual Assault & Family Violence BPOC17
- Criminal Investigations- Robbery BPOC32
- Victims of Crime BPOC20
- Nonconsensual Language (Report Writing) BPOC24
- Criminal Investigations- Sex Crimes BPOC32
- Criminal Investigations- Homicide BPOC32
- Victim Services

Training is provided by Victim Services counselors and community stakeholders, some of whom are nationally recognized speakers for End Violence Against Women International (EVAWI). All presenters are subject matter experts in their specified fields.

In an effort to delineate this training process, discussions are underway about creating a standalone 40-hour trauma-informed in-service training for officers. Additionally, the Victim Services Counselor assigned to the Training Academy has been asked to develop a 1-hour class for trainers on how to be trauma-informed when instructing. This training will be offered to all instructors at the Training Academy. Instructors will understand what being trauma-informed means, how to be more trauma-informed when teaching, and why it is important to the learning experience.

2. Groundwater Analysis training:

Groundwater Analysis is a mandatory class for APD cadets. The class is taught shortly after beginning the Cadet Academy. Joyce James Consulting will also continue to conduct focus groups with cadets at the end of each Academy class and again at the end of their Probationary Police Officer (PPO) period with Field Training Officers. The first PPO focus group sessions were held in May 2023.

3. Naloxone training:

Naloxone training is completed during the Field Training process for newly graduated officers. It is not completed during the Training Academy. As a required part of Field Training, this will ensure that all new officers complete the training within a reasonable time frame of their initial hire with the department, and while they are still serving in a probationary status.