

Austin Police Department Cadet Training Division

Presentation to the African American
Resource Advisory Commission

April 30, 2014

Update on Training

- * Cultural Sensitivity
- * Community Policing
- * Profiling
- * Pursuits: Vehicular and Foot
- * Use of Deadly Force- Response to Resistance

APD Vision, Mission and Values

- * **Vision Statement**

- * To be respected and trusted by all segments of Austin's diverse community.

- * **Mission Statement**

- * To keep you, your family, and our community safe.

- * **Department Values - I. C.A.R.E.**

- * Integrity - the cornerstone of police work; without it, public trust is lost.
- * Courage - to make the right professional decision.
- * Accountable - to the community, the Department, and coworkers.
- * Respect - of the community, the Department, and most importantly, self.
- * Ethical - professional actions and decision making.

Cultural Sensitivity and Community Policing

Classroom:

- * Multiculturalism and Human Relations -10hrs
- * Professional Policing -8hrs
- * Professionalism and Ethics -8hrs
- * Cultural Diversity -4hrs
- * Crisis Intervention Training and Mental Health Code -
16hrs
- * APD Policy 301 Responsibility to the Community

Operation Blue Santa

Cadets help deliver toys
to children for
Christmas



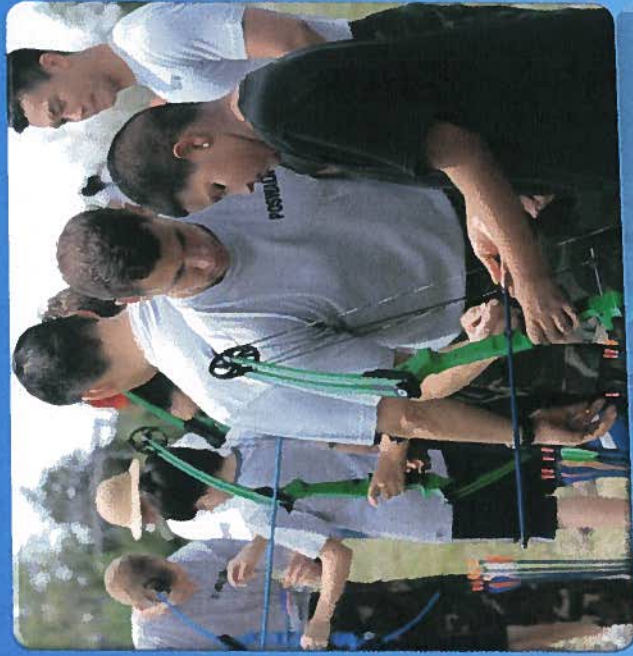
Ojeda Middle School

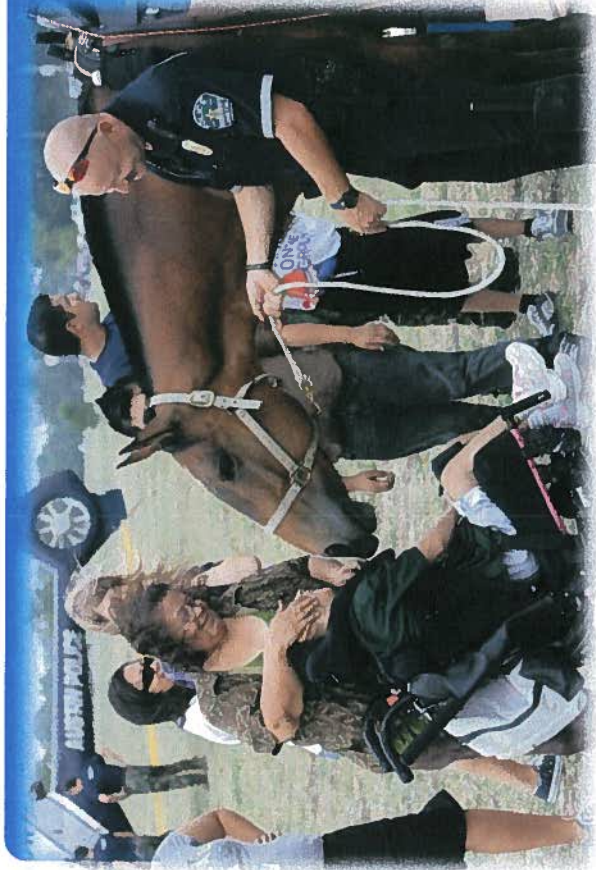
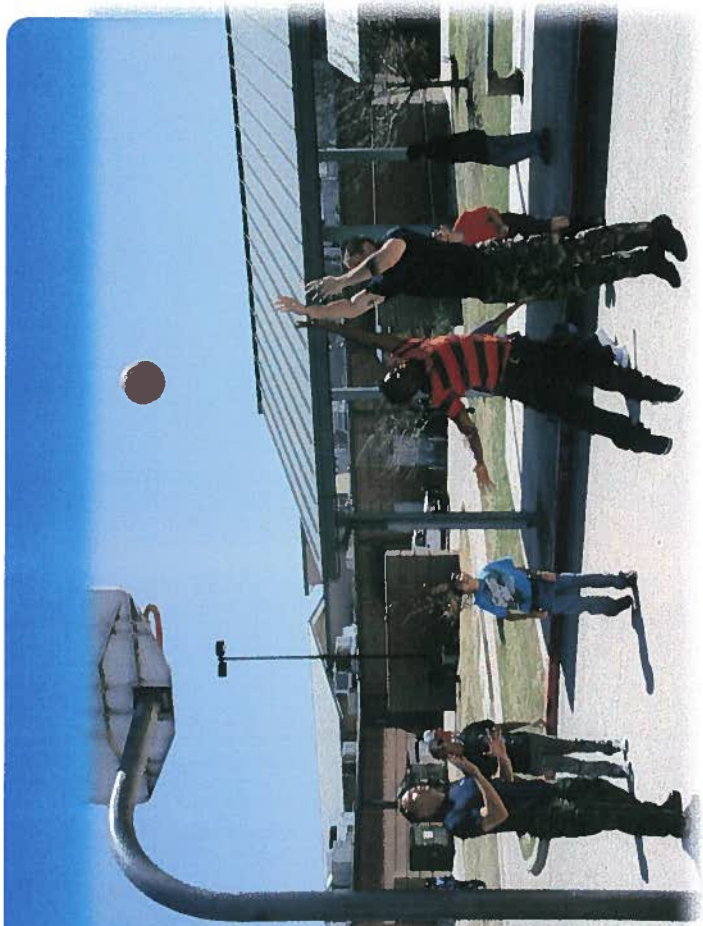
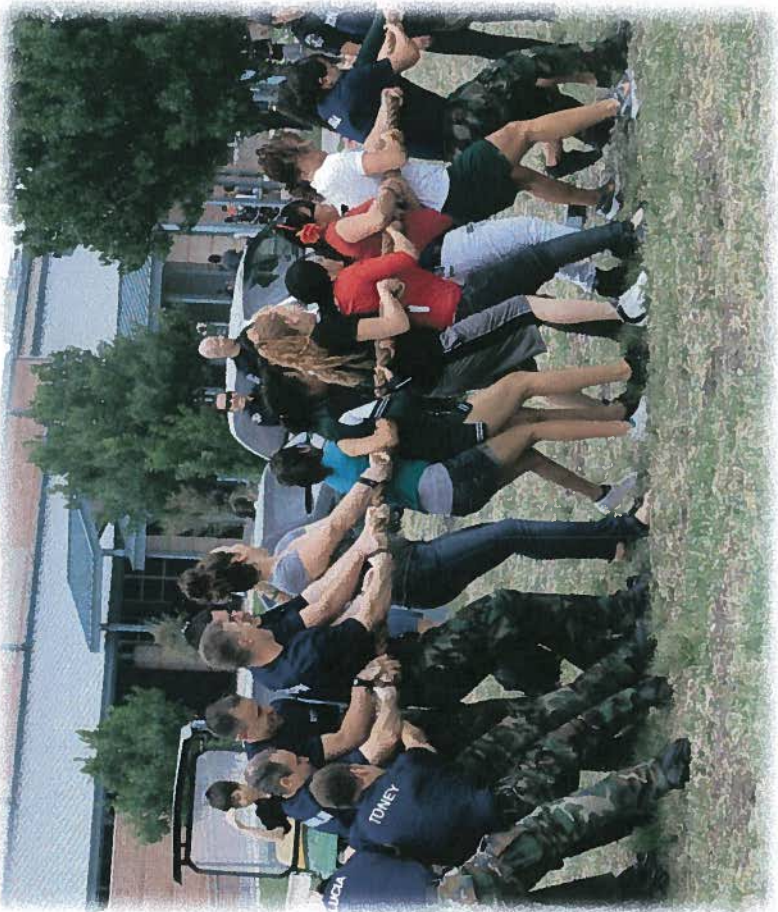
Cadets volunteer their lunch time to eat with at risk students.



Ojeda Middle School

Ragin Cajun Festival





Community Immersion Project

- * Cadets are given 30-35 hours throughout the Academy to work on the project.
- * Cadets present what they have learned to the rest of the class and guests in a 45 minute presentation.
- * Required to interview 6 community leaders and conduct 12 “street” interviews.

Profiling

- * APD Policy 328 Bias Based Profiling
- * 328.3 (a) The practice of bias-based profiling shall not be tolerated by the Department.
- * Perspectives in Profiling -developed by Tools for Tolerance as an interactive presentation to confront complex issues:
 - * Criminal Profiling
 - * Racial Profiling
 - * Racism

Pursuits

Vehicle Pursuits:

APD Policy 214

Mock vehicle pursuit during Driving Week.

Foot Pursuits:

APD Policy 216

Mock foot pursuit during Traffic/Crash Week.

Response to Resistance

APD Policy 200 Response to Resistance

200.1.3 Duty to Intercede

200.3 Deadly Force Applications

Objectively Reasonable standard

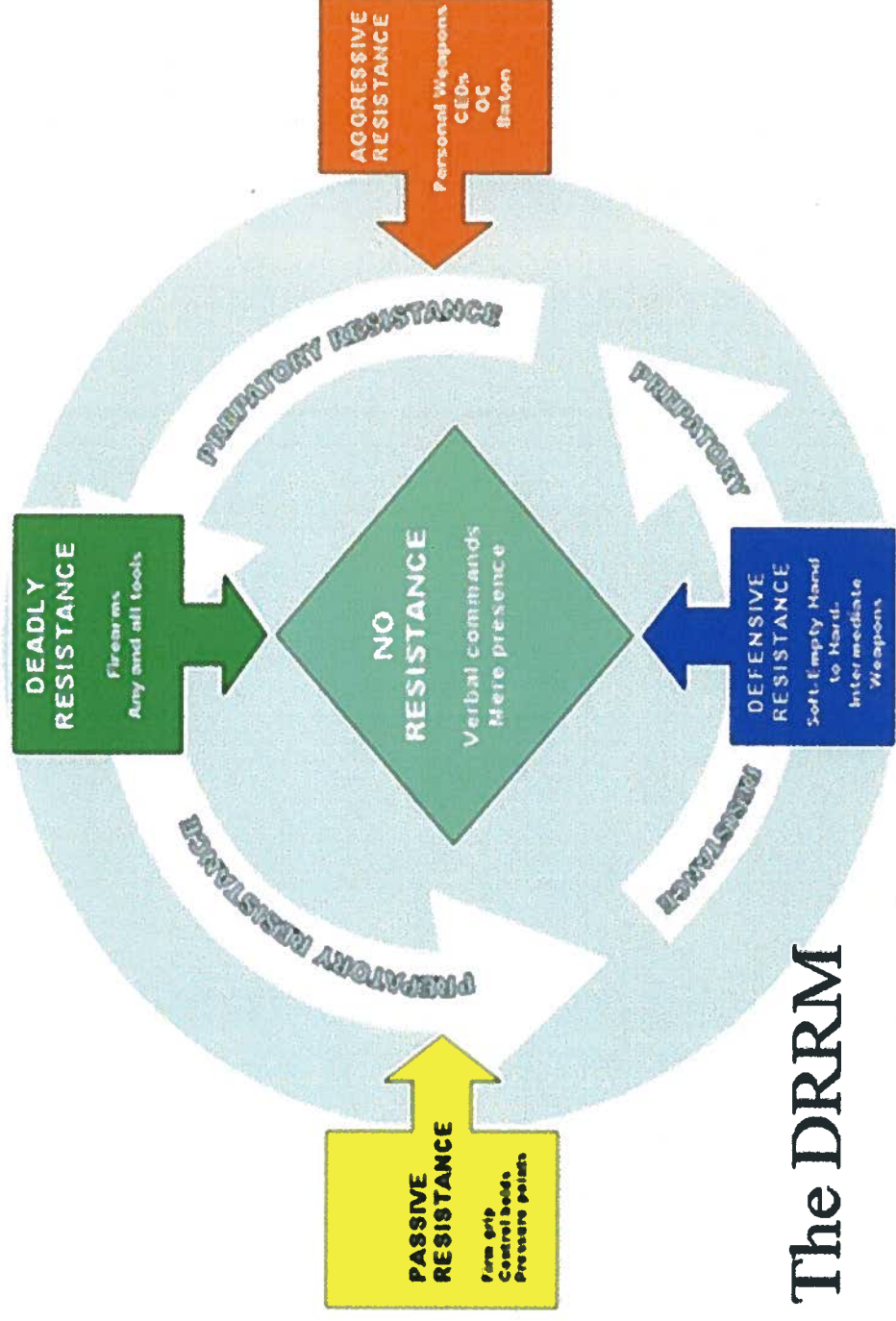
Dynamic Response to Resistance Model

Developed by the Federal Law Enforcement Training Centers.

The center of the circle- No resistance, is always the goal.

Prepatory Resistance: The subject is preparing to offer greater resistance or launch an attack through behavioral cues (verbal, non-verbal and/or physical). In response, the appropriate degree of force would depend on the articulable and specific threat perceived by the officer.

Dynamic Response to Resistance Model



The DRRM

Testing and Evaluation

Academic standard:

Below 70% is failure, below 80% is substandard.

Practical Application/Role Play:

Scenarios that artificially induce stress in a controlled environment to evaluate KSA's. Cadets are evaluated and debriefed after each scenario. Mistakes are expected and corrected.

Role Play Scenarios: Traffic, Crash, DWI, CIT, Spanish, Force Options, and Criminal Law.

Questions?

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