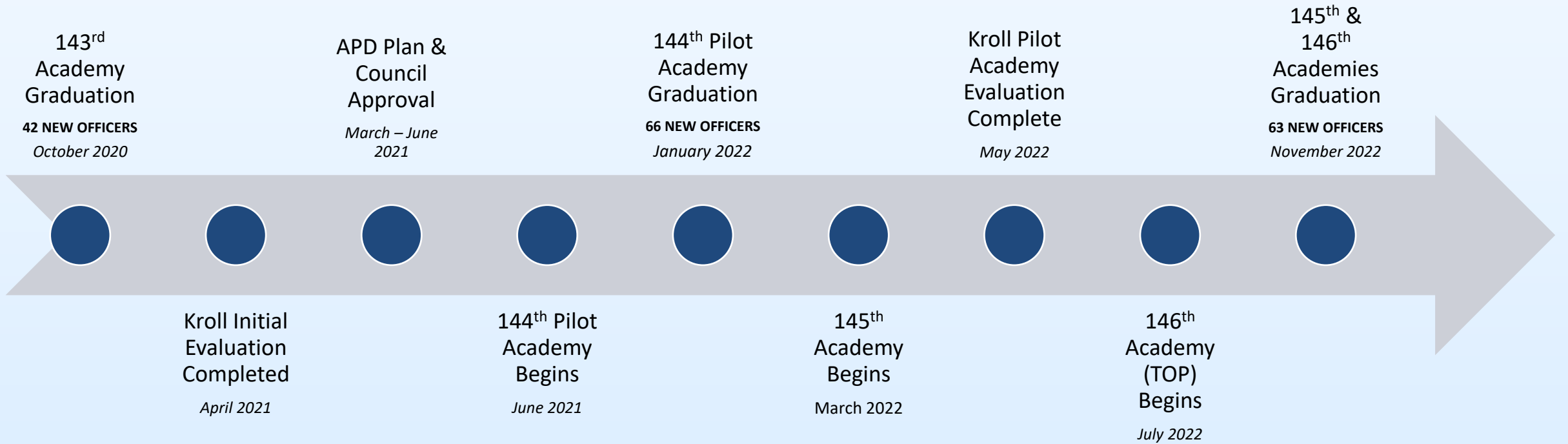


Austin Police Department Public Safety Commission

Training Academy Report



Background



Key Academy Goals

- Community Involvement
 - Disproportionately impacted groups
 - Community resources
 - Subject-matter experts
- Adult Learning
- De-escalation
 - Evidence-based training
 - Embedded throughout curriculum



Community Connect

Community Connect is a new program at the academy that engages APD cadets with community members emphasizing groups that are disproportionately impacted by policing

43 hours

- Holocaust Museum in Houston with ADL
- Austin Public Library
- IDD Field Day
- Community Meet and Greet
- Community Panel and Texas School for the Deaf Tour
- Jail to Jobs: Wilco Animal Shelter
- Mexican American Cultural Center



Community Engagement

Community engagement activities for APD cadets occur throughout the academy, enhancing understanding and linking cadets with social service providers

18 hours

- Multiculturalism
- Transgender rights
- Hate crimes

- MADD
- Mental Health Services
- Jails to jobs
- Settlement Home
- Sobering Center
- Language Access Services

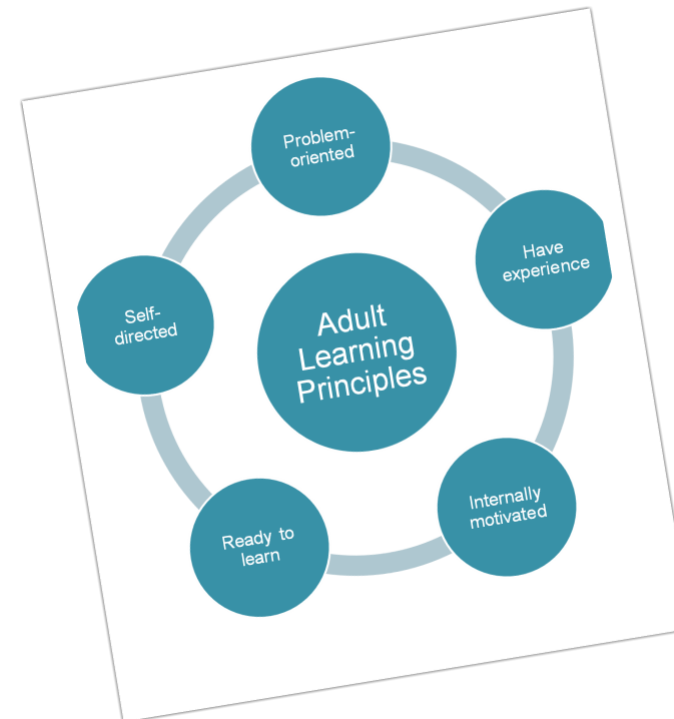
Outside SMEs - Teaching

Course	Subject Matter Expert
History of Race and Policing in America	Taught by Dr. Kevin Foster
Professional Policing	Co-taught by Dr. Sean Roche
Multiculturalism & Human Relations	in cooperation with Dr. Shirin Khosropour, Dr. Autumn Caviness, Windy Hill, Lisa Reyes
Mindfulness and Resiliency	Taught by Noelle Davis, Dr. Rick Morley, Public Safety Wellness Team
US and TX Constitution	Co-taught by Andrea Marsh
Spanish	in cooperation with Sadot Azzua, Christian Mendoza
Interacting with Deaf or Hard of Hearing	With complementary time taught by Otis Sizemore
Transgender	With complementary time taught by Dr. Wayne Maines
Sexual Harassment Recognition	Taught by Zeenat Kwon, APDHR
Hate Crimes and Law Enforcement	Taught by the Anti-Defamation League
Fitness, Wellness, Stress Management	Airrosti
Consular Notification	in cooperation with the Mexican Consulate
TABC/Beverage Code	Co-taught by Greg Louis, TABC



Adult Learning

- Research demonstrates that adults learn different than children
- Adult Learning Theory incorporates this insight
 - Self-direction
 - Life experience to facilitate learning
 - Goal focus
 - Focus on how information is relevant
 - Practical orientation
- Curriculum staff and instructors are working to add adult learning principles throughout the curriculum



ICAT – De-escalation

- Integrated Communication, Assessment, and Tactics
 - Empirically-validated de-escalation training offered by PERF
- Taught by Advanced Education to current officers and cadets
- Office of Community Policing Services Grant
 - PERF review of existing ICAT training offered at APD
 - PERF train the trainer to expand capacity (August, 2022)
 - PERF follow-up review (TBD, 2023)



Questions?

