

Training Police:

Alternatives to Violent Force (AVF)

*Michigan Premier Public Health Conference:
Bridging the Gap to Achieve Health Equity*



ALTERNATIVES TO VIOLENT FORCE

- *The Justice Reform project's AVF program offers:*
 - 7 workshops, 3 hours each, 21 contact hours
 - enrollment of 20-40 students per session,
 - a certificate documenting continuing education hours that is MCOLES certified

- Narrative #1: Health Equity
 - Use of force by police is necessary and used judiciously
 - Media has sensationalized police use of force

- Narrative #2: Health Disparities
 - Some communities have known excessive use of force
 - Technology has finally revealed the problem

The narrative that dominates may depend on who you are, your social status, where you live and what you do.



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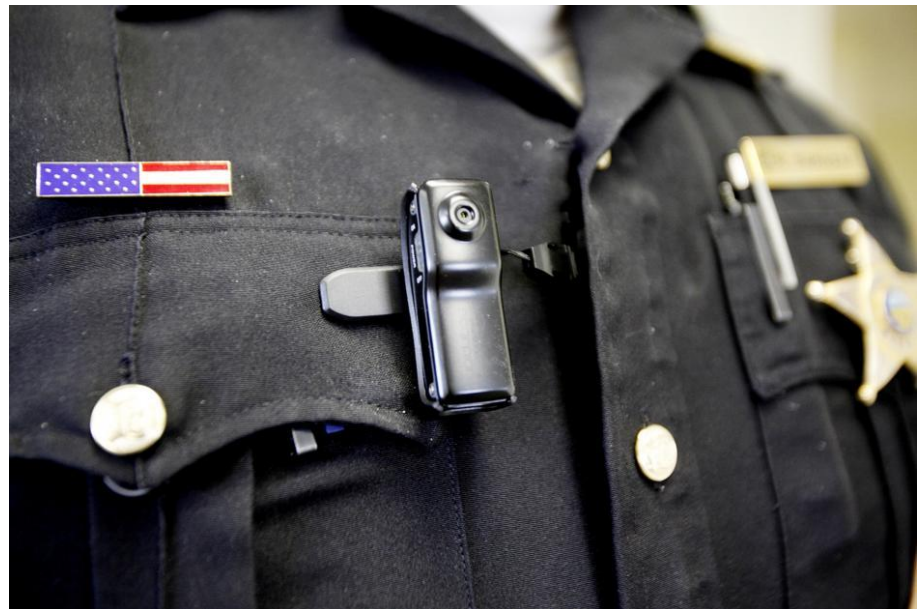
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- From the desk of Chief Ron Haddad:
- *“...In December, 2015, the city was posed to register -4.5% reduction in crime, community support could not be higher and the police department participated in record setting Goodfellow and Toys for Tots campaigns. On the 23rd of December 2015, we experienced a fatal shooting incident by police and 35 days later we had another shooting.*

Subsequent to these events, the Department of Justice (DOJ), Police Executive Research Forum (PERF), American Civil Liberties Union (ACLU), and many others were called in for advice and to review our current policies and procedures to ensure the national best practices are being employed or upgraded.”

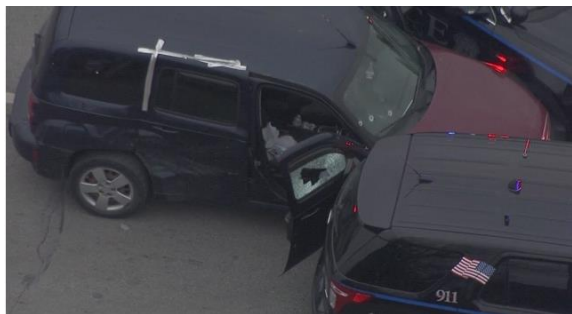


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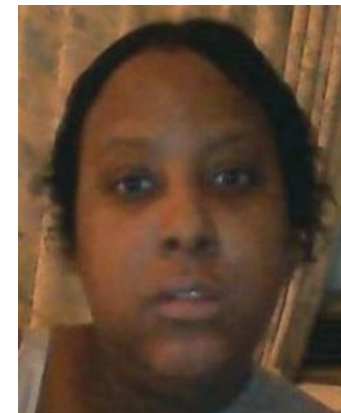
Dearborn Police Murder Mentally Ill Woman

CRIME, POLICE BRUTALITY

January 23, 2017 6:01 pm



Family seeks answers after fatal shooting by Dearborn police



No charges for Dearborn officers in 2 shooting incidents

By SARAH CWIEK • DEC 22, 2016

Family sues Dearborn, cop for \$10M in fatal shooting

Kevin Matthews was shot dead by a Dearborn police officer in Detroit, after a brief foot chase just after Christmas last year.

About a month later, another Dearborn officer shot and killed Janet Wilson in her car outside Fairlane Mall. Both were unarmed.



From the desk of Chief Ron Haddad:

“...Dr. Don Shelton...was consulted in the area of use of force and trust building in a diverse community. With on going dialog, the alternative to violent force curriculum series was developed. We are grateful for the opportunity to participate in this pilot program and we are committed to long time sustainability. Many of our regional partners have expressed interest and are excited to see the outcome at the end of the first two scheduled sessions.”



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Warrior/Guardian Policing



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Warrior/Guardian Policing



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- ***The AVF curriculum***
- This is considerably different than CIT
- We have based it on PERF principles (not IACP)
 - RE-Engineering Police training and the Use of Force (PERF, Aug '15)
 - 30 Guiding Principles (PERF, Jan '16)
- We had agreed on the basics
 - 7 three hour workshops, for a total of 21 contact hours
 - Small class cohorts
 - In alignment with Obama's 21st Century Policing strategies
 - Use of practitioner instructors that were NOT currently policing



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- The AVF Curriculum: one evening per week, 3 hours, 7 weeks
- **Workshop 1:** Reimagining the Use of force and the police role
- **Workshop 2:** How the law interprets the use of force and how the public sees it
- **Workshop 3:** De-escalation as a first alternative: Distance, cover, time
- **Workshop 4:** Arab American culture and religion
- **Workshop 5:** African American culture
- **Workshop 6:** Profiling in ‘terry’ stops and assisting mentally ill citizens
- **Workshop 7:** Sanctity of life and the policing experience

Current Policing Curriculum Series: *Alternatives to Violent Force* (AVF)

Workshop 1 *Reimagining the use of force and the police role*



This introductory course introduces concepts of "warrior cops" and "guardian officers".

- The "warrior" ethos in training emphasizes honor, duty, resolve, and a willingness to engage in righteous violence. It promotes an image of officers as soldiers in a battle to preserve order against criminality. That image has undermined community relations and exposed both officers and civilians to unnecessary risk.
- The "guardian" ethos seeks to instill a priority of protecting civilians from unnecessary indignity and harm. It seeks to avoid confrontations when possible and minimizes risks to officers and civilians. Guardian policing retains the core principles of the warrior but adds the attributes of respect for human dignity, empathy, patience, inclusivity, and introspection.
- Discussion, exercises and case studies are used to illustrate the method of implementing the combined "warrior" and "guardian" mentality for interactions with the community and individual citizens.

Workshop 2 *How the law interprets use of force and how the public sees it*

The course covers the Supreme Court opinion in *Graham vs. Connor* (1989) and subsequent cases. Legal interpretations of the use of force continuum are examined. Discussion, exercises and case studies are used to examine the role of technology, particularly modern video applications, in examining police action.

- Participants engage in discussion of the public's view of police action
- Exercises highlight the role of peer intervention in the use of force and de-escalation
- Case studies of video examples from the public and the police are examined



Workshop 3 *De-escalation as a first alternative: Distance, cover, time*

De-escalation is the primary principle of use of force decision-making. It involves considerations of



proportionality, using distance and cover, tactical repositioning, "slowing down" situations that do not pose an immediate threat, and calling for supervisory and other resources. Distance, cover, time encourages creation of reaction gaps that buy time for better decision-making.

- Participants learn and discuss basic de-escalation techniques as the first alternative to the use of force
- Exercises introduce the distance, cover, time model as an alternative to the mythical '21 foot rule' and other "line in the sand" response rules
- Case studies and enactments allow for practice and vetting of the strategies resulting from discussion

The Critical Decision-Making Model (CDM) is introduced and discussed as a model for active decision making for appropriate responses to a range of incidents.

- Participants focus on components of the critical decision-making model and apply it to situations
- Case studies examine the application of law to documented police force stories
- Summary discussion underscores the role of context in critical incidents and tactical situations

Workshop 4 *Arab American culture and religion*

The urban/suburban areas surrounding Detroit are some of the most diverse areas within the state of Michigan. The Arab American is a particularly relevant sub-group in the era of "anti-terrorism" and assumptions about Islam and Arab Americans create faulty stereotypes that can influence policing.



Participants discuss the variety of Arab cultures that are represented within Southeast Michigan

- Exercises highlight the role of culture and religion in relationships with the police
- Case studies emphasize cultural cues and context in police experiences
- Summary discussion offers basic education about the origins and current status of the various cultures and religious beliefs among Arab Americans

Workshop 5 *African American culture*

The Black Lives Matter movement is a societal reaction to disparities in the criminal justice system that have perpetuated and caused social unrest. Understanding



the African American culture assists in effective communication and effective communication resolves many police encounters. This workshop on African American culture enhances

understanding with the goal of promoting skillful communication between police and civilians.

- Participants engage in discussion about policing today's African American neighborhoods
- Exercises highlight effective communication skills in everyday situations, victim and witness encounters, public speaking, and critical incidents
- Case studies emphasize the role of history in the relationship between African Americans and police
- Summary discussion offers basic education about the origins and current status of the African American culture

Workshop 6 *Profiling in "Terry" stops and assisting mentally ill citizens*

Profiling minority groups in stop and frisk "Terry" stops has come under recent public and legal scrutiny.

- Participants engage in discussion about the NYPD experience and resulting court and department actions
- Exercises review the legal requirements for "reasonable articulable suspicion"
- Case studies highlight the relationships between cultural assumptions and profiling

Both safety and humane treatment are primary objectives in police interactions with the mentally ill.

- Discussion focuses on crisis intervention, de-escalation and communication training specific to those with mental illness
- Exercises highlight effective communication skills during critical mental health incidents



Workshop 7 *Sanctity of life and the policing experience*

This overview of the program focuses on the basic principle that all human beings must be treated with respect: police, victims, witnesses and offenders. The sanctity of human life must permeate all interactions within an organization and carried forward for external representation. Police are society's embodiment of fairness, justice and respect.

- Participants engage in discussion on philosophical approaches to equity



- Exercises highlight the sanctity of human life in all interactions
- Case studies emphasize difficult decisions and moral dilemmas from the police, offender and victim perspectives
- Summary discussion examines how to apply the course principles

The Current Policing Curriculum Series (CPCS)

The Current Policing Curriculum Series is new programming offered by the University of Michigan-Dearborn in support of continuing education for members of the public safety community.

The Justice Reform project's AVF program offers:

- 7 workshops
- 3 hours each
- 21 contact hours
- 20-40 students per session
- a certificate documenting continuing education hours

The Project and the CPCS were developed under the leadership of the Honorable Donald Shelton, a 25 year veteran of the Washtenaw County trial courts and the current Director of the University of Michigan-Dearborn's Criminology & Criminal Justice Program. Future coursework will include approaches to policing under perceived threats of terrorism.

Alternatives to Violent Force Program Directors



Donald Shelton, JD, PhD
Director and Associate Professor,
Criminology & Criminal Justice Program
Circuit Court Judge (ret.)



Juliette Roddy, MBA, PhD
Associate Professor
Health and Human Services (Economics)

Research focus:
Substance use and re-entry

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For more information about the workshops and series, contact:

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The Office of Metropolitan Impact

presents

Current Policing Curriculum Series

Alternatives to Violent Force

An offering by the
JUSTICE REFORM PROJECT

- We have a fourth cohort this Fall
 - 20 more Dearborn officers
 - Chief Haddad has included the training in his budget
 - This is the first cohort that is paying for itself

- We need to implement research
 - How this compares with CIT
 - Recommended instruments:
 - Self Efficacy Scale*
 - Behavioral Outcomes Scale (de-escalation subscale)*
 - Behavioral Outcomes Scale (referral decisions subscale)
 - Opinions about Psychiatric Treatments/Psych drop offs
 - Adapted Social Distance Scale*



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Mark Fancher Workshop 5



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Seth Stoughton, Workshop 1

Problems Creating Conflict



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Workshop Evaluation Feedback

- Narrative #1
- Seemed like a hate class. I think the instructor is stuck in times & refuses to move forward.
- Instructor is "batshit crazy"
- When is the class about white christians?
- Class reduced the reaction time of officers. That can get us killed
- Instructor made a decision to conclude that officers overall "need to change how they react to the public"
- Inflammatory and alt-left bias. Offensive
- "I'm not a police officer" says it all.



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Workshop Evaluation Feedback

- Narrative #2
- Changed the way I viewed certain aspects about the Arabic community
- The one thing I would add is give me some tools. Provide me with some options on what I can use.
- Best class. I finally got what I was looking for. Tools to help me. Empathy. Civility.
- Get rid of the camera.
- Good set of instructions. It is important to see what an attorney view (sic) on the reimagining of force.
- Well thought out and optimistic. Offered a middle ground to the overall issues. Seemed to value the opinion of the class



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Alternatives to Violent Force, Cohort 1





Workshop Evaluation Feedback

- Dearborn Police (Lt. Dan Marshall) is in the process of nominating the program for a national award from the DOJ called the Sutin Award: A Civic Imagination Award

- Thank you for your attention



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- Washington Post (WaPo) is keeping track

- <https://www.washingtonpost.com/graphics/national/police-shootings-2017/>



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