

Stage One: Introspection (1.5 hours)

This stage of training meets objectives #1 and #2.

Stage one is a classroom-based training of 1.5 hours. This will give Cadets a chance to reflect on their own life experiences through the process of introspection.

Stage 2: Building Relationships in the Community (1.5 hours)

Objectives met: #3, #4

Stage two is a classroom-based training of 1.5 hours. This will give Cadets background information and strategies on building relationships in the community.

- Basic stats of DMC -
- How to build trust in the community through community relations
- Perhaps a showcase from a PD that has built good community relations
- Resources - where to find information
- Take-home project: research in local community?

Stage 3: Scenario Training (Practical) (1 hour)

Objectives met: #5

Stage 3 gives Cadets a chance to enhance their skills and practice by dealing with scenarios that include characters from a range of different cultures, youth, etc. This will be an addition to the current scenario training.

Stage 4: Field Training (practical, application of knowledge)

Objectives met: #5

Stage 4 of the training will “ramp up” what is already done in field training, but we would recommend that FTOs add in an assessment on community relations and on effective interactions with different cultural groups, if this is not already included locally.

3/22/10

Characteristics of the Community Relations Training

In order for the training to be effective, it must meet these criteria:

- Realistic
- Hard-hitting
- Empowering, not guilt provoking
- Leave participants with a positive feeling
- Appeal to the Officers' sense of justice

Characteristics of Trainers:

- Brave (i.e. not afraid to tackle perceptions)
- Sensitive to trainee's fears
- Understanding of differences and conflict

Community Relations Training Objectives

At the conclusion of the community relations training, Officers will be able to:

1. Describe how their personal perceptions, values and beliefs impact on their thinking, and how these may cause conflict with others' values and beliefs in the community.
2. List ways to challenge their own personal perceptions of others, including biases of sex, age, race, religion, and other characteristics.
3. Explain how to develop good relationships with the community at large as a law enforcement officer.
4. Describe different ways of working with Schools Resource Officers to improve their skill level in communicating directly with youth.
5. Demonstrate their ability to effectively and fairly enforce the law with the community at large.

Training Structure

The training will be achieved in four stages. First, a classroom-based introspection experience; second, a class on building positive relationships in the community (communication); third, scenario training; and fourth, field training assessments.