



**RACIAL PROFILING CLASSES AT KCPD ACADEMY
2017 SCHEDULE AT-A-GLANCE**

Date	Time/Hours	Course Title	POST Hours/Areas
Feb 23	0900 – 1200 Class 303	RP100-CULTURAL DIVERSITY COMPETENCY & RACIAL PROFILING FOR PEACE OFFICERS	3 CEUs - 3 Interpersonal Perspectives
Description Law Enforcement officers often face the challenges of understanding and interpreting the behaviors, attitudes and actions of culturally and linguistically diverse citizens. Sometimes, the lack of understanding of the cultures of minority populations leads officers to do or say something --sometimes unconsciously-- that can easily be interpreted as evidence of racial profiling. The purpose of this important course is to help Peace Officers develop the necessary skills to deal effectively with various situations presented to them by individuals of various cultures and ethnicities without being labeled or accused of racial profiling.			
March 14	0800 – 1630 Class 302	RP900- EFFECTIVE LEADERSHIP FOR RACIAL PROFILING PREVENTION	8 CEUs-4 Interp/RP+ 4 Technical
Description This course is designed to assist Chiefs, commanders, current and aspiring leaders at all levels of law enforcement with strategies to prevent racial profiling, and create a legacy that will impact policing cultures long after them. Participants are guided to create the vision for the future of “Here and Now” by answering the basic questions effective leaders should constantly ask: What can I do <u>now</u> that will prevent racial profiling in my agency for the next generation? And, what can I do <u>here</u> that can be duplicated in other places to prevent racial profiling? This course presents research-based characteristics of multicultural communities, compares them with the culture of law enforcement, and designs bridging strategies for effective culturally sensitive policing within the laws.			
March 23	0800 - 1200 Class 301 NEW!	RP-DARE - D.A.R.E. AS PERFECT CATALYST FOR REDUCING RACIAL PROFILING	4 CEUs -2 Interp.+ 2 Technical
Description D.A.R.E puts officers in front of the youth when their minds are still malleable. Because these officers interact with young people in a peaceful, friendly and cordial ways, their impact on the youth must be invaluable. This session equips D.A.R.E. professionals and educators with effective skills to help youngsters grow up with trust in LE. Additionally, participants will discuss the essentials of cultural understanding that will help them avoid unfortunate cultural encounters with young people of various cultural backgrounds. Most importantly, participants will discuss how D.A.R.E. can serve both law enforcement professionals and citizens as a catalyst for reducing overall racial profiling. In the current state of lowest police-community trust throughout the Nation and the role that D.A.R.E. can play, if D.A.R.E. did not exist, it should be created!			
April 27	0800 – 1200 Class 301 NEW!	RP910-HOW EMOTIONAL INTELLIGENCE CONCEPTS IMPROVE DE-ESCALATION TECHNIQUES	4 CEUs -2 Interp.+ 2 Technical
Description Training law enforcement professionals in “de-escalation” tactics is not new. We all function on both rational and emotional levels. Emotions are at the heart of our energy, motivations, actions, and responses to our environment. Emotional responses –on both sides- are often at the heart of negative and sometimes tragic interpersonal interactions between law enforcement professionals and the citizens they protect and serve. This course intends to use the concept of emotional intelligence to reduce such situations of escalation. It will provide much needed skills for officers to de-escalate tense situations, and resolve issues with respect, empathy and compassion. You will learn about the specific aspects of emotional intelligence that are essential for your success in policing diverse communities. Most importantly, you will learn to determine how and when emotions lead citizens of various cultures to behave in unpredictable ways.			
May 25	0800 – 1200 Class 302	RP800-ROADMAP FROM BIASED TO IMPARTIAL POLICING	4 CEUs -2 Interp.+ 2 Technical

Description

All of us hold biases. Most of us, regardless of our race, may hold racial biases. Each of us is part of several groups, defined by more than one cultural constructs. The descriptive differences between individuals form the origin of bias, stereotypes and prejudices leading to discrimination. This course identifies the stages of the development of bias, “implicit” or “explicit”, and analyzes research that prescribes the necessary steps and strategies for individuals to move from policing based on bias to bias-free, fair and impartial policing. Looking inwards in their own biases, participants identify which specific strategies from the “Developmental Model of Cultural Sensitivity” can allow them to overcome each of the stages of the development of biases.

June 22	0900 – 1200 Class 303	RP100-CULTURAL DIVERSITY COMPETENCY & RACIAL PROFILING FOR PEACE OFFICERS	3 CEUs - 3 Interpersonal Perspectives
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Description

Law Enforcement officers often face the challenges of understanding and interpreting the behaviors, attitudes and actions of culturally and linguistically diverse citizens. Sometimes, the lack of understanding of the cultures of minority populations leads officers to do or say something --sometimes unconsciously-- that can easily be interpreted as evidence of racial profiling. The purpose of this important course is to help Peace Officers develop the necessary skills to deal effectively with various situations presented to them by individuals of various cultures and ethnicities without being labeled or accused of racial profiling.

July 27	0800 – 1200 Class 302	RP300-MINORITY CULTURES-ORIENTED POLICING	4 CEUs -2 Interp.+ 2 Technical
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Description

This course examines the stereotypes and prejudices that have been built during many decades across the nation and that are often the basis of discriminating major minority groups: African-Americans, Asians, Hispanics, and Indian- Americans. Participants will discuss characteristics of the cultures of these groups in order to determine why different groups behave the way they do based not on their race but on their cultural backgrounds. They will identify their own values, stereotypes and prejudices and how these affect their perception of others.

Research shows that the more someone learns about other cultures the more they understand how to deal with people from that culture. Police officers will enhance their understanding of the minority cultures and values. The result will be to participate in the creation of a more harmonious environment where law enforcement is trusted to protect its citizens and where the citizens participate in “Community-oriented Policing.”

August 24	0900 – 1200 Class 301	RP200- CULTURES-ORIENTED COMMUNITY POLICING	3 CEUs - 3 Interpersonal Perspectives
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Description

Our communities, law enforcement professionals and politicians are divided on what constitutes Racial Profiling, a phenomenon that has become a poison for our communities. This course is based on established research by academic experts, on how various interpretations of racial profiling affect the cultures of our communities. Results of research are selected to support each assertion that is claimed in support or in negation of racial profiling. Can racial profiling be detrimental in law enforcement officers’ efforts to protect the community they serve? Absolutely! Is there research and evidence in support of “good racial profiling” that had prevented and can prevent damage from reaching the community? Of course!

Participants will discuss the politics and practices that produced racial profiling over several decades, and what tools and practices communities can use to confront and eliminate it, thus creating a more harmonious environment where law enforcement is trusted to protect its citizens and were the citizens fully participate in “Community-Oriented Policing.”

September 06 & 07	0800 – 1630 Both days Class 303	RPTOT-1-EFFECTIVE METHODS FOR RACIAL PROFILING INSTRUCTORS	16 CEUs – 8 Interpersonal/Racial Profiling + 8 Technical Studies
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Description

This course is designed to prepare racial profiling facilitators, civilians or law enforcement professionals alike, to deliver fair and impartial education, using fair and impartial instructional methodology, activities, contents, ideas, and discussions. If you are a current facilitator, or aspiring to become an effective racial profiling instructor, this course is for you. You will learn general instructional methods designed to equip you with enhanced foundations of intercultural communication processes, human behavior and emotional intelligence. You will expand your strategies to develop cultural competency through the ability to bridge cultures during interactions and crisis. Participants’ ready-to-use training material package includes books, PowerPoint presentations, handouts binder containing numerous activities.

September 28	0800 – 1200 Class 302	RP400-IMMIGRANT CULTURES-ORIENTED POLICING	4 CEUs -2 Interp.+ 2 Technical
Description			
<p>One of the most fundamental responsibilities of law enforcement is to ensure public safety. To effectively serve immigrant communities and promote public safety for all city residents, police departments must better understand the specific challenges that immigrants face when interacting with law enforcement. Because all of us view the world through our “cultural lenses” imposed on us by society, the first and major step towards successful interactions between police and immigrants --whose lenses are different from those of the police-- is for both to become aware of the presence and the impact of these lenses in their daily attitudes and behaviors.</p>			
October 19	0800 – 1200 Class 303 NEW!	RP910-HOW EMOTIONAL INTELLIGENCE CONCEPTS IMPROVE DE-ESCALATION TECHNIQUES	4 CEUs -2 Interp.+ 2 Technical
Description			
<p>Training law enforcement professionals in “de-escalation” tactics is not new. We all function on both rational and emotional levels. Emotions are at the heart of our energy, motivations, actions, and responses to our environment. Emotional responses –on both sides- are often at the heart of negative and sometimes tragic interpersonal interactions between law enforcement professionals and the citizens they protect and serve. This course intends to use the concept of emotional intelligence to reduce such situations of escalation. It will provide much needed skills for officers to de-escalate tense situations, and resolve issues with respect, empathy and compassion. You will learn about the specific aspects of emotional intelligence that are essential for your success in policing diverse communities. Most importantly, you will learn to determine how and when emotions lead citizens of various cultures to behave in unpredictable ways.</p>			
November 16	0800 – 1200 Class 301	RP800-ROADMAP FROM BIASED TO IMPARTIAL POLICING	4 CEUs -2 Interp.+ 2 Technical
Description			
<p>All of us hold biases. Most of us, regardless of our race, may hold racial biases. Each of us is part of several groups, defined by more than one cultural constructs. The descriptive differences between individuals form the origin of bias, stereotypes and prejudices leading to discrimination. This course identifies the stages of the development of bias, “implicit” or “explicit”, and analyzes research that prescribes the necessary steps and strategies for individuals to move from policing based on bias to bias-free, fair and impartial policing. Looking inwards in their own biases, participants identify which specific strategies from the “Developmental Model of Cultural Sensitivity” can allow them to overcome each of the stages of the development of biases.</p>			
December 14	0800 – 1200 Class 301	RP300-MINORITY CULTURES-ORIENTED POLICING	4 CEUs -2 Interp.+ 2 Technical
Description			
<p>This course examines the stereotypes and prejudices that have been built during many decades across the nation and that are often the basis of discriminating major minority groups: African-Americans, Asians, Hispanics, and Indian- Americans. Participants will discuss characteristics of the cultures of these groups in order to determine why different groups behave the way they do based not on their race but on their cultural backgrounds. They will identify their own values, stereotypes and prejudices and how these affect their perception of others.</p> <p>Research shows that the more someone learns about other cultures the more they understand how to deal with people from that culture. Police officers will enhance their understanding of the minority cultures and values. The result will be to participate in the creation of a more harmonious environment where law enforcement is trusted to protect its citizens and where the citizens participate in “Community-oriented Policing.”</p>			

Please click here <http://www.universalhighways.com/racial-profiling-education-solutions.html> for additional information or to enroll, or Call **816.554.6000** or Toll Free **816.646.5656** or email: **info@universalhighways.com**