



RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY
Municipal Police Training Academy

Community College of Rhode Island — Flanagan Campus
1762 Louisquisset Pike, Lincoln, RI 02865-4585
Telephone: (401) 722-5808 — Fax: (401) 722-3151



Colonel James M. Manni
Superintendent, Rhode Island State Police
Director, Department of Public Safety

Lieutenant Christopher J. Zarrella
Executive Director
Municipal Police Training Academy

RIMPTA Training Announcement

Biased Based Policing Re-tooled

Program Date: April 29, 2019

Time: 0800-1200 Hours

Location: RI Department of Public Safety
Municipal Police Training Academy
Classroom

Most of us in law enforcement have had some exposure to the theory of Fair and Impartial Policing and Bias Based Policing. Bias Based Policing Re-Tooled will allow us to revisit our past experiences and discuss ways to improve our capacity to provide services in our diverse communities free from the pitfalls of implicit bias practices. The instructor for the training will be Corporal Wesley Pennington of the Rhode Island State Police.

Training Topics Include:

- Recognizing our own human bias
- Define explicit and implicit bias
- How implicit bias effects perception and behavior
- Strategies for identifying and counter stereotyping
- Developing an understanding of the potential effects of implicit bias practices on officers, community members, police departments and the policing profession

Who should attend: All law enforcement and public safety personnel, including supervisor personnel.

Dress for this workshop will be uniform of the day or business casual attire.

This workshop is offered free of charge. Enrollment is limited, please register early.

To register, please complete the attached registration form and fax or e-mail to Mrs. Donna Lavalley at (401) 722-3151, donna.lavalley@risp.gov, by Friday, April 26, 2019.

For more information regarding the Rhode Island Department of Public Safety Municipal Police Training Academy please go to: www.rimpa.ri.gov.



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Bias Based Policing Re-Tooled

PLEASE PRINT CLEARLY

Course Title:		Police Department/Agency: (name and full address)	
Bias Based Policing-Re-Tooled			
Course Dates/Location: April 29, 2019 RI Department of Public Safety Municipal Police Training Academy Classroom	Contact Person (Supervisor):	Department/Business Phone:	
PARTICIPANT(S) NAME & RANK			
1 st Selection:			
E-Mail Address:			
2 nd Selection:			
E-Mail Address:			
3 rd Selection:			
E-Mail Address:			
<u>Please FAX or Email this form to the attention of:</u>			
Mrs. Donna Lavallee at donna.lavallee@risp.gov or (401) 722-3151 (Academy Fax)			
Please contact Captain David Ricciarelli at david.ricciarelli@risp.gov or (401) 722-7096, with any questions regarding this training. RSVP by date April 26, 2019.			



Creating Safer Communities-A novel hate crimes training

The Rhode Island Commission on Prejudice and Bias in conjunction with the Rhode Island Chief's of Police Association, Rhode Island Attorney General's Office, with support from the Massachusetts Municipal Training Committee and numerous community partners presents the Matthew Shepard Foundation and the Lawyer's Committee for Civil Rights Under Law- Creating Safer Communities-A novel hate crimes training.

September 25, 2019 from 8:00-5:00 at the Institute for the Study and Practice of Non-Violence

265 Oxford St. Providence, RI

Hate Crimes in Rhode Island -Identifying, Presenting and Reporting

Across the country, hate crimes—crimes that are motivated by the offender's bias against a particular group are on the rise. The number of reported hate crime incidents in Rhode Island, while small, has risen in recent years (14 in 2018 versus 11 in 2017), but we also know that these crimes tend to be underreported. According to the National Crime Victimization Survey, over 60% of hate-related incidents were not reported to a law enforcement agency.

In recent years, Rhode Island law enforcement has responded to bias-motivated vandalism, assaults, and arson. In Pawtucket, a synagogue was defaced with a swastika; in East Providence, an African-American man's home was graffitied and burned. White supremacist propaganda has been distributed across the state, including on our college campuses, and neo-Nazis have rallied at the State House steps.

To respond to hate crimes and those who would commit them, it is imperative that Rhode Island law enforcement and the community they serve take a firm stand against prejudice and intolerance.

The Ideal



The Solution

The Matthew Shepard Foundation and the Rhode Island Commission on Prejudice and Bias and their community partners understand that a safe community begins with a trusting relationship between law enforcement officers and the individuals they serve and protect. Once officers are adequately trained and demonstrate their commitment to hate crime enforcement, individuals will report bias crimes to them and accordingly, law enforcement agencies will have a greater understanding of the threats facing their community.



The Training-Creating Safe Communities

Creating Safer Communities, led by Matthew Shepard's Foundation Programs and Operation Director, Cynthia M. Deitle, will stress the reasons for vigorous hate crimes enforcement in scenario based small group discussion and feedback sessions. Ms. Deitle oversees the Foundations hate crimes work, community outreach, and events. Prior to joining the Matthew Shepard Foundation in 2017, Cynthia was a Special Agent with the Federal Bureau of Investigation for over 22 years specializing in the fields of civil rights, community outreach, and victims' assistance. Special presenters shall include Amy Romero, Assistant United States Attorney for the District of Rhode Island, Special Agent Pepper Daigler of the Federal Bureau of Investigation, and Keith Hoffmann, Special Assistant Attorney General and Civil Rights Advocate for the Rhode Island Office of Attorney General.

Program topics:

- The importance of developing strong ties between law enforcement and vulnerable communities
- The appropriate investigative measures that should be taken when a hate crime is reported
- The state and federal law pertaining to hate crimes
- Negative consequences for a prosecution absent such cooperation
- The key investigative steps necessary to obtain the critical motive evidence

Training takeaways

- Have a greater understanding of the need for effective and prompt hate crime enforcement as a means to strengthen trust between their officers and their targeted minority communities
- Be proficient in recognizing and identifying bias indicators when responding to a hate crime and enhancing the skills necessary to engage with the victim in a sensitive and respectful manner
- Possess an enhanced ability to determine what facts are necessary to substantiate the criminal charge and the bias motivation, how prosecutors and police can work together effectively to obtain a conviction, and how to accurately report data

Registration

Who should attend: All law enforcement personnel, including administrators, supervisors, detectives, patrol officers, SRO, community policing officers and dispatchers, state and local prosecutors, faith groups and community members.

How to register for Creating Safer Communities: <https://donate.matthewshepard.org/ge/RhodeIsland>

Registration Deadline September 8, 2019

Agenda Link: RI Commission on Prejudice and Bias-calloutprejudiceri.org

Supporting Partners Links:

RI Municipal Police Training Academy-www.rimpa.ri.gov

RI Council for Muslim Advancement-<https://www.ricma.org/>

Matthew Sheppard Foundation-<https://www.matthewshepard.org/>

Center for Southeast Asians-www.cseari.org

Lawyer's Committee for Civil Rights Under Law- <https://lawyerscommittee.org/project/stop-hate-project/>

International Association of Chiefs of Police Civil and Human Rights Committee- <https://www.theiacp.org/working-group/committee/human-and-civil-rights-committee>

Rhode Island State Council of Churches-<https://councilofchurchesri.org/>

Ma. Municipal Training Committee-www.mass.gov/orgs/municipal-police-training-committee

The Non-Violence Institute-www.nonviolenceinstitute.org

Options Magazine-<https://www.optionsri.org>



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Interim Commissioner, Department of Public Safety

Lieutenant Christopher J. Zarrella
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RIMPTA Training Announcement

Cultural Competency-LGBTQ

Program Date: October 11, 2018

Time: 0900-1300 hours

Location: RI Department of Public Safety
Municipal Police Training Academy
Classroom

Presented in conjunction with Sojourner House, LGBTQ-Cultural Competency has been designed to increase awareness, develop communication skills and improve service delivery within the law enforcement community.

Cultural competence refers to an ability to interact effectively with people of different cultures and socio-economic backgrounds, particularly in the context of government agencies, including law enforcement, whose employees work with, and provide service to, persons from different cultural/ethnic backgrounds.

Cultural competence comprises four components: (a) **Awareness** of one's own cultural worldview, (b) **Attitude** towards cultural differences, (c) **Knowledge** of different cultural practices and worldviews, and (d) **Cross-cultural skills**. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.

Sarah DeCataldo, Director of Operations of Sojourner House will lead this newly revised four-hour program.



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Cultural Competency-LGBTQ Course Topics:

- **Understanding the language used by the LGBTQ communities**
- **Clarify the difference between gender identity and sexual orientation**
- **Confronting Biases**
- **Historical and current oppressions affecting LGBTQ communities**
- **Effective Communication Strategies**
- **Creating an LGBTQ inclusive environment**

Who should attend: All members of the law enforcement community who are entrusted to deliver services in a diverse community, to include; patrol officers, first line supervisors, dispatchers and command staff personnel.

Dress code for this workshop is uniform of the day or business attire.

This workshop is offered free of charge. To register, please complete the attached registration form and fax or e-mail to Mrs. Donna Lavalley at (401) 722-3151, donna.lavalley@risp.gov, by Friday, October 5, 2018.

For more information regarding the Rhode Island Department of Public Safety Municipal Police Training Academy please go to: www.rimpa.ri.gov, click on Upcoming In-Service Training Opportunities.



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Cultural Competency-LGBTQ		
Course Dates/Location: October 11, 2018 RI Department of Public Safety Municipal Police Training Academy Classroom	Contact Person (Supervisor):	Department/Business Phone:
PARTICIPANT(S) NAME & RANK		
1 st Selection:		
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2 nd Selection:		
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<u>Please FAX or Email this form to the attention of:</u>		
Mrs. Donna Lavallee at donna.lavallee@risp.gov or (401) 722-3151 (Academy Fax)		
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RIMPTA Training Announcement

De-Escalation Techniques and Communication Skills for the Professional Law Enforcement Officer

Program Date: November 26, 2019

Time: 0830-1230 hrs.

Location: Municipal Police Training Academy
Classroom
CCRI Flanagan Campus
1762 Louisquisset Pike
Lincoln, RI 02865

The De-Escalation Techniques and Communications Skills for Professional Law Enforcement Officers program is a class in dignity, empathy and compassion. The purpose of this course is to introduce officers to the basic elements and skills of effective professional communications.

Upon completion of this program, officers should be better able to identify and control their individual bias, analyze an audience quickly and skillfully, identify a clear sense of purpose, organize verbal strategies to achieve purpose, improve problem solving ability, earn and maintain community respect for their professional actions. It is well accepted that better police communication with the community has the potential to reduce complaints, improve police efficiency, increase officer safety and better the image of the department in the communities they serve.

This workshop is offered **free** of charge. Please register early, seating is limited to 50 officers.

Uniform of the day or professional business attire required for this training.

To register, please complete the attached registration form and fax or e-mail to Mrs. Donna Lavallee at (401) 722-3151, donna.lavallee@risp.gov, by Friday, November 22, 2019.

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 Executive Director
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Course Title:		Police Department/Agency: (name and full address)	
De-Escalation Techniques and Communication Skills for the Professional Law Enforcement Officer			
Course Dates/Location: November 26, 2019 Municipal Police Training Academy Classroom CCRI Flanagan Campus 1762 Louisquisset Pike Lincoln, RI 02865		Contact Person (Supervisor):	Department/Business Phone:
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DAR Oct 2019



National Association of Black Law Enforcement Officers, Inc.
P.O. Box 1182 Newark, New Jersey 07102
www.nableo.org

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Sally Thomason
(732) 469-2690

Dear Law Enforcement Professionals and Community Partners,

Just a reminder that registrations are still being accepted for the two-day training session entitled "Police and Community: Rebuilding Our Commitment", held at the Crowne Plaza Hotel, 801 Greenwich Ave., Warwick, RI, **October 19-20, 2017, presented by the National Association of Black Law Enforcement Officers**. This training will involve the acquisition of effective communication and active listening skills, as well as other community-policing related techniques, designed to enhance and improve the relationships between community members and their law enforcement guardians.

Participants will receive instruction through both lectures and panel discussions designed to be of interest to both law enforcement personnel and their community partners and will feature such issues as "Understanding Implicit Bias; Conflict Engagement; Police Reform-A Work In Progress; the Relationship Between Police and the Muslim Community, and others designed to provide law enforcement officers with greater tools, knowledge and skills for interacting with people, particularly in communities of color. Workshop descriptions and presenter information are available at <http://conference.nableo.org>. All workshop sessions begin at 8:00 AM each day of the conference.

Registration for this program, available through October 13, 2017, is at the rate of \$175.00, per person, and is open to all members of law enforcement, community groups, businesses, organizations and institutions. Registration fees cover the costs of program materials, a continental breakfast, lunch and certificate of attendance. ***This program is only available to the first 70 registrants.***

Pre-registration is required for this event and may be accomplished by completing the attached form (which may be duplicated for multiple registrations), and returning, with a check or money order for the appropriate registration fee, payable to: **NABLEO**, and mailed to Sally Thomason, Conference Chair, 280 River Rd., #105A, Piscataway, NJ 08854, **NOT LATER THAN OCTOBER 13, 2017. NO REGISTRATIONS WILL BE ACCEPTED AFTER THAT DATE.** Registration may also be completed online at <http://conference.nableo.org/registration.cfm> using your credit or debit card, payable through Paypal.

Participants attending from outside the State of Rhode Island may obtain hotel reservations at the established rate of \$139.00 per night (sgl/dbl occupancy) by calling the Crowne Plaza Hotel at 401-732-6000. Rate availability expires on September 18, 2017.

We look forward to your hoped for participation in this program.

Respectfully,

Lieut. Charles P. Wilson
National Chairman
NABLEO

Roger Williams University

SCHOOL OF JUSTICE STUDIES



Police Mediation Seminar

Conducted by the Roger Williams University Justice System Training & Research Institute
in partnership with the New England Association of Chiefs of Police, Inc.

Wednesday, February 27, 2019
Registration 8:00am – 8:30am
Presentation: 8:30am – 4:00 pm

At the
Roger Williams University Baypoint Inn & Conference Center
144 Anthony Road, Portsmouth, Rhode Island

Mediation, a process in which a neutral third party assists those in conflict reach a mutually satisfying agreement, can be a meaningful tool for police officers who are placed in the middle of challenging situations and must engage in difficult conversations on the spot. This one day Police Mediation Training will provide police officers with techniques such as *activing listening, reframing, brainstorming, handling power imbalances, and dealing with impasse*; all of which are skills needed to engage parties to talk with one another. Although these skills may have been offered in previous training, the umbrella of mediation offers police officers a process context to shape their interactions with the public in a more deliberate and meaningful way. This training can be beneficial at all levels of policing, from the officer who responds to a neighbor dispute over loud music, to the supervisor trying to resolve conflict between officers, and command staff interested in improving police-community relations.

This seminar is taught by **Stephanie Manzi, Ph.D.**, Associate Professor, School of Justice Studies, and Director of the Forensic Science Program at Roger Williams University.

The cost for the seminar is \$120.00, which includes continental breakfast, breaks, lunch, and materials. Checks should be made payable to the *Roger Williams University JST&RI, 144 Anthony Road, Portsmouth, RI 02871*. Telephone inquiries should be made to Liz Campo, Administrative Assistant to the School of Justice Studies at (401) 254-3731 (or e-mail her at ecampo@rwu.edu) or fax (401) 254-3351.

****WE REQUIRE 72 HOURS CANCELLATION PRIOR TO THE SEMINAR OR YOU WILL BE CHARGED THE REQUIRED FEE.****

POLICE MEDIATION SEMINAR FEBRUARY 27, 2019 REGISTRATION FORM

(please type or print)

NAME & RANK: _____

DEPARTMENT: _____

ADDRESS: _____

PHONE: _____ **FAX:** _____ **E-Mail address for participant:** _____

METHOD OF PAYMENT: Check _____ **P.O. No.** _____ **Credit Card** _____

(Form may be duplicated for multiple registrations.)

Expiration Date: _____



RHODE ISLAND GUARDIANS ASSOCIATION

PO Box 113854

North Providence, RI 02911-9998

Non-Profit (501c3)

www.riguardians.org

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Police-Department of
Public Safety

RIGA-Chapter of the
National Association of
Black Law Enforcement
Officers
(NABLBE0)

To Our Law Enforcement and Community Partners,

The Rhode Island Guardians Association (RIGA) will present a one-day training session entitled "*Race & Justice: Finding Fair and Impartial Policing*" Friday, December 13, 2019, at the Cape Verdean Progressive Center, 329 Grosvenor Ave., East Providence, RI. This training will involve the acquisition of effective communication and active listening skills, as well as other community-policing related techniques, designed to enhance and improve the relationships between community members and their law enforcement guardians.

Featured workshops will cover such topics as "*Eliminating Micro-Aggressions & Implicit Bias to Enhance Police-Community Engagement; After the Bang-An Anatomy of a Fatal Use of Force; Legal Consequences of the Use of Excessive Force; Race & Justice-Police Use of Force-Common Ground or Battle Ground.*"

With instruction being provided through both lectures and panel discussions configured explicitly with both police officers and community members in mind, this program has been designed to be of interest to both law enforcement personnel and their community partners, featuring topics which will provide law enforcement officers with greater tools, knowledge, and skills for interacting with people, particularly in communities of color.

Early registration for this program is at the rate of \$75.00, per person, until November 16, 2019. Thereafter, regular registration is \$100.00 per person, and is open to all members of law enforcement, educational institutions, community groups, businesses, organizations, and institutions.

Pre-registration is required for this event and may be accomplished by completing the attached form (which may be duplicated for multiple registrations), and returning, with a check or money order for the appropriate registration fee, payable to: **RHODE ISLAND GUARDIANS ASSOCIATION**, P.O. Box 113854, North Providence, RI 02911 **NOT LATER THAN DECEMBER 7, 2019. NO REGISTRATIONS WILL BE ACCEPTED AFTER THAT DATE.**

Registration may also be completed online at <http://riguardians.org/conference.cfm> using your credit or debit card, payable through PayPal.

We look forward to your participation in this program.

Sincerely,

John P. A'Vant
President
Rhode Island Guardians Association

"Success isn't about how much money you make, it's about the difference you make in people's lives" – Michelle Obama