

# Roles for DPSST

## Data Collection Training

- Implement training to facilitate the collection of stop data

## Agency Technical Assistance

- Review CJC reports and provide agencies with assistance based on best practices
- Report advice to LPSCCs

## Anti-Profilng Training

- Develop training for all levels of law enforcement on effective strategies for reducing profiling



# Data Collection Training

## ■ July 2018:

### **Online, interactive training implemented**

- ❑ **Focuses on definitions and reporting requirements**
- ❑ **Available to all law enforcement agencies**
- ❑ **365 completions logged since implementation**
  - NOTE: Many agencies use one “completion” to train multiple officers (ex: shift briefing, in-service training)

## ■ December 2018:

### **Collaborated with CJC to provide training on data collection and analysis at annual Oregon Problem-Oriented Policing Conference**



# Agency Technical Assistance

- **2020:**  
**Projected implementation following the release of CJC reports**
- **In preparation:**
  - **Academic research on data collection, implicit bias, and profiling is being summarized for all agencies to access on the Oregon Knowledge Bank**
  - **Study underway to identify factors that may contribute to, or impede, the collection of stop data, as well as the responsiveness among police officers toward corresponding analyses or recommendations**



# Anti-Profilng Training

- **February 2018:  
Enhancements to the Basic Police Academy  
implemented**

TOPIC	2017 TRAINING HOURS	2018 TRAINING HOURS
Communication	5.5	9
Community Policing/Problem Solving	8	14.5
Cultural Competency	5.5	7
Emotional Intelligence	0	7
Implicit Bias	1	6
Legitimacy/Procedural Justice	2	3.5
TOTAL:	22	47



# Anti-Profilng Training

- **May 2019:**  
**Approx. 520 new police officers have received the enhanced Basic Police training**
- **Preliminary findings from WSU as a result of Basic Police changes:**
  - ❑ **14.9% more scenarios directed to a positive outcome by student's actions**
  - ❑ **22.3% more scenarios re-directed to a positive outcome by students after students' initial actions prompted a negative interaction**



# Anti-Profilng Training

- **2017:**
  - Legitimacy/Procedural Justice training curricula and associated Train-the-Trainer course made available to all levels of law enforcement**
  - **Coursework focuses on fairness, positive interactions, and maintaining public trust**
  - **50 trainers from 26 different agencies throughout the state have attended the Train-the-Trainer course**
  - **Coursework is a required component of DPSST's leadership academies for new supervisors/managers**



# Challenges/Next Steps

- **Additional coursework needs to be developed to address a gap between Basic and Advanced/Regional training**
  - ❑ **Training on emotional intelligence, bias, cultural competency currently only provided at basic level**
- **Video scenarios that reflect Oregon's diversity need to be developed and used in statewide training to increase officers exposure to all types of individuals**
- **Many agencies lack analytical capacity to identify local factors contributing to stops data patterns and implement evidence-based strategies that address crime/disorder while preventing profiling**
  - ❑ **Only approx. 18% of agencies employ analysts**



# Staffing

- 2 FTE provided in 2017
- Additional 6 FTE approved in concept to support statewide technical assistance and training

## Research Positions

- Analyze local contributing factors for agencies w/ limited analytical capacity
- Study long-term impacts of specific assistance strategies and/or training

## Training Positions

- Develop additional in-person and online anti-profiling trainings
- Deliver trainings statewide to all levels of law enforcement

