

COMMAND-LEVEL SESSION INFORMATION SHEET FOR LAW ENFORCEMENT AGENCY HOSTS



FAIR AND IMPARTIAL POLICING® A Science-Based Perspective

OVERVIEW OF THE COMMAND-LEVEL SESSION

This 1.5-day session is for the top leadership of the agency. It covers the science of bias and then provides agency leaders with guidance for promoting fair and impartial policing through policy, police leadership, training, supervision/accountability, recruitment/hiring, outreach to diverse communities, operations, and measurement. This session culminates in participants producing the elements of an action plan to promote fair and impartial policing.

CLASS SIZE

The class holds up to 30 attendees with representation from agency's top leadership ranks and may include community leaders.

WHO SHOULD PARTICIPATE?

FIP offers two versions of the command-level training. The first includes only command-level personnel within the agency while the second includes agency command staff and community leaders or representatives. "Command" personnel should include the chief executive and the other leaders in the agency who would help the executive make decisions regarding policy, recruitment, hiring, training, and other high-level matters.¹ It is very important for the chief executive to be present at this session to convey to personnel his or her commitment to this critical national issue and to acquire knowledge regarding how police leaders can promote fair and impartial policing in their agencies.

If you choose to hold the command-community session, you will fill one-third to one-half of the seats with concerned community stakeholders. Conceptually speaking, you want to target formal and informal community leaders who are concerned about this issue, credible within the community, and able to come to the table for a constructive discussion of this sensitive issue. They should not be your biggest fans, but instead be individuals who want the agency to be the best it can be and will hold you to account in a constructive fashion.



You should handpick INDIVIDUALS (not organizations, per se) to invite. Thus, for instance, you might think about specific individuals within the NAACP, Urban League, ACLU, African American ministry, Hispanic organizations, and so forth. While racial bias is usually the key issue in communities, the training is relevant to other bias concerns and, indeed, there may be other communities that should be represented directly or through their advocates (e.g., LGBTQ, youths, people with mental illness, individuals who are homeless). Some departments invite select city/county council members, the mayor, the city/county manager or other formal local government leaders. Please do not invite people from the press to serve as session participants; their presence would likely thwart the frank conversation that makes these sessions valuable. *(See press suggestions on the other side.)*

Community invitees should be asked to confirm their intention to attend for the full 1.5-day session. Someone who cannot commit to attend the full session should be replaced with someone who can. *(High-level community members might be given more leeway; attendance the first morning, however, is critical.)*

We can develop, on request, a flyer for purposes of contacting internal and external invitees.

¹There is a separate curriculum for mid-level managers who are above the rank of first-line supervisor and below what might be considered command staff. Their 8-hour session is a hybrid of the supervisor and command-level curricula.

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SCHEDULE AND FOOD

The first day runs from 9:00 to 4:30; the second day starts at 8:30 and ends at 1:30. Especially if the agency is inviting community stakeholders, it is desirable to provide morning/afternoon fare both days and lunch on the first day.

FACILITIES/AV

For the session, we need a room that will accommodate the 30 individuals seated at tables formed into a "U" shape. These sessions can be held at headquarters, a training center, another city/county building, hotel, etc. The FIP command-level trainers vary as to their preference for using their own computers or the agency computer; we will indicate which computer will be used on our logistics sheet, which will be shared with your agency's identified contact person. Regardless of whether the trainer's or agency's computer is used, we will need this computer placed on a small table at the opening of the "U" and linked to a projector that you provide. The trainer will need sound.



PRESS

We encourage agencies to inform the press that they are hosting this training and the press can be given a time/date to show up at the venue for interviews and photos. (This press drop-in should not be scheduled for the morning of the first day.) The trainer will stop the session when they arrive so that members of the press can interview the chief or sheriff, the trainer and willing community members. The press will be invited to stay for a few minutes once the session reconvenes for purposes of photos or videos. FIP has standard press releases at the ready for agencies to use, upon request.



TRAINING RESOURCES

Your trainees will receive high-quality binders with the session PowerPoints and other resources.



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