



# A WORKPLACE OF DIFFERENCE<sup>®</sup> LAW ENFORCEMENT TRAINING PROGRAM

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TRAINING PROPOSAL



# INTRODUCTION

## ANTI-DEFAMATION LEAGUE

The Anti-Defamation League (ADL) was founded in 1913 “to stop the defamation of the Jewish people. and to secure justice and fair treatment to all.” Now the nation’s premier civil rights/human relations agency fighting anti-Semitism and all forms of bigotry, ADL defends democratic ideals and protects civil rights for all.

A leader in the development of materials, programs, and services, ADL builds bridges of communication, understanding and respect among diverse groups, carrying out its mission through a network of 28 Regional and Satellite Offices in the United States and abroad.

## A WORLD OF DIFFERENCE® Institute

The Anti-Defamation League’s A WORLD OF DIFFERENCE® Institute is a market leader in the development and delivery of anti-bias and diversity training and resources. Human relations and education professionals design training modules and produce curricula that provide the necessary skills, knowledge and awareness to promote and sustain inclusive and respectful school, work and home environments. Customized to meet the changing needs of a wide range of audiences, programs are available to schools, universities, corporations, community based organizations and law enforcement agencies throughout the United States and abroad.

## ANTI-BIAS LAW ENFORCEMENT TRAINING PROGRAMS

ADL, through its Law Enforcement Initiative, has an extensive track record of working with the law enforcement community to combat the threat hate groups and extremists pose to America’s security and democratic values. A leading source of current information on extremists and hate groups, ADL provides training programs and seminars to assist law enforcement in developing and sustaining efforts to counter extremism and hate motivated behavior. ADL’s website at <http://www.adl.org/combating-hate/law-enforcement/> is intended to be a “one stop shop” web page with resources for law enforcement personnel which includes current and archival material on extremism and hate motivated behavior.

In addition to its counterterrorism and hate crime training programs, the League offers A WORKPLACE OF DIFFERENCE® Anti-Bias Training Program for Law Enforcement Agencies, anti-bias training for law enforcement professionals. This training program is designed to assist law enforcement employees, both sworn and civilian, in identifying the impact cultural diversity, stereotypes, assumptions, and bias have on employee-employee and police-community relations. Further, the program guides participants in developing effective interpersonal skills and strategies to enhance community-oriented policing efforts.

# LAW ENFORCEMENT TRAINING PROGRAM GOALS

Training Program Objectives:

- **To heighten awareness** of personal and cultural identity and how the complexities of identity influence individuals' perceptions, beliefs and behaviors.
- **To increase understanding** of the impact of bias and stereotyping on interpersonal relationships, community relations efforts and law enforcement experiences and practices.
- **To identify strategies** for addressing bias and fostering culturally perceptive and effective relationships with colleagues and community members.

These training program goals were developed to provide a framework for discussion and a framework for identifying and exploring practical strategies to address the influence culture, identity, communication and biased-based behavior have on workplace performance. This program fits well with the stated goals from Colorado House Bill 1287 that was signed into law on May 20, 2015. The program fulfills the state-mandated requirement for two hours of anti-bias training under in-service training requirements.

## PROGRAM DESIGN

ADL's Anti-Bias Training Program for Law Enforcement Agencies uses a combination of instructional methods in order to accommodate different learning styles. The program is based on adult learning principles and it is designed to promote the use of communication, problem-solving and decision-making skills. The anti-bias policing training is customized based on program length, number of participants, location, and specific needs of the agency or department. .

The A WORKPLACE OF DIFFERENCE® Anti-Bias Training Program for Law Enforcement Agencies is presented by a training team comprised of individuals (independent contractor trainers and ADL staff) who either were/are law enforcement professionals or have experience working within this community. Many of the ADL staff and independent contractor trainers hold advanced degrees in related fields.

### *Options:*

- **Two Hour - Colorado Legislated Session**
- **Four Hour - Half Day Session**

Both the two-hour and four-hour sessions will include focus on understanding common language related to anti-bias policing, understanding implicit bias and cover the topic areas below. The half-day session will also include case study based learning.

1. What is bias policing?
2. Public perception statistics & degrees of biased policing
3. Establishing common definitions of related concepts
4. Exploring personal identity and the impact of perception
5. Examining the effects of bias and implicit bias
6. Strategies to address bias and to counter implicit bias

***Fees:***

	<b>Metro Denver</b> (up to 75 mi)		<b>Over 75 miles*</b> Additional costs if airfare and hotel are required	
<b>Type</b>	<b>Two Hour</b>	<b>Half Day</b>	<b>Two Hour</b>	<b>Half Day</b>
<b>Under 50 participants</b>	<b>\$750</b>	<b>\$1250</b>	<b>\$950</b>	<b>\$1450</b>
<b>50+</b>	<b>\$950</b>	<b>\$1500</b>	<b>\$1150</b>	<b>\$1700</b>

## Contact Information

We invite you to contact us to bring the ADL’s Anti-Bias Training Program for Law Enforcement Agencies to your organization. For additional information please contact:

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