



INNOVATIVE GRANT PROGRAM SECOND ROUND PROJECT SUMMARIES



Commission on Peace Officer Standards and Training

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PROJECT SUMMARIES

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PROJECT SUMMARY

1. Award #:

3. PERFORMANCE PERIOD

2. PROJECT TITLE Tactical Communication: Navigating Cultural Difference

01/01/2020 to 06/30/2021

4. RECIPIENT

Name: National Conflict Resolution Center Phone: (619) 238-2400
Address: 530 B Street, 17th Floor Fax #: (619) 238-8041
City: San Diego Zip: 92101

5. GRANT AMOUNT

(this is the same amount as 12G of the Grant Award Face Sheet)

\$ 163,748.93

6. IMPLEMENTING AGENCY

Name: National Conflict Resolution Center Phone: (619) 238-2400 Fax #: (619) 238-8041
Address: 530 B Street, 17th Floor City: San Diego Zip: 92101

7. PROGRAM DESCRIPTION

The "Tactical Communication: Navigating Cultural Differences" workshop is an ideal companion to POST's "Cultural Diversity/Discrimination" training (LD #42), which defines cultural diversity and other relevant terms and provides basic strategies for effective communication within a diverse community. NCRC will equip officers to level-up this knowledge, giving them a greater understanding of their own perspectives and identities and how both may inform their cross-cultural interactions. Further, the training will impart tactical communication and conflict resolution skills that transcend cultures. In this way, it differs from traditional workshops where law enforcement officers hear from individuals speaking about the customs and perspectives of their own cultures. This new toolset, combining increased self-awareness and practical skills, may positively influence the incidence of officer-involved shootings.

8. PROBLEM STATEMENT

In an article titled "Cultural Awareness and Communication Training: What Works and What Doesn't" (Police Chief, November 2001) the authors note the criticality of a law enforcement officer's ability to communicate with an individual whose culture is different from their own.

Considering the matter from a local perspective, the need for cultural diversity and awareness training is profound. San Diego County is a collection of diverse neighborhoods. A January 2018 report in InewsSource analyzes the diversity of ZIP codes with at least 10,000 residents, using an index that indicates the odds of two random residents having different racial and ethnic backgrounds. Overall, the county's index is 66 percent.

When community members perceive that they are understood, respected and supported, they are more likely to view law enforcement officers as allies, rather than adversaries, improving safety for all.

9. OBJECTIVES

The curriculum will be designed with one goal in mind: to reduce the incidence of officer-involved shootings. Upon completion, participants will have developed a greater understanding of their own personal and cultural identities – and how those identities may inform their interactions with members of different cultural groups. They will acquire new and reliable tactical communication skills to ensure that their cross-cultural contacts are successful. Both facets of the training will contribute to enhanced community safety.

10. ACTIVITIES

As budgeted, " Tactical Communication: Navigating Cultural Differences " will be delivered to a total of 1,248 law enforcement officers over two years, with 52 cohorts. Each cohort will include 24 officers, led by two NCRC trainers. Over many years of delivering this type of interactive training, NCRC has learned that a 12:1 ratio is cost-effective, while preserving the integrity of the learning experience.

11. EVALUATION (if applicable)

NCRC will utilize pre- and post-surveys to evaluate the effectiveness of the training. The surveys will measure shifts in an officer ' s confidence in communicating and dealing with interpersonal conflicts cross-culturally, using a 1 (no confidence) to 10 (complete confidence) rating scale. They will be queried on key learnings from the workshop.

12. NUMBER OF STUDENTS

(if applicable)

1248

13. PROJECT BUDGET

(these are the same amounts as on Budget Pages)

	Personal Services	Operating Expenses	Equipment	Course Certification
	\$33,166.12	\$6,629.81		\$40,192.79
	\$23,727.87	\$5,223.99		\$54,808.35
Totals:	\$56,893.99	\$11,853.80		\$95,001.14

PROJECT SUMMARY

1. Award #: _____

2. PROJECT TITLE Police/Community Partnership for Homelessness

3. PERFORMANCE PERIOD

1/1/20 to 3/30/21

4. RECIPIENT

Name: Foothill House of Hospitality Phone: (530) 615-0807

Address: 1262 Sutton Way

Fax #: _____

City: Grass Valley

Zip: 95945

5. GRANT AMOUNT

(this is the same amount as 12G of the Grant Award Face Sheet)

\$ 48,266.00

6. IMPLEMENTING AGENCY

Name: Foothill House of Hospitality

Phone: (530) 615-0807

Fax #: _____

Address: 1262 Sutton Way

City: Grass Valley

Zip: 95945

7. PROGRAM DESCRIPTION

Foothill House of Hospitality (HH), in collaboration with the Grass Valley Police Department the Nevada City Police Department, and the Nevada County Sheriff's Office and a team of subject specialists, proposes to design and implement a Use of Force and De-escalation training for use in responding to homeless related calls. The training will prepare officers to be a member of a "street team" that includes a social service professional and a law enforcement officer to address this challenge and provide new tools for law enforcement to address homeless calls and be able to de-escalate potentially violent situations. This would reduce the need for use of force and the possibility of an officer involved shooting.

8. PROBLEM STATEMENT

Homelessness is both a social and a law enforcement problem. Without the cooperation and coordinated efforts of those tasked with social and law enforcement work, solutions will be uncoordinated and piecemeal, and therefore ineffective. The need that the training will address is the complex set of challenges faced by law enforcement in responding to community calls and complaints that involve homeless individuals throughout Nevada and surrounding rural counties. Many of these people have mental illness and/or substance abuse issues and are living in a wide variety of areas, including forest camps. Due to these factors, their behavior can be disruptive, and unpredictable. In many cases, if the behavior occurs at an illegal camp, or a private business, there is a requirement to move them from the location. In these situations, there is always the potential for the situation escalating and the need for a use of force.

9. OBJECTIVES

Design and write curriculum for a Community Policing Program that provides tools and methodologies for collaboration between officers and homeless services providers in responding to community complaints regarding the homeless
 Submit curriculum and receive POST approval
 Plan three trainings to include 60 sworn officers employed by Law Enforcement agencies employed by surrounding rural counties
 Present curriculum to 60 officers, resulting in 60 officers trained to participate in Homeless Outreach Teams
 Reduce complaints regarding homelessness, including fire danger from illegal camps
 Reduce the possibility of officer involved shootings in clearing illegal camps

10. ACTIVITIES

Activities will include curriculum development, planning of trainings, recruitment of officers and delivery of training.

11. EVALUATION (if applicable)

To evaluate training effectiveness, we intend to measure service calls, partnered interactions with homeless, and reduction in use of force situations using a new method of approach. Further, the evaluation plan will measure the achievement of the learning objectives detailed in the curriculum to measure whether the learner has achieved a sufficient change in their knowledge, skill, and attitude toward the overall subject matter.

12. NUMBER OF STUDENTS

(if applicable)

60

13. PROJECT BUDGET

(these are the same amounts as on Budget Pages)

**Personal
Services**

**Operating
Expenses**

Equipment

**Course
Certification**

Totals:

7,474

13,546

0

27,246

PROJECT SUMMARY

1. Award #:

3. PERFORMANCE PERIOD

2. PROJECT TITLE NAMI COPE

01/01/20 to 3/31/21

4. RECIPIENT

Name: NAMI California Phone: (916) 567-0163

Address: 1851 Heritage Way, #150 Fax #:

City: Sacramento Zip: 95815

5. GRANT AMOUNT

(this is the same amount as 12G of the Grant Award Face Sheet)

\$ 200,000.00

6. IMPLEMENTING AGENCY

Name: NAMI California Phone: (916) 567-0163 Fax #:

Address: 1851 Heritage Way, #150 City: Sacramento Zip: 95815

7. PROGRAM DESCRIPTION

NAMI California seeks funding to develop a culturally competent peer support group model for police modeled on an existing best practice, NAMI Connection. The NAMI COPE [Connecting Officers through Peer Education] Program will benefit from stakeholder input in the form of an Advisory Committee that will meet throughout the grant period. Once POST-certified, NAMI California's trainers will be trained themselves and then train three distinct groups: (1) representatives of police departments across the State, (2) officers who work in the University of California, Davis (UCD) Police Department, and (3) officers who work for the Bay Area Rapid Transit (BART) Police Department. The UCD and BART PDs will then pilot support groups. All trainees will be provided with COPE Toolkits, which will have a variety of tools and resources to support the establishment of more broad-based departmental wellness programs.

8. PROBLEM STATEMENT

Police officers experience heavy on-the-job stress in addition to everyday personal challenges. Some evidence supports the notion that strengthening resilience in the context of a wellness program may decrease the chances of some officer-involved shootings. Peer support has been shown to be acceptable to officers and may increase the likelihood of help-seeking behavior. Federal agencies and officer associations promote the expansion of peer services.

9. OBJECTIVES

1. Police officers in California gain access to NAMI COPE, a peer-led, culturally competent support groups that enhance their mental health and keep themselves and community members safe from harm.

2. With training as peer support group facilitators, 75 police officers learn about mental health, group support, and are prepared to assist fellow officers.

3. The University of California, Davis, Police Department, and Bay Area Rapid Transit Police Department pilot support groups, thereby extending additional staff wellness benefit.

4. Police departments learn best practices for wellness programs through COPE Toolkit.

10. ACTIVITIES

Activities include Advisory Group meetings, meetings with police department representatives, curriculum and toolkit writing and revision, training of trainers, training sessions with police officers, program data-gathering and analysis, and report preparation and submission.

11. EVALUATION (if applicable)

Pre- and post-training surveys; satisfaction surveys; outside evaluation of program and outcome measures.

12. NUMBER OF STUDENTS
(if applicable)

100

13. PROJECT BUDGET

(these are the same amounts as on Budget Pages)

	Personal Services	Operating Expenses	Equipment	Course Certification
	42,158.37	36,173.93	0	31,371.87
	57,621.90	32,673.93	0	0
Totals:	99,780.27	68,847.86	0	31,371.87

RESET

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PROJECT SUMMARY

1. Award #:		3. PERFORMANCE PERIOD	
2. PROJECT TITLE California PAL Innovations In Policing Program		January 1, 2020 to March 31, 2021	
4. RECIPIENT		5. GRANT AMOUNT	
Name:	Jennifer Lopez	Phone:	(510) 544-4310
Address:	8250 Calvine Road #C326	Fax #:	
City:	Sacramento	Zip:	95828
		(this is the same amount as 12G of the Grant Award Face Sheet)	
		\$ 186,873.00	
6. IMPLEMENTING AGENCY			
Name:	California Police Activities League	Phone:	(510) 544-4310
Address:	8250 Calvine Road #C326	Fax #:	
		City:	Sacramento
		Zip:	95828
7. PROGRAM DESCRIPTION			
<p>California PAL is collaborating with Stratford PD and Social Centric Institute to develop and implement a comprehensive Use of Force and De-Escalation training program that explores the relationship between implicit bias, and lack of cultural/diversity awareness and police involved shootings and escalation of force. Utilizing Stratford PD's "PEP" program CALPAL will train officers and youth in de-escalation techniques that will minimize and potentially eradicate police related violence by employing the application of the Calm, Cool & Comply™ a simple yet effective tool for both civilians and officers serving as a pre-emptive means to avoid escalation. Social Centric Institute will create and implement supporting curriculum for this training to build bonds between law enforcement officers and minority youth by reducing the confines of cultural and social bias and the role it plays in creating division and escalation.</p>			
8. PROBLEM STATEMENT			
<p>The need for Use of Force and De-escalation programs stems from the unfortunate reality that California possesses the highest rate of police shootings in the United States. CALPAL serves primarily minority youth populations consisting of 70% Hispanics, 30% African Americans, which are historically marginalized communities that have experienced a disproportionate history of police force. CALPAL will focus on the need to decrease police shootings with proactive measures that combat scenarios and societal situations that lead to an escalation of force.</p>			
9. OBJECTIVES			
<p>The main objective for the use of grant funds is to positively affect areas of high concentrations of police shootings by providing statewide training programs that reduce and de-escalate the use of force, decrease the negative effects of implicit bias and create stronger and safer communities built on a foundation of trust between law enforcement and youth. 67% of requested funds will be used for direct service deployment in the form of certification trainings and train the trainer style curriculum development and deployment, to ensure continued trainings and best practices can be adopted and implemented in communities throughout the state long after the grant performance period has ended.</p>			

10. ACTIVITIES

(7) De-escalation of Force Training workshops, held in 6 California PAL Member Chapter regions, throughout the state of California with an approximate attendance of 250 law enforcement officers and 300 California Police Activities League youth.

(1) Train the Trainer style De-escalation of Force Training workshop to be held in central California, with all 6 California PAL statewide regions invited to attend.

11. EVALUATION (if applicable)

Evaluation of the effectiveness and measurable outcomes of the training workshops will be based on the 4 Level Kirkpatrick Evaluation Model which assesses 4 key learning indicators: 1. Reaction; 2. Learning/Skills Acquisition; 3. Behavior; 4. Results. A variety of evaluation sources including, but not limited to pre, during and post surveys and narrative and verbal Q & A will be employed.

12. NUMBER OF STUDENTS

(if applicable)

250

13. PROJECT BUDGET

(these are the same amounts as on Budget Pages)

	Personal Services	Operating Expenses	Equipment	Course Certification
	\$44,798.40	\$18,960.00	\$1,000.00	\$92,715.00
	\$11,199.60	\$540.00	\$0	\$17,660.00
Totals:	\$55,998.00	\$19,500.00	\$1,000.00	\$110,375.00

PROJECT SUMMARY

1. Award #: _____		3. PERFORMANCE PERIOD	
2. PROJECT TITLE Fatigue Mgmt, Arousal Control, Tactical Recovery		01/01/2020 to 3/31/2021	
4. RECIPIENT		5. GRANT AMOUNT	
Name:	Southern California University	Phone:	(562) 902-3386
Address:	16200 Amber Valley Drive	Fax #:	(562) 902-3398
City:	Whittier	Zip:	90604
6. IMPLEMENTING AGENCY			
Name:	Southern California University	Phone:	(562) 902-3386
Address:	16200 Amber Valley Drive	Fax #:	(562) 902-3398
		City:	Whittier
		Zip:	90604
7. PROGRAM DESCRIPTION			
<p>Our chosen program topic area is Wellness Programs for Law Enforcement Officers. Wellness is the state of being in good health, as well as the act of practicing healthy habits on a daily basis to attain better physical, mental, and social health outcomes. Within the wellness area, our program will specifically address fatigue management, arousal control, and tactical recovery. Law enforcement officers supplied with tools to better manage fatigue and arousal control, and improve sleep and tactical recovery have enhanced performance and overall health which could have the effect of decreasing officer-involved shootings and impact implicit bias. Our training contains content from the evidence-based training program conducted by our fatigue-management subject matter expert, Dr. Lois James, Ph.D., for the Royal Canadian Mounted Police (RCMP).</p>			
8. PROBLEM STATEMENT			
<p>It is well-documented that fatigue is responsible for decreased performance across a myriad of tasks. Studies investigating fatigue effects on police officers have demonstrated degraded simulated driving and psychomotor vigilance, impaired simulated deadly force decision making performance, higher subjective sleepiness, and increased anxiety and nervous system activation. When performing under fatigued conditions, police officers have shown a response bias toward shooting, increased speed of shooting, increased shots fired, and lower shot accuracy as well as less tendency to de-escalate situations. Although fatigue and circadian rhythm disruption are known to affect performance, 24-hour policing operations are imperative making shiftwork unavoidable; therefore, strategies to maximize performance, alertness, and safety, and increase arousal control in spite of shiftwork and on- and off-the-job stressors must be utilized.</p>			
9. OBJECTIVES			
<p>Our overarching project objective is to reduce the number of officer-involved shootings in the state of California by developing and delivering a POST-certified training in the area of Wellness Programs for Law Enforcement Officers that specifically addresses fatigue management, arousal control, and tactical recovery. Improvements in these areas have been shown to enhance performance and overall health, and we will measure program success via three validated inventories, lifestyle and physical activity questions, course evaluations, and, in some participants, biometric data. We will utilize outcome measures collected for each program cohort for continuous course improvement. We will offer at least 8 face-to-face courses with 25 participants each as well as develop and deliver an application-based (online) version of the course which can be utilized in conjunction or in place of the face-to-face version.</p>			

10. ACTIVITIES

1. Face-to-face course development
2. Online course development and content creation
3. POST-certification
4. Course delivery - minimum 8 offerings of 25 participants each
5. Online course launch
6. Course assessment
7. Outcome data analysis
8. Continuous improvement
9. Comparison of delivery methods

11. EVALUATION (if applicable)

The Pittsburgh Sleep Quality Index (PSQI); World Health Organization Quality of Life instrument (WHIQL); the six-item psychological distress symptom checklist 90 (SCL-90-R) in conjunction with lifestyle and physical activity questions will be administered pre- and post-training to provide a comprehensive snapshot of physical and psychological health and wellbeing, overall quality of life, and sleep health. Course evaluations will be administered.

12. NUMBER OF STUDENTS

(if applicable)

200

13. PROJECT BUDGET

(these are the same amounts as on Budget Pages)

Personal Services**Operating Expenses****Equipment****Course Certification**

\$87,922.54

\$88,757.46

\$0

\$23,320.00

Totals:

\$87,922.54

\$88,757.46

\$0

\$23,320.00