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To the Commission on Law Enforcement Accountability, Community and Transparency:

As a supplement to my testimony of July 9, 2020, I submit the following in response to the requests for additional information from Commission members.

1. Is there data demonstrating changes in officer behavior and/or police culture within law enforcement agencies after officers receive training on de-escalation practices, unconscious bias, toxic stress, or the other training topics that were discussed? Also, have specific training providers been evaluated to determine their level of effectiveness versus other providers?

The shortest and most up-to-date answer is that research on this topic is underway.¹ Academics studying the impact of police training emphasize that law enforcement agencies should be collecting their own data to contribute to the knowledge bank. Dr. Robin Engel, Director of the International Association of Chiefs of Police's University of Cincinnati Center for Police Research and Policy, is the primary author of a study conducted in January, 2020, finding that "Our review demonstrates that much of the evidence base surrounding the most popular reform initiatives to reduce officer shootings is limited in scope or nonexistent. Therefore, to advance EBP [evidence-based practice] principles for reform, agencies must monitor the application and impact of training, policies, and procedures designed to reduce police use of force. That is, law enforcement must take responsibility in collecting data to generate evidence on the delivery and effects of their practices... moving beyond being consumers of research and instead engaging in the production of knowledge."²

There have been some limited studies on training effectiveness. American Public Media published an article in 2017 about police de-escalation training:

"The Dallas Police Department, for example, saw an 18 percent drop in use of force the year after it instituted de-escalation training. In addition, since 2010, excessive force

¹ "There's little evidence showing which police reforms work," Gupta, *Science News*, July 9, 2020. https://www.sciencenews.org/article/police-reform-why-little-evidence-data-bodies-implicit-bias?fbclid=IwAR1_zRtdHU75piOpHInXsIbTJFLWg6EiJooFWwjWUoqkpsldiuPZhRDaX4

² "Moving Beyond 'Best Practice': Experiences in Police Reform and a Call for Evidence to Reduce Officer-Involved Shootings," Engel, McManus and Isaza, *The Annals of the American Academy of Political and Social Science*, January 2020. <https://journals.sagepub.com/doi/pdf/10.1177/0002716219889328>

complaints there have dropped by 83 percent. Las Vegas, also, has reported a reduction in use of force and officer-involved shootings, which fell by more than half between 2012 and 2016, to just 10.”

“Among more than 280 law enforcement agencies, new recruits received an average of 58 hours of firearms training and just eight hours of de-escalation training, according to the results of a 2015 survey by [the Police Executive Research Forum]... When it came to veteran officers, who usually must fulfill a yearly in-service training requirement, only 65 percent of the agencies taught de-escalation techniques. But those that did spent only 5 percent of their time on the topic, compared to 18 percent on firearms.”

“The lack of studies presenting a concrete case for de-escalation training is yet another reason for inaction on the part of police departments and sheriff's offices. Because fatal police shootings are rare — only about one out of every 10,000 arrests turns deadly — it's hard to measure whether an officer is less likely to shoot someone after the training.”³

Currently, local outcome measurements are anecdotal, based on the evaluations received from officers who attend in-service training related to de-escalation and predicting violence before it happens.

“After 22 years on the job I found myself running back through arrests and situations that I had picked out pre-incident indicators and some that I didn't where I had to take immediate action. I feel that I will be more prepared in the future.”

“Opened my eyes to a lot of things I was missing roadside.”

“[F]or me it was a great refresher for a veteran officer to fight complacency.”

This feedback underscores the need for repetition of specific topics annually, to reinforce and expand on ideal training principles. While more extensive academic studies are happening at the national level, New Hampshire should be working with research partners to develop its own data collection systems and outcome measurements. In the event that New Hampshire seeks grant funding in the future to expand its police training capabilities, the State will need to demonstrate that these data are being collected.

In response to the second half of this question, there are no published studies comparing individual training providers in terms of their effectiveness.

2. What are some possible funding sources to cover the cost of increased police training?

Increasing the annual mandate for in-service training from eight hours to 32 hours should be a goal that is part of a long-term plan. It is most important that we begin this process now, even with a phased

³ “Not Trained to Kill,” Gilbert, *APM Reports*, May 5, 2017. <https://www.apmreports.org/story/2017/05/05/police-de-escalation-training>

approach. Ultimately, in the interest of public safety, it's inevitable that some portion of the cost will be borne by the General Fund. To help offset the remainder of the price tag, there are a number of other possible approaches to subsidize the increase in police training.

Examples:

In York County, Maine, multiple police departments pool their funds to enable them to host large training events by outside vendors, which they would not otherwise be able to afford on their own.

In Massachusetts, a \$2.00 fee has been added to the cost of each rental car, earmarked for police training. This has directed \$10 million to the Massachusetts Municipal Police Training Council. In New Hampshire, there are innovative ways of modifying this model. For example, adding \$2.00 to each motor vehicle registration fee (according to 2016 New Hampshire vehicle registration data) would raise over \$1 million per year for police training. This would allow the State to double its current in-service training hours right now. Other alternatives could include a nominal fee increase on hunting and fishing licenses, OHRV registrations, and/or rental car fees.

New Hampshire receives an average of just over \$1 million every year from the Bureau of Justice Assistance's Edward Byrne Memorial Justice Assistance Grant (JAG) Program. This does not include separate Byrne/JAG grants received by local jurisdictions. The distribution of this grant money should be examined. Some areas that are encompassed by the Byrne/JAG funding may be duplicated by other funding received by the State, and could be reallocated to in-service training.

The U.S. Attorney's Office oversees "Project Safe Neighborhoods" grant funding and has the ability to request law enforcement training from outside vendors.

COPS (Community Oriented Policing Services) Community Policing Development grant programs fund projects that increase the skills and abilities of law enforcement and community partners.

The National Criminal Justice Reference Service offers a database of training courses, many at no cost or low cost.

Thank you for the opportunity to provide additional information. Please feel free to contact me if you have any questions.

Very truly yours,

COMMUNITY STRATEGIES UNLIMITED, LLC

/s/ Martha Wyatt

President