



INTEROFFICE MEMORANDUM

Date: November 3, 2021

To: Lisa Shelley, Interim Village Manager

From: LaDon Reynolds, Chief of Police <via email>

Re: A.B.L.E. Training for Police Officers

As part of the 2022 budget, the police department has requested funding for travel expenses associated with the free A.B.L.E. Training. ABLE is an acronym for Active Bystandership for Law Enforcement and it was created by Georgetown University Law Department and Sheppard Mullin Law Firm to train law enforcement how to effectively intervene to prevent harm and to create a law enforcement culture that supports peer intervention.

ABLE offers a twenty-hour train the trainer course which spans over four days and is an eight-hour training. Both trainings are free to police departments that commit to the 10 ABLE Standards and complete the first standard by submitting four letters of support: one from the agency head, one from the locality head, and two from community groups vouching for the agency's commitment to ABLE. The 10 Standards are Community Support, Meaningful Training, Dedicated Coordination, Program Awareness, Accountability, Officer Wellness, Reporting, Measuring Officer Perceptions, Follow-Through and Paying It Forward.

ABLE Training's goals are to (1) Prevent misconduct; (2) Avoid police mistakes; and (3) Promote Officer's health & wellness through both education and training. Some trainings emphasize the legal duty to intervene, ABLE offers the how & why. Through skill-based training, drawn from decades of social science research and it uses adult-based learning methods to deliver learning effectively. Evidence-based practice to give officers the tools and skills to perform an intervention. Teaches the science behind the skills, so that officers can better understand the "why." In addition, officers are trained in how to give an intervention, how to receive an intervention, and how to follow up on the intervention to prevent future harm.

ABLE directly reduces biased policing and its consequences, including race, ethnic, gender and socio-economic bias. When officers act on their ABLE training to intervene and prevent misconduct, the consequences of disproportionate policing harm thus are reduced. Direct anti-bias and cultural competence strategies are only effective if they do more than raise awareness—they must change conduct. ABLE does not replace anti-bias programs, but that it is a necessary component of such programs.

This training and the department's commitment to create a culture that encourages and support officer's intervention would expand community partnership, accountability and prevent misconduct, public harm, while promoting officer's health and wellness. Essentially, offering assistance with one of the Board's goals of Public Safety.

If you have any questions or concerns, please let me know. Thank you.