

# LOS ANGELES POLICE COMMISSION

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LOS ANGELES, CA 90012-4112

(213) 236-1400 PHONE  
(213) 236-1410 FAX  
(213) 236-1440 TDD

July 26, 2022

BPC 22-148

The Honorable Public Safety Committee  
City of Los Angeles  
c/o City Clerk's Office  
City Hall, Room 395  
Los Angeles, CA 90012

RE: RESPONSE TO PUBLIC SAFETY COMMITTEE'S (CITY COUNCIL FILE NO. 22-0763)  
RELATIVE TO PEER INTERVENTION TRAINING PROGRAMS, POLICY AND PLANS

At the regular meeting of the Board of Police Commissioners held Tuesday, July 26, 2022, the Board APPROVED the Department's report relative to the above matter.

This matter is being forwarded to you for informational purposes.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in blue ink that reads "Maria Silva".

MARIA SILVA  
Commission Executive Assistant

Attachment

c: Chief of Police

**INTRADEPARTMENTAL CORRESPONDENCE**

**RECEIVED**

JUL 20 2022

**POLICE COMMISSION**

*Mumford*  
7/20/22

July 7, 2022  
1.1

**TO:** The Honorable Board of Police Commissioners

**FROM:** Chief of Police

**SUBJECT:** LOS ANGELES POLICE DEPARTMENT'S RESPONSE TO LOS ANGELES CITY COUNCIL PUBLIC SAFETY COMMITTEE (CITY COUNCIL FILE NO. 20-0763)

**RECOMMENDED ACTION**

1. That the Board of Police Commissioners (BOPC) REVIEW and APPROVE the Los Angeles Police Department's (LAPD) response to the Public Safety Committee.
2. That the BOPC TRANSMIT to the Public Safety Committee the attached response.

**DISCUSSION**

On March 17, 2021, the Public Safety Committee directed the LAPD to report with the following:

- a) Identify peer intervention training programs to include a plan for fully adopting peer intervention training and incorporating peer intervention principles throughout the LAPD; and,
- b) The LAPD's current peer intervention policy and plans to fully integrate peer intervention training and policies into the Department's early warning system, otherwise known as TEAMS II, as well as other risk management functions of the LAPD, to better identify, track and report an officer's misconduct.

This report addresses the Public Safety Committee matter.

If you have any questions, please contact the Office of Support Services at (213) 486-8410.

Respectfully,



MICHEL R. MOORE  
Chief of Police

**BOARD OF  
POLICE COMMISSIONERS**  
Approved *July 20, 2022*  
Secretary *Maria Alva*

Attachment

**A) Identify National Best Practices for Peer Intervention and Active Bystandership**

Since the George Floyd incident in 2020, the discussion of Active Bystandership for Law Enforcement (ABLE) has grown as a standard for training intervention with police departments across the country. Police Training and Education (PTE) has been actively pursuing ways in which the Department could adopt the framework for intervention as laid out by the program from Georgetown University Law Center. It was created specifically for law enforcement to build skills, engage, and reinforce actions related to active bystandership and intervention. This course of study would cultivate a skill set that would apply not only to use of force situations where there is a required duty to intervene but in additional situations that potentially can cause harm for officers or the community and would benefit from peer intervention.

According to the research, the benefits of meaningful active bystandership training are significant, and include:

- Reduced unnecessary harm to civilians;
- Improved police/community relations;
- Reduced unnecessary harm to officers;
- Improved officer health and wellness;
- Reduced risk of officers losing their jobs;
- Improved officer job satisfaction;
- Reduced risk of lawsuits against the Department, the City, and individual officers; and,
- Improved community member satisfaction with their law enforcement agency.

To ensure ABLE-based programs are implemented effectively and meaningfully, a law enforcement agency seeking to send instructors to participate in an ABLE Train-The-Trainer event, receive other ABLE training or technical assistance, and/or use the registered ABLE trademarks, must commit to the Ten ABLE Standards. The Department is already compliant with several of the ABLE Standards but would need compliance and engagement with all ten standards in a shared contract with Georgetown University Law Center before moving forward with the implementation of the training to be considered an ABLE agency. The Ten ABLE Standards include the following:

- 1) Community Support;
- 2) Meaningful Training;
- 3) Dedicated Coordination;
- 4) Program Awareness – Marketing and Department-wide Communications;
- 5) Accountability – Strong Anti-Retaliation Policy, Disciplinary Process for Failure & Recognition of Successful Interventions;
- 6) Officer Wellness – Access to Professional Services for Mental Health & Wellness;
- 7) Reporting Policy Required;
- 8) Measuring Officer Perceptions – PRE/POST-implementation surveys – collected anonymously;
- 9) Follow Through – Implemented Department-wide with Command Level Support; and,
- 10) Paying It Forward – Agreement to work with other agencies involved in the program.

## PEER INTERVENTION – COUNCIL MOTION RESPONSE

In July 2021, the Department sent the Police Training and Education Director, Dr. Pannell, to be a participant in the newly formed Global Consortium of Law Enforcement Training Executives, where national and international best practices and standards in training will be regularly shared and explored. Active Bystandership for Law Enforcement was a key presentation at the consortium as it has been implemented by most large cities: New York, Dallas, Philadelphia, Baltimore, and the State of Washington. Both Chicago and San Francisco are just starting to implement their training plans this year. Numerous training directors responded on how this curriculum was well received by both officers and Command Staff while also being supported by community members. Given the academic support of Georgetown University Law Center, the additional benefit of connecting with the ABLE Project is the ability to connect with national research and evaluation methods and the opportunity to connect with support for the ongoing training needs.

“Years of academic research and on-the-ground experience have shown us that effective active bystandership can be taught. The Georgetown Innovative Policing Program (within the Georgetown University Law Center), partnering with global law firm Sheppard Mullin, has created the Active Bystandership for Law Enforcement (ABLE) Project to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. Now more than ever, communities across the country, and the law enforcement agencies that serve those communities are recognizing that first responders must do a better job intervening when necessary to prevent their colleagues from causing harm or making costly mistakes.”

The International Association of Chiefs of Police (IACP) also supports “Peer Bystander Intervention” and references the model that started with scientific backing in New Orleans (EPIC – Ethical Policing is Courageous). The EPIC model was reworked with Georgetown University Law Center and is now rebranded as ABLE.

To adopt a program of this magnitude for both sworn and civilian employees, funding and deployment issues needed to be addressed. The most effective method would be to utilize a strong Train-the-Trainer program with a Training Cadre that could train on overtime. By utilizing the training cadre on overtime, the Department can ensure that it would not further subtract from an already diminished workforce. Consideration will be given to balancing the implementation of this training with the significant training requirements from the After-Action Reports of 2020. In addition to the primary training received by officers, a two-hour training update will be required to meet program guidelines in the future. This ongoing requirement can most likely be met by incorporating ABLE blocks of instruction into existing training.

In a review of other agencies who have adopted this program, it is immediately evident that ABLE training has become the primary model and best practice for law enforcement. Typical examples of other training programs titled “Duty to Intervene” utilize a 4-hour online format for course delivery such as those advertised by JYB Employment Solutions or Blue to Gold Training. Milo Solutions has a more interactive solution and incorporates intervention into scenarios and articulates the policy related to Use of Force and Duty to Intervene. Milo Solutions presents less of a complete training package and more of a method for reinforcing the training through scenarios. In general, these peer intervention courses are primarily focused on tactics and excessive use of force. As such, they do not include civilian staff in their training plan or create connections for workplace concerns like diversity, equity, and inclusion or employee wellness topics such as suicide prevention. These programs are

discrete training modules and do not have required policy standards related to agency participation or the need to integrate content into existing Department training. As such, their overall impact on the Department's culture and mindset are not as likely to be as comprehensive as the content from the ABLE Project. Finally, these trainings are offered by individual companies, and thereby, there is no contribution to coordinated research or measures of effectiveness that would aid in the national understanding of active bystandership in the profession of law enforcement.

### IMPLEMENTATION PLAN

- 1) Funding and Contract - Funding for the ABLE training has been allocated by the Los Angeles Police Foundation and the Mayor of Los Angeles approved the funding on June 3, 2022. To begin the training, LAPD and Georgetown University Law Center requires a contract as mentioned above. The draft contract was submitted to TRB by PTE on May 18, 2022 and has since been forwarded to the City Attorney's Office (CA) for review. The CA has indicated that they are completing a few revisions in partnership with Georgetown University Law Center and anticipate that the contract will be ready for the approval of the Chief of Police by the end of July.
- 2) Command Staff Training - While the plan for instructor development is underway, certified instructors from the National ABLE Training Cadre will begin the training implementation with all Department Command Staff (approximately 130 people) as the first to receive the specialized ABLE curriculum. They will be trained in 5 classes of approximately 25 participants for the full 8- hour training session. It is estimated that training for Command Staff will start in September 2022 depending on ABLE instructor availability. By training Department Command Staff first, the Department will be able to cultivate cultural and institutional "buy-in" throughout all ranks. Understanding the course content and goals will be critical for Command Staff to provide consistent messaging and support throughout their Divisions and across the Department.
- 3) Instructor Selection and Development - Once the contract is approved and signed, The ABLE Project will coordinate National Cadre members to assist in the LAPD implementation plan. ABLE training requires a minimum of 2 certified instructors to present to a class of no more than 25 students.

The selection process for identifying credible trainers for this unique program will start by publishing the opportunity and having 3 informational sessions to inform potential instructors about this training opportunity. One is being scheduled for Deaton Hall, and two others will occur over Zoom to allow maximum exposure and participation for sworn and civilian members of the Department. It is mandatory that a candidate attend one of the informational seminars to be allowed to continue in the instructor selection process. Dates are being identified in mid-August to allow time for posting the request and scheduling attendance. Training Coordinators from across the Department have been informed that this opportunity will be coming and have been encouraged to reach out to encourage wide participation in the process. The instructor selection process will also require an applicant to submit an Employees Report, Form 15.2, to identify motivation, background and commitment to the full program implementation. Training Bureau will identify a diverse panel for the package review.

The instructors who are selected for the training will be required to attend a 24-hour course taught by selected members of the National ABLE Training Cadre. Only certified instructors who successfully complete this course will become certified subject matter experts (SMEs) to teach the curriculum. In coordination with ABLE, it is estimated that this Train-the-Trainer would start in October 2022. The instructors will be taught in 4 groups of 25 (100 instructors total) taught over 4 sessions. Once the ABLE Training Cadre is selected and trained, they will be divided into five teams of 20 instructors who would then be responsible for training rank and file (approximately 2,400 employees per group).

- 4) Department-wide Implementation - The goal is to provide the 8-hour ABLE curriculum to all Department members (sworn and civilian) starting with Command Staff in the Fall of 2022 and concluding in the Fall of 2023.

**B) Report on the LAPD peer intervention policy and the potential to integrate policies into the Department's early warning system, TEAMS II.**

The "Duty to Intervene" and "Duty to Report" was written into the Department's Use of Force (UOF) Policy in the Fall of 2020, to be compliant with the State mandate for Senate Bill 230. After the policy change, PTE identified all courses that covered the Use of Force Policy and updated their course content to incorporate the new requirements into the curriculum. Training regarding Duty to Intervene was already a part of LAPD training, but with the integration into the UOF Policy, it is now reinforced more frequently in training, promotional exams, and through the examination of every UOF incident.

The Department's Use of Force Policy is used to evaluate every use of force and to identify if the officer's conduct was in alignment with the Use of Force Policy. The outcome of their use of force is documented and tracked within each officer's TEAMS II report along with any complaints or resulting misconduct. This tracking follows an officer through their entire career.

Once the program for active bystandership and intervention is implemented, further consideration of utilizing the TEAMS II system can be considered.



*A note from...*

**Luann Pannell, Ph.D., Director  
Police Training and Education  
Los Angeles Police Department**

**1890 N. Academy Road, Room 208, Los Angeles, CA 90012**

**(323) 612 4471 Office**

**July 12, 2022**

**TO: Commander Marc R. Reina, Commanding Officer  
Training Bureau**

**SUBJECT: TRB 21-132 PEER INTERVENTION COUNCIL MOTION RESPONSE**

**Police Training and Education (PTE) Director Dr. Luann Pannell has discussed the kickback items with Chief Reina. She has advised him that additional updates and specific dates regarding implementation of the ABLE training cannot be provided until the Memorandum of Understanding (MOU) with Georgetown University has been approved and signed. An update on training schedule will be submitted once the MOU is signed.**

**If additional information is needed regarding this project, please contact Senior Management Analyst II Ethelda B. Zari at (323) 612 4471.**

**LP**

A handwritten signature in blue ink, appearing to be "LP" followed by a stylized flourish.



A note from the desk of...

**DEPUTY CHIEF MARC R. REINA**  
COMMANDING OFFICER  
TRAINING BUREAU

July 19, 2022

Assistant Chief Dominic Choi  
Director, Office of Support Services

**PEER INTERVENTION COUNCIL MOTION RESPONSE**

Chief,

Please see attached badge note from Police Training and Education Director, Dr. Luann Pannell.

Thank you,

A handwritten signature in black ink, appearing to read "Marc R. Reina (FOC)".

Marc

Attachments

## INTRADEPARTMENTAL CORRESPONDENCE

June 28, 2022  
1.3

**TO:** Chief of Police

**FROM:** Director, Office of Support Services

**SUBJECT:** LOS ANGELES POLICE DEPARTMENT'S RESPONSE TO LOS ANGELES CITY COUNCIL PUBLIC SAFETY COMMITTEE (CITY COUNCIL FILE NO. 20-0763)

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- b) The LAPD's current peer intervention policy and fully integrate peer intervention training and policies into the Department's early warning system, otherwise known as TEAMS II, as well as other risk management functions of the LAPD, to better identify, track and report an officer's misconduct to include plans for implementation.

This report addresses the City Council's Public Safety Committee matter.

Please contact me if you have any questions.

Respectfully,



DOMINIC H. CHOI, Assistant Chief  
Director, Office of Support Services