



CITY OF CHICO MEMORANDUM

TO: Chico Community

DATE: 8-20-2020

FROM: Chief Matt Madden

SUBJECT: Procedural Justice Training Information

Citizens of Chico,

Your police department will always be transparent and engaging with our community, as such we have prepared an outline of definitions and training topics regarding our procedural justice training. We have also attached training hours your police department staff have completed in these training topics. The Police Department has adopted the course titles used by the California Commission on Peace Officer Standards and Training (POST) which have material related to your request. Those course titles are as follows:

Bias Based Policing: The purpose of this training program is for officers to recognize Bias Based Policing and to understand that all people have personal biases- but that officers must remain fair and impartial in their discretion and decisions. Provides scenario-based segments that provide a review of how an officer's personal bias may affect his/her day-to-day work in law enforcement.

Racial Profiling: Covering what constitutes racial profiling, conceptually and how the role of law enforcement was redefined by the civil rights movement. Covers key indicators that define culture and show how racial profiling impacts everyone.

Crisis Intervention: Prepares law enforcement personnel to effectively identify persons in crisis and take appropriate steps to secure assistance from available resources. Presentations from Mental and Behavioral Health staff and site visits.

Crisis Intervention Behavioral Health FTO: Training on how to interact effectively with persons with mental illness or intellectual disabilities. This class will address stigma and how to identify indicators of mental illness, intellectual disability and substance use disorders. This course is specifically designed for Field Training Officers who are advising/training new officers in the field training program.

Cultural Diversity and Cultural Awareness: To promote understanding of prejudice and intolerance.

Tactical Communication/Interpersonal Communication: Advanced levels of tactical communication and De-escalation techniques in effort to generate voluntary compliance, as well as continuing to foster a professional relationship with the public.

We have also provided a draft spreadsheet describing the training each officer has undertaken in each of these categories, which has been finalized and attached to this memorandum. Officers names and class years have been removed from the spreadsheet in order to comply with rules governing employee personnel and training files. This has allowed us to release the information in accordance with the California Public Records Act.

I hope this memorandum helps to clarify and formalize what your Chico Police Department has accomplished regarding procedural justice training.

Matt Madden
Chief of Police

***Chico Police Department Training Hours
Related to CIT/De-Escalation/Racial Profiling/Implicit Bias***

Employee	Dates	Hours	Course(s)
	11/5/2007	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	6/27/2011	2	RACIAL PROFILING UPDATE
	12/31/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/26/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION TRAINING
	9/7/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	4/6/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	6/15/2020	2	TACTICAL COMMUNICATIONS
	7/2/2020	2	BIAS & RACIAL PROFILING
	5/23/2003	4	TACTICAL COMMUNICATION
Officer	6/6/2003	5	RACIAL PROFILING
	2/26/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/7/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/8/2017	2	TACTICAL COMMUNICATION
	2/20/2020	2	CONFRONTING YOUR BIAS
	2/23/2020	9	CRISIS INTERVENTION
	7/1/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2005	16	CULTURAL DIVERSITY
Officer	1/16/2009	2	TACTICAL COMMUNICATION
	6/5/2009	2	RACIAL PROFILING
	6/17/2011	2	RACIAL PROFILING
	6/17/2011	2	TACTICAL COMMUNICATION
	5/3/2013	2	RACIAL PROFILING
	5/3/2013	2	TACTICAL COMMUNICATION
	10/12/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	7/8/2019	8	CRISIS INTERVENTION TRAINING
	2/23/2020	9	CRISIS INTERVENTION
	7/6/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
Officer	2020	26	PRINCIPLED POLICING LD
	2020	6	CRISIS INTERVENTION LD

	2020	26	USE OF FORCE DE-ESCALATION LD
	2020	16	PEOPLE WITH DISABILITIES LD
	2020	16	CULTURAL DIVERSITY LD
	2020	88	ARREST CONTROL DE-ESCALATION LD
	7/22/2003	5	RACIAL PROFILING
Officer	1/8/2006	2	TACTICAL COMMUNICATIONS
	4/15/2010	40	CRISIS INTERVENTION Butte
	7/28/2011	2	RACIAL PROFILING
	11/29/2012	2	TACTICAL COMMUNICATIONS
	10/14/2013	2	TACTICAL COMMUNICATIONS
	7/1/2015	2	BIAS BASED POLICING
	8/18/2016	2	TACTICAL COMMUNICATIONS
	10/12/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	BIAS & RACIAL PROFILING
	2010	16	CULTURAL DIVERSITY
Officer	8/31/2010	8	CULTURAL DIVERSITY
	10/9/2014	4	MENTAL ILLNESS AWARENESS
	5/23/2017	8	CRISIS INTERVENTION/BEHAVIOR HEALTH FTO
	10/12/2017	8	CRISIS INTERVENTION
	5/9/2018	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	5/21/2020	2	TACTICAL COMMUNICATION
	7/15/2020	2	BIAS & RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
Officer	1/16/2006	2	COMMUNICATIONS
	10/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/30/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	10/2/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	8/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	4/16/2018	2	TACTICAL COMMUNICATION
	5/16/2019	8	CRISIS INTERVENTION/BEHAVIORAL HEALTH FTO
	5/14/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING

	2005	16	CULTURAL DIVERSITY
Officer	2/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/9/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/11/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/31/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	8/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/27/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	5/22/2020	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/28/2020	2	TACTICAL COMMUNICATIONS
	6/20/2003	5	RACIAL PROFILING
Officer	3/20/2009	2	TACTICAL COMMUNICATION
	4/17/2009	2	RACIAL PROFILING
	4/15/2010	40	CRISIS INTERVENTION Butte
	9/11/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/20103	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	11/20/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/30/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/6/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	3/5/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/31/2020	2	TACTICAL COMMUNICATIONS

	5/19/2011	24	COMMUNICATION
Dispatcher	7/1/2015	2	BIASED BASE POLICING
	11/17/2019	4	CALLERS IN CRISIS
	8/4/2020	2	BIAS & RACIAL PROFILING
	2007	16	CULTURAL DIVERSITY
Officer	8/15/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/28/2013	2	RACIAL PROFILING
	6/28/2013	2	TACTICAL COMMUNICATIONS
	5/28/2015	2	TACTICAL COMMUNICATIONS
	5/28/2015	2	BIASED BASE POLICING
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	10/26/2017	2	TACTICAL COMMUNICATIONS
	12/10/2019	16	DE-ESCALATION INSTRUCTOR
	2/23/2020	9	CRISIS INTERVENTION
	6/27/2011	2	RACIAL PROFILING
Dispatcher	2/15/2013	40	CRISIS INTERVENTION BUTTE
	7/1/2015	2	BIASED BASE POLICING
	9/11/2017	8	CRISIS INTERVENTION
	11/11/2019	4	CALLERS IN CRISIS
	7/9/2020	2	TACTICAL COMMUNICATION
	6/25/2003	5	RACIAL PROFILING
Officer	1/14/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/27/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	7/29/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASE POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/13/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	11/13/2003	5	RACIAL PROFILING
Officer	1/12/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/30/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	6/15/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	9/11/2017	8	CRISIS INTERVENTION
	4/17/2018	2	TACTICAL COMMUNICATION

	4/3/2003	32	CRISIS INTERVENTION
Dispatcher	8/17/2015	8	CRISIS INTERVENTION
	11/25/2019	4	CALLERS IN CRISIS
	8/4/2020	2	BIAS & RACIAL PROFILING
	6/27/1905	16	CULTURAL DIVERSITY
Officer	4/17/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	12/23/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	8	CRISIS INTERVENTION
	10/19/2017	2	TACTICAL COMMUNICATION
	10/8/2018	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	7/7/2020	2	TACTICAL COMMUNICATION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/9/2017	2	TACTICAL COMMUNICATION
	11/8/2019	40	CRISIS NEGOTIATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/9/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	9/6/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	1/3/2017	2	TACTICAL COMMUNICATION
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/5/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINICIPLED POLICING LD

Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	43020	8	CRISIS INTERVENTION
	12/12/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	5/26/2020	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	12/7/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	11/8/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATION
	7/9/2020	2	BIAS & RACIAL PROFILING
Dispatcher	4/13/2020	2	TACTICAL COMMUNICATION
	4/14/2020	2	CALLERS IN CRISIS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2016	26	PRINICIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	9/11/2017	8	CRISIS INTERVENTION
	10/21/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	11/12/2015	8	CRISIS INTERVENTION
Officer	9/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	12/9/2017	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINICIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD

	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	5/21/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2008	16	CULTURAL DIVERSITY
Officer	9/15/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	8/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/17/2015	36	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	11/1/2017	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	5	RACIAL PROFILING
Officer	1/15/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/20/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/10/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASE POLICING
	11/12/2015	8	CRISIS INTERVENTION
	10/3/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	7/14/2020	2	BIAS & RACIAL PROFILING
	7/16/2020	2	TACTICAL COMMUNICATION
	7/22/2008	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	9/25/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	12/28/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/26/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	3/29/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	2006	16	CULTURAL DIVERSITY
Officer	11/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/10/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	10/14/2013	2	COMMUNICATION: KEEPING YOUR EDGE

	7/1/2015	2	BIASED BASE POLICING
	8/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	8/10/2017	8	CRISIS INTERVENTION & DE-ESCALATION
	11/6/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/30/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	2	RACIAL PROFILING
Officer	1/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/16/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/26/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/27/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/26/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	BIAS & RACIAL PROFILING
Dispatcher	12/16/2019	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	2014	26	PRINCIPLED POLICING LD
Officer	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	7/6/1905	88	ARREST CONTROL DE-ESCALATION LD
	7/1/2015	2	BIAS BASED POLICING
	9/30/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	12/28/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	7/11/2020	2	BIAS & RACIAL PROFILING
	2014	26	PRINCIPLED POLICING LD

Officer	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	2014	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/5/2017	2	TACTICAL COMMUNICATION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	4/18/2016	4	TACTICAL COMMUNICATION
	12/30/2016	4	TACTICAL COMMUNICATION
	6/29/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	7/28/2017	2	TACTICAL COMMUNICATION
	5/30/2020	2	TACTICAL COMMUNICATION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	12/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/17/2017	2	TACTICAL COMMUNICATION
	5/27/2020	2	TACTICAL COMMUNICATION
	7/7/2020	2	BIAS & RACIAL PROFILING
	4/3/2003	32	CRISIS INTERVENTION
Dispatcher	3/1/2007	8	SUICIDAL CALLER
	2/11/2011	40	CRISIS INTERVENTION BUTTE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	11/18/2016	8	CRISIS COMMUNICATION
	12/17/2019	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	8/1/2011	2	RACIAL PROFILING
	3/22/2013	4	TACTICAL COMMUNICATION

	8/17/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	10/29/2017	2	TACTICAL COMMUNICATION
	11/23/2019	2	TACTICAL COMMUNICATION
	7/25/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	5/14/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/14/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/7/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	10/18/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	7/6/2020	2	TACTICAL COMMUNICATIONS
	7/7/2020	2	BIAS & RACIAL PROFILING
	7/21/1998	8	TACTICAL COMMUNICATIONS
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATIONS
	7/1/2003	3	RACIAL PROFILING
	3/27/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE
	11/24/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/10/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/13/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	5/1/2018	2	TACTICAL COMMUNICATIONS
	7/9/2020	2	TACTICAL COMMUNICATIONS
	7/9/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	5	RACIAL PROFILING
Officer	7/10/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	11/13/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/14/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD

	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/31/2020	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	9/21/2017	2	TACTICAL COMMUNICATION
	10/12/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	7/7/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	3	INTERPERSONAL COMMUNICATIN
Officer	7/1/2003	3	RACIAL PROFILING
	2/23/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	11/22/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/7/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/21/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	4/27/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH
	4/13/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2019	26	PRINICIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	7/1/2003	5	RACIAL PROFILING
Officer	2/17/2004	4	CULTURAL AWARENESS
	5/31/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	2/15/2013	40	CRISIS INTERVENTION BUTTE
	9/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING

	9/11/2017	8	CRISIS INTERVENTION
	12/20/2017	2	TACTICAL COMMUNICATION
Dispatcher	11/24/2019	4	SUICIDAL CALLER
	9/26/2010	2	COMMUNICATION: KEEPING YOUR EDGE
Dispatcher	7/1/2015	2	BIAS BASED POLICING
	12/21/2018	2	TACTICAL COMMUNICATION
	9/11/2017	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	9/8/2019	4	CALLERS IN CRISIS: SUICIDAL CALLERS
	8/1/2020	2	BIAS & RACIAL PROFILING
	2010	16	CULTURAL DIVERSITY
Officer	7/27/2011	2	RACIAL PROFILING
	3/26/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	6/5/2014	4	RACIAL PROFILING
	6/5/2014	2	TACTICAL COMMUNICATION
	9/28/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	3/1/2017	8	PRINCIPLED POLICING
	9/9/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	5/28/2020	2	TACTICAL COMMUNICATION
	7/3/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	6/14/2019	2	TACTICAL COMMUNICATION
	6/14/2019	2	BIAS BASED POLICING
	2/23/2020	9	CRISIS INTERVENTION
	2008	16	CULTURAL DIVERSITY
Officer	11/25/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	11/5/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/28/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/12/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	2	CRISIS INTERVENTION BEHAV HEALTH TRAINING
	7/1/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	7/5/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATION

	5/6/2020	9	TACTICAL COMMUNICATION
	7/28/1998	8	TACTICAL COMMUNICATION
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATIN
	7/1/2003	3	RACIAL PROFILING
	4/19/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/18/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	5/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	8/10/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/13/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	2009	16	CULTURAL DIVERSITY LD
Officer	7/28/2011	2	RACIAL PROFILING
	11/27/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	7/17/2015	40	CRISIS INTERVENTION BUTTE
	6/8/2016	20	MENTAL HEALTH COURSE DEVELOPMENT
	9/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/10/2017	40	CRISIS RESPONSE TEAM INSTRUCTOR
	7/7/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	11/8/2019	40	CRISIS NEGOTIATION
	2016	26	PRINICIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/30/2017	2	TACTICAL COMMUNICATION
	9/17/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/25/2020	2	TACTICAL COMMUNICATION
	7/7/2020	2	BIAS & RACIAL PROFILING
	3/1/2007	8	SUICIDAL CALLERS
Dispatcher	5/19/2011	24	COMMUNICATIONS
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	8/12/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	12/8/2019	4	COMMUNICATION SUICIDE CALLERS

	5/16/2020	2	TACTICAL COMMUNICATIONS	
	7/31/2020	2	BIAS & RACIAL PROFILING	
	7/21/1998	8	TACTICAL COMMUNICATION	
Officer	7/22/2003	5	RACIAL PROFILING	
	5/29/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	12/1/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	6/27/2011	2	RACIAL PROFILING	
	12/11/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	8/10/2014	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/1/2015	2	BIAS BASED POLICING	
	7/1/2015	2	BIAS BASED POLICING	
	9/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/11/2017	8	CRISIS INTERVENTION	
	12/1/2017	2	TACTICAL COMMUNICATION	
	12/9/2003	2	INTERPERSONAL COMMUNICATION	
Officer	1/13/2004	5	RACIAL PROFILING	
	2/17/2005	32	CRISIS INTERVENTION	
	4/20/2005	2	INTERPERSONAL COMMUNICATION	
	11/15/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/16/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/28/2011	2	RACIAL PROFILING	
	12/15/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	5/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/1/2015	2	BIAS BASED POLICING	
	8/22/2016	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/11/2017	8	CRISIS INTERVENTION	
	10/24/2017	2	TACTICAL COMMUNICATION	
	5/7/2020	2	TACTICAL COMMUNICATION	
	7/13/2020	2	BIAS & RACIAL PROFILING	
Dispatcher	2/15/2013	40	CRISIS INTERVENTION	BUTTE
	12/30/2019	4	SUICIDAL CALLERS	
	7/22/2003	3	INTERPERSONAL COMMUNICATIONS	
Officer	7/22/2003	5	RACIAL PROFILING	
	5/2/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	11/9/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	6/27/2011	2	RACIAL PROFILING	
	12/6/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE	
	11/12/2015	8	CRISIS INTERVENTION	
	2/20/2020	2	CONFRONTING YOUR BIAS	
	9/23/1992	16	TACTICAL COMMUNICATIONS	

Dispatcher	7/28/1998	8	TACTICAL COMMUNICATIONS
	10/24/2006	16	CRISIS NEGOTIATIONS
	10/27/2006	20	CRISIS NEGOTIATIONS, ADVANCED
	3/1/2007	8	SUICIDAL CALLERS
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	10/17/2017	16	PRINCIPLED POLICING, TRAINER
	9/26/2018	8	PRINCIPLED POLICING
	9/27/2018	32	PRINCIPLED POLICING
	5/16/2019	20	PRINCIPLED POLICING
	6/20/2019	20	PRINCIPLED POLICING
	8/29/2019	14	PRINCIPLED POLICING
	11/7/2019	8	PRINCIPLED POLICING
	11/23/2019	4	SUICIDAL CALLERS
	2/27/2020	22	PRINCIPLED POLICING
	4/13/2020	2	TACTICAL COMMUNICATIONS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2/9/2007	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	4/5/2008	2	RACIAL PROFILING UPDATE
	6/30/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING UPDATE
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	8/21/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	4/27/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	10/12/2017	8	CRISIS INTERVENTION
	10/27/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	4/15/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	7/1/2015	2	BIAS BASED POLICING

Dispatcher	11/12/2015	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	12/7/2019	4	CALLERS IN CRISIS: SUICIDAL CALLERS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINICIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	TACTICAL COMMUNICATION
	10/22/2017	2	TACTICAL COMMUNICATION
	5/3/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	7/28/2011	2	RACIAL PROFILING
	10/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	9/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	5/10/2018	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	11/21/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	8/12/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/15/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	7/24/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING UPDATE
Dispatcher	7/1/2015	2	BIAS BASED POLICING
	9/11/2017	8	CRISIS INTERVENTION
	12/7/2019	4	CALLERS IN CRISIS

	8/1/2020	2	BIAS & RACIAL PROFILING
Dispatcher	6/15/2019	4	CALLERS IN CRISIS
	7/30/2020	2	BIAS & RACIAL PROFILING
	2011	16	CULTURAL DIVERSITY
Officer	3/22/2013	4	TACTICAL COMMUNICATIONS
	10/28/2016	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	9/22/2017	39	CRISIS INTERVENTION BUTTE
	10/4/2017	16	CRISIS INTERVENTION
	10/22/2017	2	TACTICAL COMMUNICATIONS
	5/16/2019	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	11/18/2019	40	CRISIS NEGOTIATION
	5/12/2020	2	TACTICAL COMMUNICATIONS
	7/8/2020	2	BIAS & RACIAL PROFILING
	7/28/1998	8	TACTICAL COMMUNICATIONS
Dispatcher	3/1/2007	8	SUICIDAL CALLER
	6/27/2011	2	RACIAL PROFILING
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	11/20/2019	4	CALLERS IN CRISIS SUICIDAL CALLERS
	7/31/2020	2	BIAS & RACIAL PROFILING
	7/22/2003	3	INTERPERSONAL COMMUNICATIONS
Officer	7/22/2003	5	RACIAL PROFILING
	1/14/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE
	9/9/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/21/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/21/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	5/10/2018	2	TACTICAL COMMUNICATIONS
	7/15/2020	2	TACTICAL COMMUNICATIONS
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION

	7/8/2020	2	BIAS & RACIAL PROFILING
	2016	26	PRINCIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	9/11/2017	8	CRISIS INTERVENTION
	11/19/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	6/15/2020	2	TACTICAL COMMUNICATION
	7/21/1998	8	TACTICAL COMMUNICATIONS
Dispatcher	5/19/2011	24	COMMUNICATION SKILLS
	8/17/2015	8	CRISIS INTERVENTION
	11/17/2019	4	SUICIDAL CALLERS
	6/11/2020	2	TACTICAL COMMUNICATIONS
	8/3/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	3	INTERPERSONAL COMMUNICATION
Officer	7/1/2003	2	RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
	7/1/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE
	10/27/2006	20	CRISIS NEGOTIATION
	9/30/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/22/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE
	8/11/2014	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/19/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/10/2017	40	CRISIS RESPONSE TEAM FOR 1ST RESPONDERS
	5/17/2018	2	COMMUNICATIONS: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	4/30/2020	2	TACTICAL COMMUNICATIONS
	7/7/2020	2	BIAS & RACIAL PROFILING
	2011	16	CULTURAL DIVERSITY
Officer	2/15/2013	40	CRISIS INTERVENTION BUTTE
	7/1/2015	2	BIASED BASE POLICING
	11/15/2015	8	CRISIS INTERVENTION
	8/20/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/20/2017	2	TACTICAL COMMUNICATION

	5/21/2020	2	TACTICAL COMMUNICATION
	6/12/2020	4	CALLERS IN CRISIS
	7/10/2020	2	BIAS & RACIAL PROFILING
	2013	16	CULTURAL DIVERSITY
Officer	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/6/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	2020	26	PRINICIPLED POLICING LD
Officer	2020	6	CRISIS INTERVENTION LD
	2020	26	USE OF FORCE DE-ESCALATION LD
	2020	16	PEOPLE WITH DISABILITIES LD
	2020	16	CULTURAL DIVERSITY LD
	2020	88	ARREST CONTROL DE-ESCALATION LD
	12/17/2003	8	CULTURAL DIVERSITY
Officer	2/12/2004	5	RACIAL PROFILING
	2/12/2004	2	INTERPERSONAL
	4/25/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	8/25/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/29/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/27/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/14/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	8/14/2017	40	CRISIS NEGOTIATION
	10/12/2017	8	CRISIS INTERVENTION
	11/29/2017	2	TACTICAL COMMUNICATION
	11/7/2019	24	RACIAL PROFILING
	11/22/2019	16	DE ESCALATION STRATEGIES
	12/10/2019	16	DE-ESCALATION INSTRUCTOR
	2/23/2020	9	CRISIS INTERVENTION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	6/29/2018	2	TACTICAL COMMUNICATION

	11/21/2019	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	7/14/2020	2	BIAS & RACIAL PROFILING
Dispatcher	11/25/2019	4	SUICIDAL CALLERS
	1/19/1994	2	CULTURAL AWARENESS
Officer	2/17/1995	24	CULTURAL DIVERSITY
	10/9/1996	8	TACTICAL COMMUNICATIONS
	7/1/2003	3	INTERPERSONAL COMMUNICATION
	7/1/2003	5	RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/14/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/23/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/11/2017	2	TACTICAL COMMUNICATIONS
	2012	16	CULTURAL DIVERSITY
Officer	4/16/2014	2	TACTICAL COMMUNICATIONS
	9/3/2014	8	CRISIS INTERVENTION
	5/18/2016	2	TACTICAL COMMUNICATIONS
	9/11/2017	8	CRISIS INTERVENTION
	11/13/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	5/16/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	7/14/2020	2	TACTICAL COMMUNICATIONS
	7/14/2020		BIAS & RACIAL PROFILING
	8/23/2003	5	RACIAL PROFILING
Officer	1/16/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	12/8/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/19/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	9/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/26/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/22/2019	2	CRISIS INTERVENTION & DE-ESCALATION
	2/23/2020	9	CRISIS INTERVENTION
	5/30/2020	2	TACTICAL COMMUNICATION
	7/4/2020	2	BIAS & RACIAL PROFILING
	2016	26	PRINICIPLED POLICING LD

Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/12/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	6/17/2020	2	TACTICAL COMMUNICATION
	7/8/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/24/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/12/2017	2	TACTICAL COMMUNICATION
	7/8/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	5/27/2020	2	TACTICAL COMMUNICATION
	9/26/2003	5	RACIAL PROFILING
Officer	4/28/2006	2	HATE CRIMES
	11/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/24/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	9/11/2017	8	CRISIS INTERVENTION
	5/14/2018	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	12/18/2002	8	CULTURAL DIVERSITY
Officer	3/9/2004	5	RACIAL PROFILING
	3/2/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	3/27/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/7/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	1/3/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING

	8/16/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/21/1998	8	TACTICAL COMMUNICATIONS
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATION
	7/1/2003	5	RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
	1/8/2006	2	COMMUNCATION: KEEPING YOUR EDGE
	4/15/2010	40	CRISIS INTERVENTION BUTTE
	9/20/2010	2	COMMUNCATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/31/2012	2	COMMUNCATION: KEEPING YOUR EDGE
	8/9/2014	2	COMMUNCATION: KEEPING YOUR EDGE
	8/20/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	3/23/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH FTO
	10/12/2017	8	CRISIS INTERVENTION
	11/7/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
Officer	2014	26	PRINCIPLED POLICING LD
	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	2014	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	8/4/2017	40	CRISIS NEGOTIATION
	10/12/2017	8	CRISIS INTERVENTION
	11/14/2017	2	TACTICAL COMMUNICATION
	5/21/2020	2	TACTICAL COMMUNICATION
	6/17/2020	4	CALLERS IN CRISIS: SUICIDAL CRISIS
	6/17/2020	2	BIAS AND RACIAL PROFILING
	6/20/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	5/25/2020	2	TACTICAL COMMUNICATIONS
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD

	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	2016	26	PRINCIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/4/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	3	INTERPERSONAL COMMUNICATION
Officer	7/1/2003	5	RACIAL PROFILING
	2/24/2004	4	CULTURAL AWARENESS
	3/28/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/27/2006	20	CRISIS NEGOTIATIONS
	11/8/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/18/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/29/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	5/13/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	2004	16	CULTURAL DIVERSITY
Officer	7/12/2004	8	CULTURAL DIVERSITY
	10/29/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/27/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/7/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	4/23/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/5/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION

	5/1/2020	2	TACTICAL COMMUNICATIONS
	7/16/2020	2	BIAS & RACIAL PROFILING
	7/2/1905	16	CULTURAL DIVERSITY
Officer	2/10/2012	40	CRISIS INTERVENTION BUTTE
	5/3/2013	2	RACIAL PROFILING
	5/3/2013	2	TACTICAL COMMUNICATION
	4/30/2015	2	BIAS BASED POLICING
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	10/12/2017	8	CRISIS INTERVENTION
	11/12/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	10/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING UPDATE
	10/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	9/2/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/5/2017	2	TACTICAL COMMUNICATION
	8/15/2003	5	RACIAL PROFILING
Officer	2/7/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/1/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	1/4/2017	2	TACTICAL COMMUNICATION
	3/23/2017	2	CRISIS INTERVENTION BEHAVIORAL HEALTH FTO
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/6/2020	2	TACTICAL COMMUNICATION
	6/28/1905	16	CULTURAL DIVERSITY
Officer	5/19/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	12/19/2011	2	COMMUNICATION: KEEPING YOUR EDGE
	1/14/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	12/28/2017	2	TACTICAL COMMUNICATION
	1/17/2018	8	CRISIS INTERVENTION AND DE-ESCALATION
	2/23/2020	9	CRISIS INTERVENTION
	5/12/2020	2	TACTICAL COMMUNICATION

	7/9/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINCIPLED POLICING LD
Dispatcher	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	7/18/2020	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
Officer	2017	26	PRINCIPLED POLICING LD
	2017	6	CRISIS INTERVENTION LD
	2017	26	USE OF FORCE DE-ESCALATION LD
	2017	16	PEOPLE WITH DISABILITIES LD
	2017	16	CULTURAL DIVERSITY LD
	2017	88	ARREST CONTROL DE-ESCALATION LD
	10/8/2018	8	CRISIS INTERVENTION
	7/8/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATIONS
	2004	16	CULTURAL DIVERSITY
Officer	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/2/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/19/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/22/2017	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	5/29/2020	2	TACTICAL COMMUNICATIONS
	7/31/2020		BIAS & RACIAL PROFILING

	2018	26	PRINCIPLED POLICING LD 3
Officer	2018	6	CRISIS INTERVENTION LD 4
	2018	26	USE OF FORCE DE-ESCALATION LD 20
	2018	16	PEOPLE WITH DISABILITIES LD 37
	2018	16	CULTURAL DIVERSITY LD 42
	2018	88	ARREST CONTROL DE-ESCALATION LD
	11/21/2019	2	TACTICAL COMMUNICATION
	7/26/2020	2	BIAS & RACIAL PROFILING
	7/22/2003	3	INTERPERSONAL COMMUNICATION
Officer	7/22/2003	5	RACIAL PROFILING
	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/3/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	2/20/2012	40	CRISIS INTERVENTION BUTTE
	11/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	7/10/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/20/2020	2	CONFRONTING YOUR BIAS
	2005	16	CULTURAL DIVERSITY
Officer	2/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	4/12/2010	40	CRISIS INTERVENTION BUTTE
	10/6/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/31/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATION
	7/24/2020	2	BIAS & RACIAL PROFILING
	2011	16	CULTURAL DIVERSITY
Officer	3/16/2012	40	CRISIS INTERVENTION VENTURA
	10/17/2013	2	TACTICAL COMMUNICATION
	7/1/2015	2	BIAS BASED POLICING
	8/7/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/18/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	11/17/2005	4	CRISIS INTERVENTION
Officer	3/13/2006	2	TACTICAL COMMUNICATION
	11/27/2007	4	TACTICAL COMMUNICATION
	5/28/2009	2	TACTICAL COMMUNICATION
	5/28/2009	2	RACIAL PROFILING

	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/4/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/6/2018	2	TACTICAL COMMUNICATION
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/3/1905	16	CULTURAL DIVERSITY
Officer	6/4/2014	8	CRISIS INTERVENTION
	6/9/2014	2	TACTICAL COMMUNICATIONS
	8/17/2015	8	CRISIS INTERVENTION
	8/10/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	1/2/2018	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINCIPLED POLICING LD 3
Dispatcher	2019	6	CRISIS INTERVENTION LD 4
	2019	26	USE OF FORCE DE-ESCALATION LD 20
	2019	16	PEOPLE WITH DISABILITIES LD 37
	2019	16	CULTURAL DIVERSITY LD 42
	2019	88	ARREST CONTROL DE-ESCALATION LD
	9/11/2017	8	CRISIS INTERVENTION
	1/1/2020	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	6/28/1905	16	CULTURAL DIVERSITY
Officer	2/16/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/25/2007	2	TACTICAL COMMUNICATIONS
	7/15/2008	4	TACTICAL COMMUNICATIONS
	10/23/2009	4	TACTICAL COMMUNICATIONS
	1/27/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/14/2011	4	TACTICAL COMMUNICATIONS
	3/26/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	6/16/2015	2	COMMUNICATION: KEEPING YOUR EDGE
	7/15/2016	40	CRISIS INTERVENTION BUTTE
	8/30/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	2017	26	PRINCIPLED POLICING LD 3
Officer	2017	6	CRISIS INTERVENTION LD 4
	2017	26	USE OF FORCE DE-ESCALATION LD 20

	2017	16	PEOPLE WITH DISABILITIES LD 37
	2017	16	CULTURAL DIVERSITY LD 42
	2017	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	7/2/2020	2	BIAS & RACIAL PROFILING
CSO	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
CSO	2/23/2020	9	CRISIS INTERVENTION
CSO	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
CSO	2/23/2020	9	CRISIS INTERVENTION
CSO	9/11/2017	8	CRISIS INTERVENTION
<p>**This data is directly from the Commission on Peace Officer Standards and Training along with documented internal training from only the Chico Police Department as of August 4, 2020 and may not contain other internal training received from any other law enforcement agencies the employee(s) may have previously been employed by which did not document training through the POST Learning Portal**</p>			