

Memorandum



CITY OF DALLAS

DATE January 8, 2021

TO Honorable Mayor and Members of the City Council

SUBJECT **DPD Active Bystandership in Law Enforcement Training Program Update**

On January 13, 2021, City Council will consider draft agenda item #41, which authorizes an Interlocal Agreement between University of North Texas at Dallas and the Dallas Police Department through the Caruth Police Institute at the University of North Texas at Dallas to provide strategic planning, technical assistance, training, policy development, and guidance for the implementation of Active Bystandership in Law Enforcement (ABLE) at the Dallas Police Department for the period of February 1, 2021 through December 31, 2024. Considering this, DPD wanted to provide the City Council an update and overview of actions taken to date.

As part of the FY-21 Budget, the Dallas Police Department received funding to provide Active Bystandership in Law Enforcement, also known as ABLE, training for all employees of the Dallas Police Department. Project ABLE is a nationally coordinated initiative from the Georgetown Innovative Policing Program which seeks to improve the cultures of law enforcement agencies by providing officers with techniques designed to prevent harm and promote peer intervention prior to misconduct occurring. The ABLE Program aims to avoid police mistakes, prevent misconduct, and promote officer health and wellness.

On September 14, 2020, the Public Safety Committee was briefed on the ABLE Program by BJ Wagner, the Executive Director of the Caruth Police Institute. In October of 2020, the Dallas Police Department submitted its formal application into the ABLE Program. As part of the application, DPD obtained letters of support for the program from the National Association for the Advancement of Colored People (NAACP), League of United Latin American Citizens (LULAC) Council #100, and the Caruth Police Institute (CPI).

The Dallas Police Department recently instituted an Anti-Retaliation General Order and established peer intervention as a possible mitigating factor to be considered by commanders when issuing corrective action to employees. These two general orders are requirements for the ABLE Program and were modeled after guidelines recommended by the International Association of Chiefs of Police (IACP).

On December 31, 2020, the Dallas Police Department received formal notification of acceptance into the ABLE Program. In conjunction with the Caruth Police Institute, the Department will begin identifying internal and external instructors to attend Train the Trainer Sessions with a full Departmental roll out to begin shortly thereafter. DPD will work closely with CPI to host training sessions on all three shifts in order to minimize

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overtime costs and to limit the impact to patrol operations. All DPD employees are expected to have completed this training 18 months after all trainers have received their certifications.

Participation in this innovative program will complement the actions that have been implemented from the *One Dallas: R.E.A.L. Change* plan. The Dallas Police Department is committed to policing that is **R**esponsible, **E**quitable, **A**ccountable, and **L**egitimate. The implementation of the ABLE Program represents a major goal in FY2021.

R.E.A.L. Change alongside the ABLE Program will foster improved relationships with the community and strengthen the Dallas Police Department. ABLE will drive the catalyst for the innovative changes occurring in the City of Dallas and the Dallas Police Department.

Should you have any additional questions, please contact me or Interim Chief of Police Lonzo Anderson. Thank you.



Jon Fortune
Assistant City Manager

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Chris Caso, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
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