



CLEAR INSTITUTE

Office of the Attorney General
Division of Criminal Justice
Prosecutors Supervision
& Training Bureau

WHAT IS THE CLEAR INSTITUTE?

- Community
- Law
- Enforcement
- Affirmative
- Relations
- Continuing Education
Institute



WHAT IS THE CLEAR INSTITUTE?

- Created by Attorney General Directive 2016-5.
- Directive requires that every sworn officer employed on full or part time basis by a law enforcement agency will be required to take continuing education courses.
- Continuing education courses are beyond already existing mandatory training requirements.



WHAT ARE THE FUNCTIONS OF THE CLEAR INSTITUTE?

- **The CLEAR Institute will serve multiple functions:**
 - (1) Identify and create cultural diversity training and course materials as required by New Jersey Statute P.L. 2016 c 23.
 - (2) Provide a library for all law enforcement trainers of pre-approved training(s) that can be offered for credit consistent with the directive.
 - (3) The creation of a review process through the CLEAR Institute to solicit and review pre-existing training for credit.



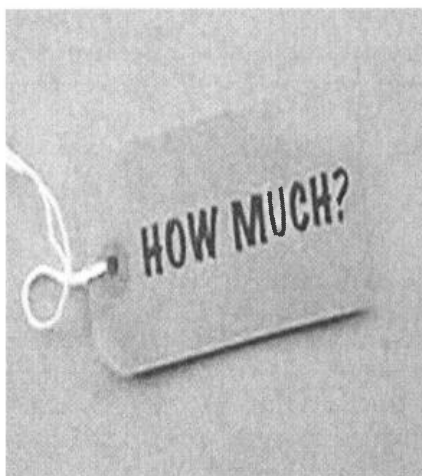
WHAT ARE THE FUNCTIONS OF THE CLEAR INSTITUTE?

- (4) Provide basic statewide uniform training for all law enforcement officers.
- (5) Create a collection process for data compiled by local, county, and state law enforcement agencies to ensure compliance with the directive.
- (6) Create new training(s) when necessary by bringing together subject matter experts such as:
 - ✓ law enforcement officers;
 - ✓ prosecutors;
 - ✓ members of the community;
 - ✓ community interest groups;
 - ✓ specialized experts; and
 - ✓ representatives from academia.



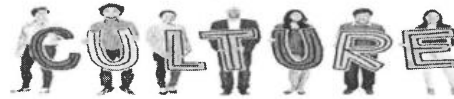
HOW MANY CLEAR CREDITS ARE REQUIRED PER YEAR?

- Per Directive:
 - First year = 5 credits
 - After first year = 3 credits per year
- This in addition to mandatory training requirements provided in other AG Directives/ Guidelines.



WHAT DOES THE STATUTE REQUIRE?

- Creation of uniform cultural diversity course for all Law Enforcement Officers to include instruction on:
 - (1) [v]arious cultural communities and effects of diversity on community relations within a community;
 - (2) [t]he appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;
 - (3) [t]he best practices in law enforcement techniques when analyzing and solving local neighborhood problems, meeting with community groups and working with citizens on crime prevention problems;
 - (4) [t]he impact that police diversity skills have on overall law enforcement effectiveness.



CLEAR INSTITUTE HOW IS THIS GOING TO WORK?

- State/County prosecutors, police, subject matter experts from non-law enforcement state agencies can decide to create a course and submit to CLEAR for review and approval.
- Continuing Education training will be taken in five-year increments with law enforcement officers required to take the following two courses every five years:

REQUIRED COURSE 1

- ***Police Response: De-Escalation Techniques for Individuals with Special Needs/Mental Health Issues.***
- *5 Credits.*
- Course taught with mental health and law enforcement subject matter experts in dual teaching model.
- This is a live training.
- As of February of 2017, over 650 trainers in all 21 Counties have been trained.

Police Response: De-Escalation
Techniques to Individuals with Special
Needs/Mental Health Issues.



CREATION OF SPECIAL NEEDS/MENTAL HEALTH DE-ESCALATION COURSE

- Created with mental health partners with the Department of Human Services, Division of Mental Health & Addiction Services.
- Program took over two years to develop.
- During the vetting process, two pilot programs were given with input from community, subject matter experts and law enforcement.



CREATION OF SPECIAL NEEDS/MENTAL HEALTH DE-ESCALATION COURSE

- TRAINING ENDORSED BY AND CREATED WITH THE HELP OF THE FOLLOWING GROUPS:
 - Department of Human Services, Division of Mental Health & Addiction Services
 - OAG, Prosecutors Supervision & Training Bureau
 - New Jersey State Association of Chiefs of Police
 - County Prosecutors Association of New Jersey
 - New Jersey State Police
 - National Alliance on Mental Illness (NAMI)
 - New Jersey Crisis Intervention Team-Center of Excellence

11

SPECIAL NEEDS/MENTAL HEALTH DE-ESCALATION COURSE DESCRIPTION

- Officers are trained:
 - How to identify, interact, and potentially de-escalate an interaction with person falling under the umbrella of special needs within the context of safety principles already taught to law enforcement concerning cover and safety.
 - Brief overview on how to interact and potentially de-escalate a situation with a person of a different culture.
 - How to handle an individual who may be suicidal or in a state of excited delirium.
 - Mental health screening resources.

REQUIRED CLASS 2

- **Cultural Diversity and De-Escalation - 3 credits**
- Currently being created with working group consisting of subject matter experts from law enforcement, academic community, community groups, religious groups, and state agencies.
- Expected to start pilot program in spring of 2017 and begin numerous “Train the Trainer” sessions in the summer/fall of 2017.
- Course expected to be ready to be taught in 2018.

WORKING GROUP ON CLEAR CULTURAL DIVERSITY TRAINING

- **Experts/Materials were provided from the following groups/agencies:**
 - OAG, Division of Criminal Justice
 - OAG, Office of Professional Standards
 - U.S. Department of Justice³
 - New Jersey State Police
 - New Hope Baptist Church
 - Voorhees Police Department
 - Jersey City State University
 - Islamic Society of Basking Ridge
 - Ocean County Prosecutor’s Office
 - Middlesex County Prosecutor’s Office
 - Bias Crime Officers Association
 - Department of Human Services-, Division of Mental Health & Addiction Services
 - Union County Prosecutor’s Office
 - Bergen County Prosecutor’s Office
 - Monmouth University
 - OAG, Division of Civil Rights
 - Garden State Equality
 - Maple Shade Police Department
 - NJ Assoc. of State Chiefs of Police
 - NJ State Office of Volunteerism
 - Latino Leadership Alliance of NJ
 - New Jersey Institute of Social Justice
 - NJ Office of Homeland Security
 - Institute for Forensic Psychology
 - NJ Asian American Officers Association
 - NY/NJ Port Authority
 - United Sikhs
 - N.J. State Assoc. of Jewish Federations
 - Somerset County Police Academy
 - DCJ Police Academy
 - NJ Chaplains Association
 - National Association of Black Law Enforcement Officers (NOBLE)
 - National Association for the Advancement of Colored People (NAACP)

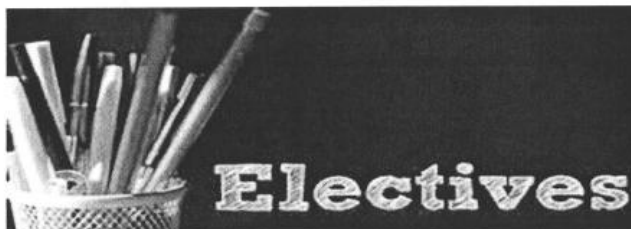
CULTURAL DIVERSITY DE-ESCALATION TRAINING- COURSE DESCRIPTION

- **Officers will be trained on:**
 - Identifying factors that constitute cultures in the State of New Jersey.
 - Identifying the nature of bias, inherent bias, and the way that can affect the behavior of a law enforcement officer in the community they serve.
 - Identifying verbal and non-verbal de-escalation techniques when dealing with a person of a different culture, ethnicity, religion, or sexual preference.
 - Identifying and understanding the procedure for reporting potential bias crimes.



CLEAR ELECTIVES YEAR 3 - 5

- To satisfy the training requirements, officers can take elective courses (totaling 3 credits per year) through the CLEAR Institute.



CLEAR ELECTIVES

YEAR 6 - 25

- Upon completion of year five, officers will then be required to take:
 - *Police Response: De-Escalation Techniques for Individuals with Special Needs/Mental Health Issues;*
and
 - *Cultural Diversity and De-Escalation.*and then three years of electives from the CLEAR catalog.
- Process will be completed until end of career.

