

**CLEAR INSTITUTE
PRESENTS**



**Cultural Diversity, De-
Escalation, & Bias Crime
Reporting**

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The CLEAR institute would like to thank the following individuals for providing materials from other trainings. Some of the materials were used in creation of this training include but were not limited to:

Assistant Prosecutor Vered Adoni. Bias Crimes. Bergen County Prosecutor's Office. (September, 2016).

Port Authority Officer Scott Benoit. Interpersonal Relations & Cultural Diversity. New York-New Jersey Port Authority. (2016).

Chaplain Israel Bursztyn and Chaplain Yaakiv Wenger. NJSA Cultural Sensitivity

Training for Public Service Professionals. New Jersey Chaplains Association. (2016)

Detective Brian Christensen. Understanding Bias Crimes Incidents and Reporting. New Jersey Division of Criminal Justice. (2016).

Detective Brian Christensen Office of Attorney General-DCJ, Chief Lou Bordii Vorhees Police Department, Assistant Attorney General Philip Freeman Office of Attorney General-Division of Civil Rights., David Leonardis Office of Attorney General-DCJ. Bias Crime and Reporting. (2017).

Rachel M. Caruso, Esq. County of Union Sensitivity Training for Supervisors. Roth D'Aquanni, LLC. (2016).

Detective David L. D'Amico (retired). Bias Crime and Community Relations. Monmouth County Prosecutors Office (2015).

Dr. Anne Deepak, Ph.D. Monmouth University-School of Social Work, John Paige Office of Attorney General-Department of Homeland Security, David Leonardis Office of the Attorney General-Division of Criminal Justice, Dr. Ali Chaudry, Ph.D. RU Islamic Center of Basking Ridge. Law Enforcement Cultural Diversity with the Muslim Community. (2017)

Dr. Anne Deepak, Ph.D. Monmouth University-School of Social Work), Retha Onitiri New Jersey Institute for Social Justice Cultural Diversity and Social Justice. (2017).

Monmouth County Prosecutor Christopher J. Gramiccioni, Assistant Prosecutor Jennifer A Lipp, Lt. Eric Singer, DSGT Santorsola, and Detective Rosendo Perez. Professional Responsibility and Bias Crimes. Monmouth County Prosecutor's Office. (2016).

Eldridge Hawkins Jr., and Deputy Attorney General Bryn Whittle Esq. The Black American Experience with Law Enforcement in the United States: A Historical Perspective & Why It Matters. New Jersey Office of Volunteerism, New Jersey Department of State and N.J. Office of the Attorney General-Office of Community Justice. (2016).

Dr. Adrienne Fessler-Belli, Ph.D., LCSW, Director N.J. Department of Human Services-Division of Mental Health and Addiction, Megan Sullivan Deputy Director NJ Department of Human Services Division of Mental Health and Addiction Services, Paul Miller First Responder Coordinator NJ Department of Human Services Division of Mental Health and Addiction Services, Steve Crimando Training Director N.J. Department of Human Services Division of Mental Health and Addiction Services, and Supervising Deputy Attorney General Robert Czepiel Jr., Deputy Chief of Prosecutors Supervision & Training Bureau. Police Response: De-Escalation Techniques

for Individuals with Special Needs/Mental Illness. (2016).

Captain Ronald Hampton New Jersey State Police, Chief Lou Bordi Vorhees Police Department and New Jersey Association of State Chiefs of Police, Chief Bill Parenti New Jersey Association State Chiefs of Police, Dr. Dr. Lewis Z Schlosser, PhD, ABPP, Dr. Jay Berman. PhD, Chief Gary Gubbie Maple Shade Police Department and New Jersey Association State Chiefs of Police, Investigator Jennifer Ayers Office of Attorney General Office of Law Enforcement Professional Standards, Detective Chris Wagner _____, Dr. Richard Celeste Somerset County Academy Director. Law Enforcement and De-Escalation Techniques. (2017).

Dr. Peter Liu. PhD. Understanding the Differences between Eastern and Western Cultures. Monmouth University. (2016).

Dr. Lewis Z Schlosser, PhD, ABPP and Dr. Jay Berman. PhD. American Jews. Institute for Forensic Psychology and New Jersey City University. (2016).

Deputy Attorney General Leah Smith, Office of the Attorney General-Counsel to the Attorney General, Assistant Attorney General Philip Freeman Office of the Attorney General-Director of Division of Civil Rights Division, Christen Fuscarino Garden State Equality, David Leonardis Office of Attorney General – Division of Criminal Justice. Law Enforcement and LGBTQ Community. (2017).

Sgt. Kimberly Trujillovar. Cultural Diversity. Ocean County Prosecutors Office. (2016).

Dr. Rucha Kavathe. PhD. Introduction to Sikhism. Associate Director Community Education & Empowerment Directorate (CEED) UNITED SIKHS JAF POB 7203. (2016).

Jeolle Zobotka, Monmouth University, Dr. Anne Deepak, Ph.D. Monmouth University School of Social Work, Kim Trujillovar, Ocean County Prosecutors Office, Jose Martinez Latino Leadership Alliance. Cultural Diversity and the Latino Community. (2017).

The CLEAR institute would like to thank the following subject matter experts from the working group for providing their expertise in creation of the following modules for this training:

I. General Cultural Diversity

Dr. Anne Deepak, PhD. - Monmouth University –School of Social Work

Dr. Lewis Schlosser, , PhD, ABPP. – Director of The Institute for Forensic Psychology

Dr. Joelle Zobotka, PhD. - Monmouth University

Retha Onitiri – N.J. Institute of Social Justice – Statewide Coordinator

II. Law Enforcement – De Escalation

Major Ron Hampton – New Jersey State Police

Chief Lou Bordi, Vorhees P.D., N.J. Association State Chiefs of Police

Chief Bill Parenti – N.J. Association of State Chiefs of Police – NJSCOP - President

Dr. Lewis Schlosser, PhD, ABPP – Director of the Institute for Forensic Psychology

Dr. Jay Berman, PhD – Jersey City State University

Chief Gary Gubbei, Maple Shade P.D. – N.J. Association of State Chiefs of Police

Investigator Jennifer Ayres – OAG- Office of Law Enforcement Professional Standards

Deputy Attorney General Nicole Langfitt - Office of Law Enforcement Professional Standards

Dr. Richard Celeste, PhD.-Director of the Somerset County Police Academy

Supervising Deputy Attorney General Robert Czepiel Jr., Deputy Chief –Prosecutors Supervision & Training Bureau

III. Law Enforcement and the African American Community

Director Eldridge Hawkins - New Jersey State Office of Volunteerism

Deputy Attorney General Bryn Whittle – OAG-Office of Community Justice

State of New Jersey Coordinator Retha Onitiri – N.J. Institute of Social Justice

IV. Law Enforcement and the Asian Community

Jamie Yeh – NJ Asian American L.E. Officers Association – Director of Preparedness

Dr. Peter Liu, PhD. – Monmouth University

Dr. Anne Deepak, PhD. - Monmouth University –School of Social Work

V. Law Enforcement and the Muslim/Islamic Community

Dr. Ali Chaudry, PhD. – RU Islamic Center of Basking Ridge – Faith Based Chair

Dr. Anne Deepak, PhD. - Monmouth University –School of Social Work

Lt. John Paige – OAG- New Jersey Office of Homeland Security & Preparedness

Dave Leonardis –OAG-Division of Criminal Justice – Training and Outreach Coordinator

VI. Law Enforcement and the Sikh Community

Associate Director Rucha Kavathe – Community Education & Empowerment Directorate
–United Sikhs

AUSA Harpreet Mokha – DOJ – National Program Manager

Director Hardayal Singh – Community Education & Empowerment Directorate – United
Sikhs

VII. Law Enforcement and the Latino Community

Dr. Anne Deepak, PhD. - Monmouth University –School of Social Work

Sgt. Kim Trujillovar – Ocean County Prosecutor’s Office

Co-Chairman Jose Martinez – Latino Leadership Alliance

VIII Law Enforcement and the Jewish Community

Dr. Lewis Schlosser , PhD, ABPP. – Director of The Institute for Forensic Psychology

Executive Director Jacob Toporek, Esq. – N.J. State Association of Jewish Federations

Media Director Fradl Adams – N.J. State Association of Jewish Federations

Rabbi Isorel Bursztyn – N.J. Chaplains Association

Rabbi Yaakiv Wenger- N.J. Chaplains Association

IV. Law Enforcement and the LGBTQ Community

Deputy Attorney General Leah Smith –New Jersey Office of the Attorney General

Executive Director Christian Fuscarino – Garden State Equality

Assistant Attorney General Philip Freeman – OAG-Division of Civil Rights – Assistant Director

X. Understanding Bias Crimes/Incidents and Reporting

Detective Brian Christensen – OAG-Division of Criminal Justice

Assistant Attorney General Philip Freeman – OAG-Division of Civil Rights – Assistant Director

Dave Leonardis –OAG-Division of Criminal Justice – Training and Outreach Coordinator

Other (Evaluation for Pilot)

Dr. Robin Mama, PhD.- Dean of Monmouth University –School of Social Work

WORKING GROUP ON CLEAR CULTURAL DIVERSITY TRAINING



- New Jersey State Office of Volunteerism
- Latino Leadership Alliance of NJ
- New Jersey Institute for Social Justice
- NJ Office of Homeland Security & Preparedness
- Institute for Forensic Psychology
- NJ Asian American Law Enforcement Officers Association
- NY/NJ Port Authority

WORKING GROUP ON CLEAR CULTURAL DIVERSITY TRAINING



- Monmouth University School of Social Work
- OAG, Division of Civil Rights
- Garden State Equality
- Maple Shade Police Department
- NJ Assoc. of State Chiefs of Police
- U.S. Department of Justice
- New Jersey Chaplains Association
- National Association of Black Law Enforcement Officers (NOBLE)
- National Association for the Advancement of Colored People (NAACP)

Training Objectives

- **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 interacting with a person of a different culture, ethnicity, religion, language or sexual or gender identity..
 - Identifying and understanding the procedure for reporting potential bias crimes.



Rule 1

**EACH OF YOU GOES
HOME SAFELY AFTER
YOUR SHIFT.**



INSTRUCTOR NOTES-

- As a trainer, this concept is an extremely important point to discuss. The Instructor should avoid reinforcing concepts that may come up in class such as “better to be judged by twelve than carried by six.” This concept presumes that a Law Enforcement Officer used excessive force. Moreover, it may become an issue in any civil litigation on a failure to train issue.

Core Law Enforcement Values

- Respect for people
- Reverence for the law
- Service to the community



What this Training is Not About.

Changing your police tactical training concerning cover and distance while responding to a potentially dangerous situation.

