

City and County of Denver: Police Department
EMW-2016-CA-00381
Narrative Summary of Performance
January 1, 2018 to March 31, 2018

The Denver Police Department (DPD) made significant progress in the grant's curriculum development and programmatic outreach this quarter. Two civilian staff members - a program coordinator (PC) and outreach community specialist (OCS) were hired February 6, 2018, and immediately underwent a training-of-the-trainers over three days alongside selected DPD officers. The training on the Law Enforcement Awareness Briefing (LAB) was delivered by the National Counterterrorism Center and DHS/Federal Law Enforcement Training Center personnel.

For the remaining two months of the quarter, the new part-time civilians focused on significant outreach both within DPD internally, and externally with the greater Denver community. Throughout their internal meetings, the PC and OCS sought to meet and learn from DPD officers and civilians on their existing work, challenges, and methods to effectively deliver the LAB materials. In their community meetings, the PC and OCS introduced themselves, their roles, the CVE grant, and spent time learning about a wide variety of community organizations. In these meetings, the PC and OCS inquired about key safety challenges, learned about areas of potential partnership, and shared the resources of DPD and others (Safe Place program, bias-motivated crime unit, Colorado Resilience Collaborative, Rose Arom Center (holistic DV response), Community Awareness Briefing (CAB) training, Community Resource Officers/School Resource Officers, etc.).

In terms of curriculum development, the PC and OCS developed cross-cultural communication training materials, a section on "Refugee 101" describing who a refugee is, the vetting process, and how past traumatic experiences could potentially affect refugees' interactions with law enforcement.

The PC and OCS also met several times with our partner agency, the Denver office of Immigrant and Refugee Affairs, regarding the planning and development of "newcomer academies." While each academy will be tailored to the community requests and needs, the menu of topics will include housing, building codes, health and human services, transportation, and public safety topics. In order to reduce barriers of attendance, each session will also include interpretation, child care, and be provided in a physical location close to the community (school, community center, library, etc.).